

HANDBILLING GUIDELINES

Thank you for agreeing to assist your union in this consumer handbilling campaign. Please read the following instructions before you begin. You must follow these instructions while you are handbilling.

It is important to conduct yourself in a courteous and friendly manner when handbilling. The purpose of handbilling is to persuade consumers to support the Union. Being courteous makes the consumer more receptive and leaves a positive impression of the Union.

1. Handbilling should start after the store has officially opened for business, and should end before the store closes.
2. Handbilling should be conducted only in the location(s) designated by your union representative. Do not block doors, driveways, gates, or other entrances or exits to the store or parking lot while handbilling.
3. Handbilling may only be directed to consumers. It may not be directed to store employees or drivers making pickups or deliveries. Thus, you may not handbill in front of or adjacent to any entrance to the store that is set aside for the use of store employees and delivery people. This is to avoid a charge that the Union is engaged in a secondary boycott.
4. **Do not ask store employees or delivery persons to stop working or making pick-ups or deliveries, or interfere in any way with the ability of employees or delivery persons to continue with their work or threaten to do so.** If an employee or delivery person asks you what the handbilling is about, you should tell them that it is aimed only at consumers. This is also to avoid a charge that the Union is engaged in a secondary boycott.
5. Do not engage in any picketing activity or any other activity that could be construed as picketing such as congregating in large numbers, carrying signs or posters or walking back and forth in front of the store or driveway. Your activity should be limited to distributing the handbills provided to you by the union.
6. Handbilling must remain peaceful at all times. Do not engage in arguments concerning the handbilling, or attempt to force a consumer to accept a handbill. If any consumer, store employee, delivery person, or anyone else asks questions talk only about the issues and message expressed in the handbill.
7. If anyone, including a consumer, store employee or delivery person asks about the handbill, stick to the message in the handbill and do not threaten picketing, lawsuits, strikes or that any other type of action or “trouble” will occur. If a consumer, store employee, delivery person or anyone else asks what you or the union will do if the union’s message is not heeded, you should smile and simply

state in a courteous fashion that you will continue to handbill to put your message before the public.

8. If a store manager or other private party should complain to you about the handbilling, direct them to the union representative in charge. If any member of law enforcement orders you off the property or directs you to move to a different location, follow his or her instructions and if possible, obtain his or her name. The union will take appropriate action against any person who interferes with your rights under federal or state laws.
9. You may not have alcoholic beverages of any kind with you while handbilling, including beverages kept in your vehicle. You may not show up to handbill after drinking alcoholic beverages, even if it is only one beer. Pick up any handbills that may be discarded by persons who take them from you.

If you have questions during the course of the day, you should contact union representative _____ at the following number: _____.

Thank you again for your help!