



All workers have a right under the National Labor Relations Act to support other strikers. These are called sympathy strikes. They have long been recognized as lawful, protected activity. If you work for an employer that is not subject to a strike, you can still respect the picket line if one is established at your worksite.

However, your right to respect these lawful picket lines may depend on the language of the collective bargaining agreement with your employer. Generally, a simple no-strike clause may not apply to sympathy strikes, and you will have the right to respect the picket line against an individual employer. You lose that right only if there is clear evidence in the contract or other evidence that the right to respect another union's picket line (that is, withhold work in support of another union's strike) is waived.

You have a right to honor a lawful picket line at your worksite if you are working under the International's Low Budget Theatrical Agreement, the Horizon Alternative Television & Horizon Productions, Inc. agreements, Commercial Production Agreement, the Pay Television Agreement, the Music Video Production Agreement, the Sony Picture Animation Agreement, The Secret Lab & The Traveling Lab agreements, the Cranetown & FRB Productions low-budget dramatic & non-dramatic agreements, the Beachwood Services, Inc. Agreement, or the It's A Laugh Productions, Inc. Agreement.

Please keep in mind that some contracts require the Union to encourage you to return to work in these circumstances. However, that does not impact your legal right to observe a lawful picket line. You must follow your conscience.

If there is any concern about whether your agreement prevents you from respecting a picket line, please call your IA representative.

There may be circumstances where picket lines must be limited to certain areas or times. Your representatives will monitor the situation to make sure the rules about lawful pickets are followed.

Although the National Labor Relations Act and the First Amendment protect your right to support your fellow workers in this important fight, your employer may still seek to replace you should you honor a picket line. Nevertheless, the IA intends to fight to protect the rights of members to respect lawful picket lines.

If you have any questions, please contact your IA representative.