
(the Union)

1. OBJECTIVE

- 1.1 The picketing rules are intended to regulate the relationship between management and its employees and the union during the course of a legal picket. The parties accept the conventions of collective bargaining and that union members and supporters / employees in the bargaining unit may wish to picket peacefully in support of any protected strike or in opposition to any lockout.
- 1.2 These rules are intended to facilitate peaceful picketing at company premises in the designated areas indicated before picketing commences and must be followed without exception by all parties. Any indulgence or departure from these rules, which may be granted from time to time, shall be reduced to writing and shall in no way constitute a permanent waiver or amendment of these rules.
- 1.3 The Union and the Employer ("**the Parties**") expressly agree to the picketing rules contained herein which will find application at all places of business where the Employer operates.
- 1.4 This agreement will also be binding on any members, employees and/or supporters who seek to exercise any of the rights conferred by Part A of the Labour Relations Act 66 of 1995 ("**LRA**") or any other rights recognised in law.
- 1.5 The Parties agree to Section 69 of the Labour Relations Act 66 of 1995 ("**LRA**") as amended from time to time, including the Code of Good Practice on Picketing as contained in Part B of the LRA.
- 1.6 These picketing rules shall apply for the duration of any future protected / un-protected industrial action and the Parties agree that where the word picketing or picketer appears, that this will also apply to strike, striker or striking employee.

2. NOTICE: OFFICIALS AND PICKETING