

The Law of Reserve Gates

Federal law protects the rights of CWA striking employees to picket Verizon. However, the law allows Verizon to set up a separate entrance or reserve gate on its premises that is specifically designated for neutral contractors and/or delivery of supplies that are unrelated to Verizon's normal operations. To establish a reserve gate, Verizon must put up a sign at the designated entrance that clearly states that it is a reserve gate. The sign must clearly and unambiguously indicate the categories of people who may use the gate and who may not. If Verizon, correctly establishes a reserve gate, the law forbids us from picketing at this entrance. However:

- Verizon management and other non-union employees may not use the reserve gate.
- Contracted employees who perform work related to Verizon's normal operations¹ are also prohibited from using the reserve gate.
- Customers and deliveries, including pizza, for Verizon (or related to Verizon's normal operations) may not enter through the reserve gate.

If you observe any of the above people or supplies wrongfully entering the reserve gate, inform your picket captain and make sure that all the details are written down: why you believe the gate was "tainted", who tainted the gate, and at what time.² If the gate is tainted multiple times, we may be permitted to picket.³ But do not picket the reserve gate unless you have been given instructions to do so. If Verizon "cures the taint" by posting new signs and enforcing the reserve gate system, we are no longer permitted to picket the reserve gate.

¹ New construction work is considered unrelated to normal operations, while repair and maintenance work is related to normal operations.

² The union is also allowed official observers at the reserved gate. Such observers must be clearly identified, but may not have picket signs.

³ Pickets at a reserve gate must clearly indicate that our dispute is with Verizon, not with a neutral contractor.