

Texas City Metal Trades Council, AFL-CIO

IUOE 564 | IBEW 527 | UA 211 | IAM 776

ASHLAND SPECIALTY CHEMICALS — PICKET CAPTAIN BRIEFING SHEET

CONFIDENTIAL — FOR PICKET CAPTAINS AND STEWARDS ONLY Strike Effective:
June 24, 2026 at 6:30 PM | Location: Attwater Ave & Hwy 146

As a picket captain, you are the Union's representative on the line. Your authority and your conduct directly affect the legal standing of this strike. Read this document carefully and keep it with you at all times during your shift.

YOUR RESPONSIBILITIES

- Arrive at least 15 minutes before your shift begins to receive the handoff from the outgoing captain
- Maintain a sign-in/sign-out log for every member on your shift — this is required for strike pay eligibility
- Keep the picket line moving at all times — stationary mass picketing can be enjoined by court order
- Ensure no member blocks entrances, exits, or access roads
- Monitor member conduct and intervene immediately if any member behaves improperly
- Document all significant events during your shift in writing (see Incident Log section below)
- Brief the incoming captain at shift change — verbal and written handoff
- Report immediately to the Business Agent any: arrests, injunctions served, management threats, media presence, or unusual activity

MANAGING THE LINE — 70 MEMBERS, 4 SHIFTS

With 70 members across four 6-hour shifts, target approximately 17-18 members per shift. Suggested line structure:

- Assign members to consistent shifts where possible — reduces confusion and improves accountability
- Designate 1-2 assistant captains per shift to help manage sign-in and monitor the line
- Keep a physical sign-in sheet — do not rely solely on memory or phones
- Rotate members walking the line to prevent fatigue, especially overnight shifts

(Business Agent) Lewis Crawford - 979-529-8355
(Chief Picket Captain) Curtis Bullock 409-443-9844

HANDLING PERSONS CROSSING THE LINE

⚠ CRITICAL: You have NO legal authority to physically stop anyone from crossing. Your role is to document, not to obstruct.

When supervisors, management, or non-unit employees cross:

- Step aside and allow passage — do not block or slow their entry
- Note the time, name (if known), and vehicle description in your incident log
- Members may verbally express that the person is crossing a picket line — this is protected. Threats are not.

When a bargaining unit member attempts to cross:

- Calmly inform them that crossing the picket line may subject them to union discipline under their Union's constitution
- Do NOT physically block, touch, or threaten them
- Document their name and the time in your log
- Notify the Business Agent immediately

MEDIA & OBSERVERS

- Do not speak to reporters — direct all media to the Business Agent
- You may decline to be photographed — calmly state you are not authorized to speak with media
- If company representatives approach the line to document or photograph members, note their identity and time — this is legal but document it
- If law enforcement arrives: cooperate fully, do not argue, contact the Business Agent immediately

EMERGENCY PROCEDURES

⚠ If any member is arrested, an injunction is served, or a physical altercation occurs — call Lewis Crawford IMMEDIATELY and do not make any statements.

- Medical emergency: Call 911 first, then notify the Business Agent
- Arrest of a member: Do not interfere. Note officer name/badge number if possible. Call Business Agent immediately.
- Injunction served on you personally: Accept the document, do not argue, call Business Agent immediately. Do not alter picket line activity until directed.
- Violent incident: Call 911. Remove members from danger. Do not retaliate. Call Business Agent.

(Business Agent) Lewis Crawford - 979-529-8355
(Chief Picket Captain) Curtis Bullock 409-443-9844

SHIFT INCIDENT LOG

Complete this section throughout your shift. Turn in to the Business Agent or incoming captain at shift change.

TIME	EVENT / OBSERVATION	PERSONS INVOLVED	ACTION TAKEN

Captain Name: _____ Shift: _____ Date: _____

Member Count at Shift Start: _____ Member Count at Shift End: _____

Relief Captain: _____ Handoff Time: _____

(Business Agent) Lewis Crawford - 979-529-8355
(Chief Picket Captain) Curtis Bullock 409-443-9844