



Protect Yourself from a Protest

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Steve Bernstein's article "Protect Yourself from a Protest" was featured on *NACS Online* on December 10, 2014.

In recent months, a number of social rights groups (often referred to as "workers centers") have been collaborating with labor unions to stage public demonstrations from coast to coast, and around the globe. While the ultimate aims of these organizations are not always clear, the themes often revolve around wages, benefits and other working conditions. Thus far, these groups have directed most of their activities at the fast food industry, but it is fair to assume that our industry is a potential target as well.

In the article, Steve provides a list of aspects that retailers should be prepared to address in the event of a planned protest:

- **Identify the activity:** The nature of the activity will typically determine the extent of your rights as a neutral employer.
- **Know the general ground rules:** Understand what picketers are and are not permitted to do, under law.
- **Protecting your property rights:** In most states, third parties are not permitted to access your private property to engage in these activities. While protesters may be permitted to lawfully air their disputes on public property, they generally do not have the right to use your private property to carry out their objectives.
- **Communicate with your customers and employees:** While picketing and related activity threatens to disrupt virtually any business, there are steps that can be taken to reassure employees and customers alike.
- **Respond to the participants themselves:** If the protesters do show up, the best advice is to remain calm. It is important to remember that the protest is ostensibly directed against someone else.

To read the full article, please visit [NACS Online](#).

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