

# Reserved Gate Systems: Key Legal Issues and Best Practices

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This practice note provides guidance on the key legal issues and best practices regarding reserved gate systems, which are also sometimes referred to as dual gate or two-gate systems. Employers implement reserved gate systems when union picketing occurs on an employer's property. Reserved gate systems are designed to enable employers to avoid severe business disruptions that such picketing causes.

This practice note will discuss the legal implications of establishing a reserved gate system under the National Labor Relations Act (NLRA or Act), with a focus on preventing secondary boycott activity and disruptions toward secondary employers. As explained below, to be effective, employers must properly and carefully maintain reserved gate systems.

This practice note addresses the following issues regarding reserved gate systems:

- What Is a Reserved Gate System?
- What Are an Employer's Rights and Obligations regarding Reserved Gate Systems?
- What Are an Employee's Rights and Obligations regarding Reserved Gate Systems?
- What Are a Labor Union's Rights and Obligations regarding Reserved Gate Systems?
- What Are the Best Practices for Implementing Effective Reserved Gate Systems?

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