

STRIKES AND LABOR DISPUTES

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STRIKES AND LABOR DISPUTES

STOW POLICE DEPARTMENT POLICY & PROCEDURE NO. 7.08 MASSACHUSETTS POLICE ACCREDITATION STANDARDS REFERENCED: None	ISSUE DATE: _____
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I. GENERAL CONSIDERATIONS AND GUIDELINES

The police role at the scene of any labor-management conflict is to enforce the law and to protect life and property. The key to effective police action in these circumstances is for the officers to be completely fair and objective in the performance of their duties. It is not the function of the police to determine which side is right or wrong or to take any personal or official position either way. Police officers should never permit themselves to be placed in any position that might have the appearance of favoring one side or the other.

It should be noted that both sides in a labor dispute have definite rights and responsibilities. The strikers have a right to assemble and to picket peacefully to publicize and dramatize their cause. They do not have the right to intimidate non-strikers or to impede persons or vehicles from entering or leaving the employer's property. The employer has a right to keep his business open and to have his property safeguarded from damage or destruction.

Arrests at strike scenes should be avoided except for flagrant violations requiring immediate action. Only sufficient force shall be used to effect such arrests and remove the offenders from the scene as quickly as possible to avoid an emotional reaction of their fellow strikers. Whenever possible, it is preferable to obtain sufficient information

to be presented later to the court for the issuance of criminal process against the persons concerned. An important factor in avoiding disorder and the subsequent necessity for making arrests is to establish an early contact with the strike leaders and company officials to seek their cooperation and to point out both the police responsibility in the controversy and their obligation to maintain public safety and good order.

II. POLICY

It is the policy of this department to:

- A. Fairly, and without bias, preserve the peace and protect life and property when working at strike locations; and
- B. Have officers working at a strike zone conduct themselves according to applicable law, these guidelines, department policies and procedures, departmental orders, and the lawful orders of their superior officers.

III. PROCEDURES

A. Operational and Supervisory Authority

- 1. Operational control of all officers assigned to a strike location is exercised by the Chief of Police **his designee**. Supervisory responsibility for such details is delegated to shift commanders, patrol supervisors, or the strike detail supervisor.
- 2. Officers assigned to strike locations, whether as part of a paid private detail or as assigned by the department, serve in their capacity as police officers of this department and not as special employees of the company or organization paying for their services.
- 3. No employee of any company or organization, whether paying for police services or not, is authorized to direct the activities of officers assigned to the detail or to issue any order to police officers. For further information, see the department policy on ***Off Duty Employment***.

B. Assignment of Officers to Strike Details

- 1. AUTHORIZED PERSONNEL INCLUDE:
 - a. Full time permanent police officers;
 - b. Special police officers.
- 2. PERSONNEL NOT PERMITTED TO WORK STRIKE DETAILS INCLUDE:
 - a. Full time or reserve officers who have not successfully completed basic police recruit academy or post academy field training;

- b. Constables, whether or not academy trained;
 - c. Auxiliary police; and
 - d. Massachusetts State Police Officers (unless violence has actually occurred and then only by order of the Governor).
3. **MUTUAL AID:** In the event that the department is unable to provide the number of officers required to fill a paid strike detail, officers from other communities may be utilized if authorized by the Chief or Officer-in-Charge of that department and if the officers meet the requirements of **Authorized Personnel** in this policy.

C. General Public Safety and Law Enforcement Considerations

- 1. **OBJECTIVES:** The mission of officers assigned to strike locations includes, in order of importance, the following:
 - a. The protection of life and the prevention of physical injury to persons;
 - b. The protection of the statutory and Constitutional rights of all persons;
 - c. The protection of personal and public property; and
 - d. The maintenance of the public peace.
- 2. **UPON LEARNING OF A STRIKE**
 - a. Whenever the police department is notified of the existence of a strike or labor dispute, the following information will be obtained and documented for departmental purposes:
 - 1) The name, business address and telephone number of the employer;
 - 2) The name, address and telephone number of the union concerned;
 - 3) The kind of business involved;
 - 4) The reason for the dispute;
 - 5) The date the strike was declared;
 - 6) The approximate number of employees involved;
 - 7) Any trouble that might be anticipated; and
 - 8) Any additional information that could be of assistance to the police department in carrying out its responsibilities.
 - b. As soon as possible, the Chief or his/her representative will contact both the employer and the union officials to elicit their cooperation in maintaining a peaceful strike and to avoid unlawful activity by any of the contending parties. Both sides in the dispute will be notified:

- 1) That the use of force or violence will not be permitted;
- 2) That the law will be enforced fairly and impartially;
- 3) That any unlawful or disorderly act or acts that might provoke violence will be prevented;
- 4) That the rights of the general public to use the public streets and sidewalks will be maintained;
- 5) That the rights of the striking employees to conduct orderly picketing in public areas will be protected;
- 6) That the striking employees will be permitted to:
 - a) Peacefully persuade those still employed to join the strike;
 - b) Peacefully persuade those considering employment not to do so; and
 - c) Inform potential customers and the general public about the labor dispute and the reasons for their action.

3. PICKET LINE

- a. When a strike develops and a picket line is established, it shall be the obligation of the Officer-in-Charge at the scene to make contact with the union leader supervising the picketing and seek the individual's cooperation. Picket leaders are usually responsible persons selected for their leadership ability. Good relations between the police and the strikers can ease the problems of law enforcement.
- b. If an incident arises, or it is apparent that a potentially dangerous situation is arising, it should be immediately called to the attention of the picket leader, who should be encouraged to handle the problem immediately, if at all possible. In many cases, this will eliminate the need for intervention by the police.

4. IMPARTIALITY

- a. Police officers shall avoid any fraternization with:
 - 1) Pickets;
 - 2) Union leaders or management officials;
 - 3) Company security; or
 - 4) Non-striking personnel.
- b. Police officers shall avoid any unnecessary conversation with friends or acquaintances who may be in the picket line or associated with management.

- c. Police officers shall not enter company property except to perform a proper police purpose.
 - 1) Officers shall not use any company facilities or telephones, nor those of the union, unless absolutely necessary.
 - 2) Police officers shall not use any company cafeteria and shall not accept invitations to eat either with union or management personnel.

D. Rights of Picketers and Persons Crossing Picket Lines

1. GENERALLY

- a. Persons engaged in lawful and peaceful picketing are in the exercise of a right granted to them by both Massachusetts and federal law. Police officers have an obligation to protect that right and to protect those persons who are exercising that right.
- b. Similarly, non-striking employees, customers, and members of the public have a lawful right to enter or leave the site of a strike. Police officers have an obligation to protect those rights and to protect those persons who are exercising those rights.
- c. The police officer's role is one of balancing what may appear to be conflicting rights or interests and of providing a buffer to ensure that all parties can peacefully exercise their rights without being exposed to physical danger, property damage, or breaches of the public peace.

2. PICKETERS

- a. Picketers are allowed to march on public sidewalks and streets, as long as their activities do not prevent the use of those public ways by others.
- b. While picketing, persons are allowed to verbally or by sign attempt to persuade others to their point of view, provided that such persuasion is not accompanied by injury or threat of injury.
- c. Picketers who refuse to desist in blocking sidewalks, streets, or driveways, so as to allow others to pass, are subject to arrest for disorderly conduct. However, prior to making such an arrest, officers should:
 - 1) Determine if the picketing is, in fact, blocking the sidewalk, street, or driveway in such a way that a person actually attempting to use it is prevented from doing so;
 - 2) Verbally or by clear physical direction indicate that the picketers should desist in their activity; and
 - 3) Permit a reasonable time for compliance.

3. ENTERING & LEAVING SITE

- a. Persons entering or leaving the site of the strike should anticipate that their passage may be subject to a reasonable delay. Such delays are related to ensuring their safety, the safety of persons on the picket line, and the right of picketers to engage in peaceful persuasion.
- b. If such persons crossing the line ignore or fail to follow reasonable and lawful directions of police officers, and, thereby, create a hazardous situation or a breach of the peace, their conduct could be considered disorderly in character.

E. Providing Safe Passage through Picket Lines

1. PEDESTRIANS: Under normal circumstances, persons on foot should be escorted, by at least one officer, through the picket line and to a reasonable distance from the line.
2. VEHICLES
 - a. Generally, when cars are waiting in line to pass through the picket line, the line should be stopped and three vehicles permitted to pass. Thereafter, the line should be allowed, briefly, to resume movement before being stopped to permit the passage of three more vehicles.
 - 1) Permitting three cars to pass hopefully ensures that prolonged waiting does not become a source of problems, and that vehicles are not operated at excessive speeds as they pass through the line. Additionally, that level of passage permits the officers to remain in control of both the picketers and the motorists.
 - 2) If the volume of picketers, their conduct, or other factors such as weather or lighting conditions make passage of three cars unsafe, officers shall reduce the flow of vehicles through the line or, in extreme cases, stop the passage of vehicles until sufficient officers are present to ensure safe passage.
 - b. Motorists should be directed not to play the vehicle's radio while passing through the line, so that they may hear emergency directions from the officer.
 - c. Because differing opinions exist as to the relative safety of opening or closing windows as vehicles pass through the line, officers shall not, except in exigent circumstances, direct motorists to raise or lower their windows while passing through the line.
 - d. Persons driving motor vehicles through the line must exercise due care and caution and must obey the directions of police officers.
 - 1) Officers observing minor vehicle violations that do not represent an immediate threat to safety shall not stop the vehicle, but should record the

registration number for later follow-up.

- 2) When it becomes necessary to stop a vehicle, the officer should direct the vehicle to stop at a safe distance from the picket line.
 - 3) Any person who intentionally, negligently, or recklessly endangers picketers, the public, or the police by their manner of operation should be charged with the appropriate motor vehicle or criminal offense.
- e. Operators of vehicles observed entering or leaving through uncontrolled driveways should be directed to use controlled points of passage.
3. IDENTIFICATION CHECKS: Unless specific orders to the contrary are issued by a supervisor, officers will not check the identification of persons crossing the picket line.

F. Reports

1. Officers working strike locations shall prepare a written report after issuing a warning, making an arrest or taking another criminal enforcement action while working a strike scene.
2. See the department policy on ***Incident Reporting***.

G. Union Organizing Efforts

1. WORKPLACE ACCESS
 - a. Unions may want to go onto private property in order to gain access to employees for the purpose of attempting to organize them. The National Labor Relations Act (NLRA) confers rights only on employees, not on unions or their non-employee organizers. Thus, as a rule, an employer need not allow non-employee organizers onto the employer's property for the purpose of either speaking with employees or distributing union literature.
 - b. In unusual situations, a union may convince the National Labor Relations Board (NLRB) or a court that a certain group of employees are so inaccessible that an exception should be made to the general rule. In the absence of an order from the NLRB or a court, union organizers have no more rights than other private citizens and may be barred from private property by the owner or person in charge of such property.
2. PUBLICIZING DISPLEASURE WITH EMPLOYER
 - a. As part of their organizing efforts, unions may also want to publicize their displeasure with an employer. This may take the form of handbilling members of the public in and about an employer's place of business.
 - b. Such activities do not ordinarily come within the scope of the NLRA. In such

situations, union organizers must conform to all applicable statutes.

3. ENFORCEMENT OF STATUTES

- a. Union organizers must comply with the same statutes as other private citizens in attempting to gain access to employees. Should the person who owns or is in lawful control of private property restrict solicitation, union organizers may be denied entry.
- b. Union organizers are to be warned that their actions in violation of statutes such as trespassing, disturbing the peace or disorderly conduct will not be tolerated.
- c. Should a violation persist after the aforementioned warning has been given, officers shall consult with a supervisor to determine what enforcement action is most appropriate under the circumstances. This may include arrest of some or all of the organizers, applying for process on complaints or advising the complainant of his/her right to file a complaint in the appropriate District Court department.
- d. Officers should maintain neutrality on the labor relations aspect of any dispute between organizers and property owners.
- e. As with many types of disputes, if officers discover that some reasonable accommodation is possible which satisfies both the property owner and the union organizers, there is no need for enforcement action.