



# SACRAMENTO POLICE DEPARTMENT

## OFFICE OF OPERATIONS



538.01

### STRIKES, PICKETING, AND LABOR DISPUTES

07-24-92

#### **PURPOSE**

To describe procedures to be followed at strikes, picket scenes, and labor disputes.

#### **POLICY**

To become involved with picket or strike activity only as it relates to the public peace and safety.

#### **PROCEDURE**

##### **A. NOTIFICATION**

1. A labor dispute involving a picket line shall immediately be brought to the attention of the Sector Sergeant.
2. The Sergeant shall:
  - a. complete a Labor Situation Report and see that it is forwarded to the Labor Relations Officer, Office Chief, Office of Operations, and the Captain, Office of the Chief.
  - b. contact representatives of both labor and management and explain the mission of the Department.
  - c. see that the District Officer makes periodic checks to ensure proper order is maintained.
3. The district Officer shall keep the Sergeant advised of the situation, and the Sergeant shall keep the Watch Commander properly advised.

##### **B. REVIEW OF SCENE**

1. Officers shall check the scene of the picketing but refrain from unnecessary contact.
2. If facts indicate there is the possibility of problems, the observations shall be more frequent.
3. Occasionally, it is necessary to become acquainted with the individuals in the strike situation. All contacts shall be made in a professional and businesslike manner.
4. If Officers make contact with the picket group, they shall ask for the picket captain and carry on all business with that person. They shall also inquire of management who their contact person may be.

##### **C. ENFORCEMENT**

1. Not only shall officers observe picket activities but they shall listen for names, watch for possible troublemakers, and associate them with cars, if possible. Notations should be made of the license numbers, makes, and models of the cars. Descriptions of any gang of roving picketers and strike sympathizers shall also be noted.
2. The goal of keeping a strike peaceful is seldom served by making wholesale arrests for minor violations. If unwitnessed by the Officer and the complaints are of such nature as to demand arrest, the complaint shall be investigated and appropriate action taken.
3. When a person insists upon an immediate misdemeanor arrest which an Officer has not witnessed, both parties should be interviewed, and the Sector Sergeant shall be contacted. The private person's arrest procedure shall be the same as any other case except that the Sergeant shall be consulted first.
4. When a non-violent misdemeanor occurs in the Officer's presence, the Officer shall immediately contact the Sector Sergeant for enforcement and tactical instructions.
5. A violent misdemeanor in the Officer's presence can require immediate enforcement action. A violent misdemeanor is generally an overt act that can cause further violence such as spitting in a person's face, slashing vehicle tires, etc.
6. The Sector Sergeant shall be immediately notified of any enforcement action and what is currently occurring at the scene.
7. Labor disputes and strikes require more diplomacy than other police matters. Officers shall show no partiality in these situations. Certain legal rights are granted each side by law and Officers shall see that these rights are protected.