

	LANE COUNTY SHERIFF'S OFFICE POLICY	Number: G.O. 7.39
		Issue Date: March 21, 2005
		Revision Date:
CHAPTER: Patrol		Related Policy: G.O. 1.08 (Guidelines for Arrest), G.O. 1.12 (Use of Force), G.O. 7.44 (Civil Disturbance)
SUBJECT: Labor Disputes		Related Laws:

POLICY: The policy of the Lane County Sheriff's Office in responding to labor disputes is to preserve the peace and to protect life and property. It is recognized that employers have the right to defend their private property. It is also recognized that employees have the right to strike and to peaceably picket their employers to redress grievances.

RULE: None

PROCEDURE:

I. Pre-Strike Action

A. Normally, strikes can be anticipated prior to the actual strike. This time allows for contact with the parties and intelligence gathering to assist with probable and potential actions.

1. Police Services Command shall attempt contact with the disputing parties in order to:
 - a. Explain Sheriff's Office policy.
 - b. Explain applicable laws and ordinances to leaders of both parties. Both sides should be informed how law enforcement will impartially enforce the applicable statutes. The consequences of non-cooperation violations should be explained clearly.
2. Attempt to identify a contact person from management and the union.

B. An attempt should also be made to obtain the following information:

1. Type, name, business address, and phone number of employer.
2. Name, address, and phone number of representing union.
3. Number and occupation of employees involved in the dispute.
4. Reason for the dispute.

5. Date strike is declared.
6. Types of problems anticipated.
7. Type of strike (sympathy, wildcat, lockout, secondary, etc).
8. Location and size of the plant, number of entrances, exits, loading platforms, ingress, egress routes, etc.
9. Times when merchandise, goods are to be received or shipped.
10. Arrival and departure times of any working employees.
11. Special hazards or other condition which might affect police duty, operations, and safety.

II. General Procedures

- A. Park police vehicles in an area away from strikers and leave a guard.
- B. Prevent blockage of public streets and private driveways. Normal traffic flow should be maintained and normal entry and exit from the establishment should be allowed.
- C. Prevent pickets and strikers from blocking sidewalks.
- D. LCSO employees shall not discuss the labor dispute with members of labor or management. Any conferences with police or instructions as to legal limits on behavior should include both sides of the dispute.
- E. Try to limit contact to the appointed management and union representative.
- F. Intelligence gathering should continue during the course of the strike.
- G. Video taping and/or still photography of the event may be useful to deter illegal activity and to document evidence of crimes.
- H. If disorder on a large scale ensues, supervisors shall be notified and civil disturbance procedures enacted (see G.O. 7.44)