

DEPARTMENTAL GENERAL ORDER

OLIVETTE POLICE DEPARTMENT
OFFICE OF THE CHIEF OF POLICE

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Labor - Management Disputes

Strike Report

LABOR - MANAGEMENT DISPUTES

I. PURPOSE

The purpose of this General Order is to establish Department policy and procedures to be followed when reporting and policing labor-management disputes.

II. GENERAL

A. The Olivette Police Department shall remain neutral in labor-management disputes. Impartiality shall be maintained when protecting the life and property of the public and parties involved in the disputes.

B. Olivette Police Officers may not work secondary employment with a business agency or party involved in a labor-management dispute.

III. REPORTING PROCEDURES

A. Patrol officers shall report all labor-management disputes in their assigned area to their watch commander.

B. The watch commander shall contact officials of both the business and the labor union involved and provide both parties with a copy of the “Olivette Police Department Labor-Management Dispute Policy”, Form #OPD – F1076. The Chief of Police shall be notified of such action through the chain of command.

C. In the event of a strike, the Chief of Police or his designee shall be responsible for contacting and maintaining liaison with the St. Louis Labor Council and “the employers affected.” The Council and the employer shall furnish the following information concerning the strike:

1. Names and locations(s) of the company involved in the strike;
2. Name of the union(s) involved;

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3. Name of the on-site person(s) in charge of the strike;
4. Telephone number of the union;
5. Telephone number of the person in charge of the strike;
6. Number of striking employees;
7. Nature of the dispute; and
8. Type of picket line contemplated and the number of pickets to be posted.

D. The watch commander on duty at the time a strike notification is received is responsible for proceeding to the strike location and preparing a strike report confirming the information received from the union and the business involved. Included will be any additional information beneficial in evaluating the situation and the identity of parties receiving copies of the “Olivette Police Department Labor-Management Dispute Policy”, Form #OPD – F1076.

IV. ENFORCEMENT PROCEDURES

A. Officers patrolling an area where a labor-management dispute is occurring should be especially alert to:

1. Assaults, coercion or unlawful interference with persons or property.
2. Assembly of crowds that tend to intimidate persons or hinder passage.
3. Acts of vandalism or sabotage, especially against public utilities. During labor-management disputes, it is the Olivette Police Department’s responsibility to protect public utility facilities from vandalism or sabotage until security arrangements can be made by the utility company.

B. Law violations, with the exception of trespassing described below, shall be handled in manner consistent with Department policy.

C. When a complaint is received reference to pickets or handbillers trespassing on private property that is generally open to public (e.g., shopping malls), the officer should ensure that trespassing is the only violation, then:

1. Obtain the name and telephone number of the following persons:
 - a. Complaining property owner.
 - b. Person in charge of the pickets.

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c. A union officials business agent.

2. Advise the complainant that the National Labor Relations Board (NLRB) must make the final determination whether the pickets have the right to enter and remain on private property for their stated purpose.
3. Advise the person in charge of the pickets that the union has until 5:00 P.M. of the next federal business day following the complaint to file an unfair labor practice charge with the NLRB. The union must have the name of the complainant in order to file the charge. Pickets may remain during this filing period.

D. If the pickets fail to file the NLRB charge by the stated deadline, the complaint should then be treated as any other trespassing complaint.

E. If prior to the stated deadline the pickets produce the NLRB charge, the police should continue to defer any action on the trespassing until NLRB rules on the pickets' right to enter and remain on the private property.

F. If the NLRB rules in favor of the pickets, the police should take no further action on a trespassing complaint. If the NLRB rules against the pickets, the complaint should be treated as any other trespassing complaint.

G. At all times, even after a favorable NLRB ruling, the pickets or handbillers must not block entrance to or exit from the property.

This General Order supersedes all prior directives and orders inconsistent therewith.

BY ORDER OF:

Signature on File

Beth M. Andreski

Chief of Police

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Expiration: Indefinite