

	KENOSHA POLICE DEPARTMENT			
	POLICY AND PROCEDURE			
	46.5 Strikes – Labor Disputes			
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I. PURPOSE

The purpose of this policy is to define the role of the Kenosha Police Department in dealing with labor disputes, specifically to provide guidance in protecting the rights of labor, management, and the life and property of those involved.

II. DISCUSSION

The parties involved in a labor dispute have rights as well as responsibilities. Strikers may assemble and demonstrate peacefully to bring attention to their cause, but they do not have the right to intimidate non-strikers or to impede business. The employer has a right to keep the business open and operational, free from undue interference, intimidation, damage or destruction.

III. POLICY

It is the policy of the Kenosha Police Department that officers assigned to strikes and labor disputes shall deal fairly and impartially with the parties involved and with reasonable consideration of the emotional environment involved in these events.

IV. PROCEDURES

A. Command Authority

1. Operational control of officers assigned to a labor strike is the responsibility of the Assistant Chief of Operation or his designee.
2. Officers who learn of a labor dispute shall notify their shift commander, who will in turn notify the Assistant Chief of Operation.
3. The Assistant Chief of Operation or his designee shall ensure that sufficient officers are assigned to monitor the labor dispute.
4. Shift commanders will notify the Assistant Chief of any substantial developments in the dispute.

B. The duties and responsibilities of officer assigned to monitor the labor dispute include but are not limited to:

1. Protection of life and the prevention of personal injury.
2. Protection of statutory and constitutional rights of all parties involved.
3. Protection of personal and public property.
4. Maintenance of public peace.

46.5 Strikes – Labor Disputes

- C. Officers shall not show favoritism to either labor or management in regards to the labor dispute nor shall they state personal opinions in regards to the labor dispute.
- D. Arrests for minor law violations should be kept to a minimum and efforts should first be made to control such conduct through conversation.
- E. Persons committing unlawful acts of a substantive nature of those who persist in committing unlawful acts in the presence of an officer shall be subject to arrest.
- F. Language that incites violence or other unlawful acts shall form the basis for physical removal and/or arrest of those responsible.
- G. Considerations when making arrests include but are not limited to:
 - 1. The availability of adequate numbers of suitably equipped officers.
 - 2. The seriousness of the offense relative to the potential negative effects it may have as an incitement to violence or other unlawful behavior.
- H. Picket Lines
 - 1. Strikers have the right to peacefully demonstrate and to persuade others to honor their picket line. This peaceful demonstration can not infringe upon the rights of others nor violate statutes.
 - 2. Officers shall direct the members of the picket line to provide an opening in the line to allow individuals to pass if they so wish.
 - 3. Vehicular traffic shall be provided with access through picket lines.