I. POLICY

Labor disputes and strikes will require more diplomacy on the part of police than many other police matters. The right to earn a living is involved and other inalienable rights of individuals. Police may show no partiality in a situation so delicately balanced. Certain legal rights are offered each side and the law enforcement officer must see that these rights are protected by enforcement when necessary. The police never oppose a strike. The officer is there to protect both parties from personal injuries, property damage, or the disturbance of public peace, and ensure free passage of all citizens on the sidewalk and streets. The police officer must be impartial to the point that any fair-minded person, after the strike is over will have no bitterness toward the police. Pickets enjoy the right of free speech and expression. They may carry banners and voice whatever they wish so long as they do not violate the rights of others. On the other hand, management has an obligation not to incite riots by outward provocations of the striking crowd. The police will not "take sides". They will enforce the law impartially and be ever conscious of their own personal conduct, courtesy, and bearing.

II. PROCEDURE

A. Shift commanders are directed to personally survey the premises where the labor dispute is occurring, commencing when he is notified of the dispute. The personal survey will continue until the dispute is settled.

B. Shift Commanders are charged with the following responsibilities and duties:
   1. Enforcing all laws and ordinances.
   2. Assign sufficient police personnel to the areas to insure that the rights of all parties are protected.
   3. Insuring that the public's right to use the streets and public thoroughfares are not diminished.
   4. Instructing all police personnel of the need for absolute neutrality in this matter. No word or action is to be permitted which indicates or accords a preference to either side in this dispute.
C. In order to fulfill these responsibilities, Shift Commanders are directed to:

1. Contact the highest ranking supervisor available within the Detective Bureau to secure their assistance, if necessary, and

2. The Chief of Police and Assistant Chief’s of Police will immediately be notified of any major developments in this matter.

[Signature]
DANIEL C. WADE, CHIEF OF POLICE