

**STOCKTON POLICE DEPARTMENT**

**GENERAL ORDER**

**LABOR DISPUTES**  
**SUBJECT**

**DATE:** March 1, 2005

**NO:** L-2

**FROM:** CHIEF ERIC JONES

**TO:** ALL PERSONNEL

**INDEX:** Management-Labor Disputes  
Strikes  
Picket Lines  
Civil Disputes/Demonstrations  
Labor Disputes

**I. POLICY**

- A. The objectives of law enforcement during a dispute between labor and management.
1. To maintain law and order.
  2. To protect life and property.
  3. To protect the civil rights of the general public and all parties to the dispute.
  4. To project a neutral image - impartiality.

**II. PROCEDURE**

- A. The on-duty Watch Commander will, during labor disputes, either act as a liaison officer or designate someone to perform this function.
1. Duties include establishing and maintaining positive liaison with labor and management representatives.
  2. Establish and maintain a special file of pertinent information and reports.
  3. Assure that crimes from labor/management disputes are investigated promptly and completely.
  4. Assure that picket lines are monitored in an effort to reduce or prevent dispute related crimes.
  5. Maintain confidentiality of any information received from labor/management.
  6. Consider suggestions regarding safety and security measures.
  7. Coordinate with the Captain of Field Services Division concerning development and possible use of intra-department resources, such as, Legal Advisor, Public Relations, Investigations, Vice Unit or related governmental agencies, i.e., National Labor Relations Board, Federal Mediation and Conciliation Service, State Conciliation Service, Federal and State Departments of Labor and local prosecuting authorities.
- B. Duties of uniformed officers at dispute locations:
1. Officers shall maintain a fair and impartial attitude toward both labor and management and avoid expressing any personal opinion concerning the dispute.
  2. It is law enforcement's responsibility to see that persons desiring to enter or leave a dispute location may do so without unreasonable delay. The decision to cross the picket line rests with the individual entering or leaving the premises.
  3. Persons involved in a labor dispute have the right to demonstrate in a legal manner. The issues of the dispute should be of no concern to the officers.
  4. Officers assigned to a dispute location should impartially document all incidents or changes in the situation and relay pertinent information to their supervisors. It is suggested that a

chronological log be maintained during major dispute situations.

5. Officers should not enter property under dispute, except for official business. To maintain impartiality, officers should not park their vehicles on the property, use management's phones, nor fraternize with parties to the dispute.
6. At a dispute location, both labor and management may have food and beverage available for their personnel. Officers shall not accept any gratuities from labor or management.
7. Officers should not, under any circumstances, accept or retain any form of employment from labor or management involved in a dispute.
8. Officers will not enforce any civil injunction. All civil violations will be pursued in civil court by the party seeking enforcement.

C. Forms and reports.

1. Officers who are assigned to labor dispute locations will submit an S.I.R. including all pertinent information.