

<p style="text-align: center;">East Haven Police Department</p> 	Type of Directive: Policies & Procedures		No. 601.2
	Subject/Title: Strikes and Labor Disputes	Issue Date: July 29, 2014	
		Effective Date: September 1, 2014	
	Issuing Authority: Honorable Board of Police Commissioners	Review Date: Annually	
References/Attachments: N/A		Rescinds: 601.1	Amends: N/A

I. PURPOSE

- A. The purpose of this directive is to set forth the policies and procedures of the East Haven Police Department regarding dealing with strikes and pickets.

II. POLICY

- A. It shall be the policy of the East Haven Police Department to respect the First Amendment and statutory rights of all persons in a picket or labor dispute and to act fairly, neutrally and professionally to maintain order for all.

III. GENERAL GUIDELINES AND CONSIDERATIONS

The police role at the scene of any labor dispute is to maintain order while protecting life and property. Similarly, the police are required to protect the rights of citizens who are exercising their right to peacefully assemble. It is where these conflicting interests clash that the police role becomes complex. Violence cannot be tolerated nor may the denial of egress and ingress to premises being picketed or the interference with the use of public thoroughfares be permitted.

The key to effective police action in these circumstances is to be fair and objective in the performance of police duties. Police officers must not allow themselves to become the focus of the dispute. They must avoid taking sides or provoking any action that could result in violence. If violence does occur, the police cannot ignore their duty to restore order. In doing so they are reminded to use the minimum force necessary.

A person has the right to give publicity to the existence of the facts involved in any labor dispute or protest, whether by advertising, speaking, patrolling, or by any other lawful method, to assemble peacefully, to act or to organize to act in promotion of his or her interest in a dispute.

No person shall picket between or about the home or residence of any individual unless such home is adjacent to or in the same building in which employees are involved in a labor dispute.

Arrests at picket and/or strike scenes should be avoided except for flagrant violations that require immediate action. Only the minimum force necessary shall be used to effect arrests. Offenders shall be removed as quickly as possible to avoid an emotional reaction from fellow picketers or strikers. Whenever possible, it is preferable to obtain sufficient information to present to a court later for the issuance of a court process against the persons concerned.

IV. PROCEDURES

- A. The Head of Patrol shall establish an early contact with the leaders of demonstrations and/or strike leaders and company officials.
 - 1. At such a meeting police responsibility can be set out in detail and the cooperation of the prospective participants can be sought as their obligation to maintain public safety and good order is made clear to them by a police spokesman.
 - 2. When a strike is imminent or has already begun, the Head of Patrol shall meet with representatives of management and labor, preferably including picket captains, to advise them of police policy with respect to picketing.
 - a. The Head of Patrol shall strongly recommend to the demonstration organizers that they appoint marshals from the group members to maintain order and liaison with the Department during the event.
 - b. A similar meeting shall be arranged, when possible, with leaders of any civic group picketing or group that is known to be contemplating picketing.
 - 3. The means by which this police policy would be carried out should be clearly explained and an attempt should be made to reach an understanding with respect to the actions of all concerned parties.
- B. When a picket line is established, it shall be the obligation of the officer in charge at the scene to make contact with the leader of the pickets and seek his cooperation. Good relations between the police and pickets can ease law enforcement problems.
 - 1. If an incident arises, or if it is apparent that a potentially dangerous situation is arising, it should be called to the attention of the picket leader immediately. He should be encouraged to handle the problem promptly. In many instances, this will eliminate the need for police intervention.

2. Police officers shall not enter company property during a strike except to perform a proper police purpose. They shall not park department vehicles upon company property or use any company facilities. At a strike scene, police officers shall not use a company cafeteria nor shall they accept invitations to eat with either union or management personnel.
3. Pickets must leave sufficient room on sidewalks for pedestrian traffic. When the picket line is moving there must be sufficient room between pickets to allow a person to pass through without colliding with the pickets. Police officers shall ensure that all persons who wish to do so have the opportunity to enter or leave premises peacefully. Pickets must not interfere with the use of public thoroughfares either by pedestrian or vehicular traffic. Vehicles must be allowed to enter or leave premises where a strike is in progress.
4. When picketing is conducted contrary to the provisions of this rule, the pickets shall be given specific instructions as to what actions they will be required to take in order to comply with police policy. If such instructions are not complied with a sufficient number of police officers shall be employed to carry out the department policy. Any persons resisting or interfering with such police action may be arrested and removed from the scene.
5. If violence occurs or is obviously imminent, the area should be cordoned off until order is restored or the threat of violence removed.