



# POLICE ACTION AT LABOUR DISPUTES

## PO-002

Effective Date: 2000/09/15

Reviewed: 2013/09/27

Reviewed:2015/12/02

Reviewed:2016/01/29

### Policy Statement

*It is the policy of the Regional Municipality of Peel Police Services Board that the policy requirements set out in this document shall form part of the Board Policies and the Chief of Police is hereby directed to comply with these requirements in his/her administration and operation of the Peel Regional Police.*

### 1. Subject

The guiding principles under which procedures and processes with respect to policing and management of labour disputes in the Region of Peel.

### 2. Policy Requirements

The Board directs that this section of the policy and any police service directive and/or procedure with respect to police action at labour disputes be based on the following principles:

- (a) That it is in complete compliance with legislative and constitutional requirements, and recognized legal principles;
- (b) That members act with full respect for human dignity and according to professional standards of skill, integrity and accountability;
- (c) That it maintains both officer and public safety as a priority;
- (d) That it maintains peace and order with special emphasis on the prevention of crimes and other offences during the course of a labour dispute, or when a trade union undertakes organizing activities;
- (e) That it maintains neutrality and impartiality when dealing with representatives from management or labour during the course of a labour dispute, or when a trade union undertakes organizing activities;
- (f) That it ensures all parties involved, management, labour, and the public, are able to exercise their legal rights;
- (g) That it ensures the free flow of traffic on public roadways;
- (h) That it ensures officers not undertake paid duty policing in relation to labour disputes;
- (i) That it include provisions for non-enforcement labour issues through the police services' Labour Liaison Bureau; and
- (j) That the Chief of Police regularly review procedures with respect to police action at labour disputes to remain current with case law, inquests, inquiry findings, and amendments to related legislation.

### 3. Measurement Methods/Systems

The Chief of Police shall regularly assess police action at labour disputes as may be required to ensure the integrity of the police service directive and/or procedure.

**4. Reporting**

The Chief of Police shall report on those circumstances where police action at labour disputes has resulted in an “exceptional” circumstance, or a circumstance which may be detrimental to the police service; and/or has significant issues of potential liability to the Board and the police service.

As part of a separate Annual Report on Adequacy Regulation, the Chief of Police shall report on compliance with this section of the policy.

**5. Authority/Legislative Reference**

Ontario Regulation 03/99, Sections 20 and 29.  
Board Minute #191/00  
Board Minute #63/13  
January 29, 2016

**6. Linkage to Appropriate Police Service Procedure/Directive**

I-B-707(F)  
I-B-137(F)