


PBP FORM 290  PITTSBURGH BUREAU OF POLICE <i>"...accountability, integrity and respect."</i>		SUBJECT: <p style="text-align: center;">"STRIKES"</p>	ORDER NUMBER: <p style="text-align: center;">42-4</p>
		PLEAC STANDARD: <p style="text-align: center;">2.2.1</p>	PAGE 1 OF 2
ISSUE DATE: <p style="text-align: center;">7-1-2014</p>	EFFECTIVE DATE: <p style="text-align: center;">7-1-2014</p>	ANNUAL REVIEW DATE: <p style="text-align: center;">JULY</p>	RESCINDS: <p style="text-align: center;">ALL PREVIOUS</p>
		AMENDS:	

1.0 POLICY/PROCEDURE

1.1 The general duties of the Bureau of Police in connection with strikes are to protect life and property.

2.0 DEFINITIONS

2.1 **STRIKE** – A collective, organized cessation or slowdown of work by employees designed to either force acceptance of their demands upon the employer or call attention to a grievance against the employer. A strike may or may not involve members of a recognized labor union, and may or may not be accomplished through picketing or gathering at any public or private place.

2.2 **LABOR DISPUTE** – A controversy between an employer and its employees regarding the terms (such as conditions of employment, benefits, hours of work or wages) to be negotiated during collective bargaining, or the implementation of already agreed upon terms of a contract.

2.3 **DEMONSTRATION** – Any activity by any person or persons who seek to communicate any grievance, complaint or protest, or who seek to advocate any idea or position, by speaking, picketing or gathering in any manner at the premises of another person, organization or business, or in any public place.

3.0 WHEN STRIKES ARE LAWFUL

3.1 When a strike is conducted in a peaceful manner, without violence or destruction of private or public property or threats to intimidate, it is lawful. The police have no right to and shall not interfere with strikers who are carrying proper banners or otherwise peacefully picketing in the vicinity of the strike. Picketing strikers should not be permitted to gather in standing crowds or loiter on the sidewalks, streets, or any other public place and picket lines should not be permitted to block any entrance used or to hinder or impede passage of pedestrians or vehicles.

4.0 ATTITUDE AND CONDUCT OF MEMBERS ON STRIKE DUTY

4.1 Members of the Pittsburgh Bureau of Police on strike duty shall be strictly impartial. They shall prevent all disorder regardless of source and show no favors to either side of the controversy. They shall not accept a gratuity in the form of food or drink or otherwise become indebted to either party at any time. The attitude of members toward persons whom they come in contact with is important. A firm, courteous demeanor will arouse respect while an unnecessary display of power or insolent conduct may leave the citizen with the everlasting feeling of resentment against the Bureau of Police. Members should never jostle or lay hands on any person who is obeying lawful orders and such orders shall be given firmly and courteously.

5.0 ARREST OF PICKETS OR STRIKERS

5.1 Where an employer has not sought an injunction by the courts, the Bureau of Police has a duty to protect all persons and property. However, any arrest that is made must be based on specific criminal offenses as defined in the Crimes Code of the State of Pennsylvania or a violation of a specific City ordinance.

5.2 Arrests, as a result of minor incidents on picket lines or other demonstrations from strikes, should be kept to a minimum. Members assigned should exercise sound judgment and make arrests as a last resort.

- 5.3 Minor incidents between individuals may be cleared by separating the parties, cautioning and ordering them to leave the area.
- 5.4 Serious incidents such as assaults, inciting to riot, and property damage shall constitute basis for an immediate arrest.
- 5.5 Before making an arrest, the member shall determine if it can be made without interference from sympathizers. A proper show of force (sufficient number of police officers) can frequently eliminate spontaneous acts of violence on the part of the crowd. If Members think that help might be needed call for it before the need arises.
- 5.6 Arrested persons should be immediately transported from the scene to forestall any rescue attempts by sympathizers and to prevent further incidents.

6.0 WHEN COURT INJUNCTION HAS BEEN SOUGHT AND GRANTED

- 6.1 Where an injunction has been sought and granted by the courts, the responsibility for the conduct of the strikers becomes that of the Allegheny County Sheriff's Office (ACSO) to enforce such court order.
- 6.2 The Pittsburgh Bureau of Police, when requested by the Sheriff, shall only assist the ACSO Deputies in enforcing such court order.

Approved By:

Regina McDonald
Acting Chief of Police

Date