



IR71

LABOUR DISPUTES

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Effective Date: 26 August 1997
Last Reviewed/Revised Date: 20 June 2022*

POLICY

1. The Delta Police Department (Department) will maintain an impartial position in regards to labour disputes. In the event police involvement becomes necessary, the basic obligation must be focused on keeping the peace and protecting life and property.

REASON FOR POLICY

2. To ensure a position of neutrality is maintained by the Department and its members when confronted by civil labour disputes.

PROCEDURES

3. In all cases of potential or actual labour disputes requiring police attendance or action, the Deputy Chief Constable or the on-call Duty Officer shall be notified.
4. A labour management dispute is a civil matter which in the normal course of events is confined to the parties involved. On occasion the dispute may expand into the public arena creating confrontation with the public at large. In either situation, the members may be called to such disputes to prevent a breach of the peace.
5. If a crime is committed the members have the responsibility of investigating, reporting and, consulting with Crown counsel, as they would in any investigation. The manner, in which members carry out this responsibility, is to some degree, discretionary, but within the parameters of avoiding confrontation and maintaining impartiality where possible.
6. If picketing takes place, the Department will take no action unless there is evidence of unlawful activities. In the event of illegal but peaceful picketing, the Department considers civil remedies to be the most appropriate.
7. When labour disputes erupt, the Department must ensure that both parties are advised of the Department's neutral position. It must be stressed that

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- appropriate remedies to satisfy their particular problems are available through the civil court process.
8. In the event of a labour dispute, the Duty NCO shall contact the RCMP Police Labour Communications Section and provide the required information concerning the dispute. If deemed necessary, the Duty NCO may authorize involvement of an RCMP Officer from this section.

*Revised Dates:
26 May 2008
16 February 2012