

Labor Relations

407.1 PURPOSE AND SCOPE

To establish Clay County Sheriff's Office policy regarding the Agencies role in labor disputes.

407.1.1 GUIDELINES

Negotiation and collective bargaining are legally recognized methods of peacefully settling labor disputes. It is not the function of the Clay County Sheriff's Office to deal with the issues involved; rather, it is the role of the Agency to protect the rights of the public and those involved in the dispute by enforcing the law and by maintaining order. Strikes and picketing are not, in themselves, violations of the law. It is the illegal acts, which arise from these activities, which are the concern of law enforcement.

The effectiveness of the Sheriff's Office in labor disputes is maintained by its remaining impartial regarding the parties and the issues involved and by taking appropriate action whenever criminal violations are observed or reported. Violations of court orders and injunctions do not ordinarily constitute criminal offenses for which the Sheriff's Office will take action.

Recognizing that misunderstandings and law violations are minimized in an atmosphere of cooperation and trust, the Sheriff's Office will meet with officials of labor and management to discuss law enforcement problems arising from such disputes. By seeking the cooperation of the parties involved, tensions are reduced and self-control is encouraged so that the parties may police their own conduct.

Deputies will not normally be deployed at strike scenes, however, when such deployment becomes necessary, it is the responsibility of the Sheriff's Office to take the necessary law enforcement action to prevent crime and to keep the peace.