



# St. Thomas Police Service

## BOARD POLICY

Subject:	Police Action at Labour Disputes
Policy Number:	PO - 002
Effective Date:	April 1, 2024
Reviewed:	April 22, 2026
Authorized:	Police Services Board

### AUTHORITY/LEGISLATIVE REFERENCE

- *Community Safety and Policing Act, 2019 S.O. 2019, c. 1, Sched. 1*
- *Ontario Regulation 392/23 – Adequate and Effective Policing*
- Criminal Code of Canada
- Ontario Human Rights Code
- Canadian Charter of Rights and Freedoms

### POLICY STATEMENT

The St. Thomas Police Services Board is committed to ensuring that policing services during labour disputes are conducted in a manner that preserves the peace, protects public safety and upholds the rights and freedoms guaranteed under Canadian law.

The Board recognizes that labour disputes are civil matters between employers and employees. The role of the St. Thomas Police Service is not to intervene in the dispute itself, but to maintain peace and enforce the law where criminal offences or threats to public safety arise.

### POLICY APPLICATION

It is the policy of the Board with respect to police action at labour disputes that:

1. the role of the police during a labour dispute is to preserve the peace, prevent the commission of offences and enforce the law, including offences against persons and property, in accordance with the powers and discretion available to a police officer under the law;
2. the Chief of Police shall establish procedures respecting:
  - a. the role of the police during labour disputes;
  - b. providing information to employers, labour representatives and members of the public regarding police procedures during labour disputes; and
  - c. the application of secondary employment provisions under the Community Safety and Policing Act in relation to labour disputes.