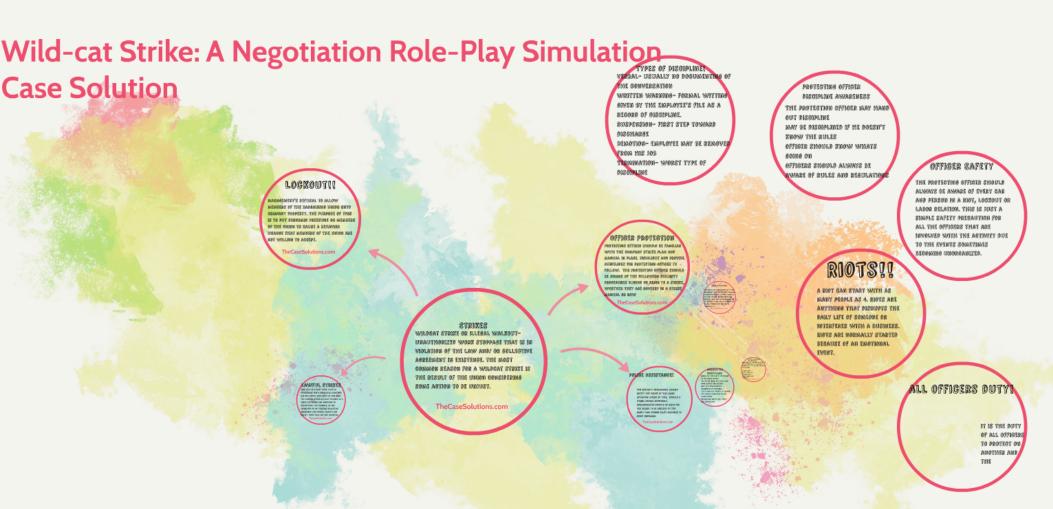


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STRIKES, LOCKOUTS, AND LABOR RELATIONS



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#### STRIKES

WILDGAT STRIKE OR ILLEGAL WALKOUTUNAUTHORIZED WORK STOPPAGE THAT IS IN
VIOLATION OF THE LAW AND! OR GOLLEGTIVE
AGREEMENT IN EXISTENCE. THE MOST
GOMMON REASON FOR A WILDGAT STRIKE IS
THE RESULT OF THE UNION GONSIDERING
SOME ACTION TO BE UNJUST.

# LAWFUL STRIKES

THIS TYPE OF STRIKE TAKES PLACE IN ACCORDANCE WITH APPLICABLE LAWS AND THE COLLECTIVE AGREEMENT IN EXISTENCE. THE LAWFUL STRIKE USUALLY OCCURS AS A RESULT OF TERMS AND CONDITION OF EMPLOYMENT. FOR EXAMPLE, AT THE EXPIRATION OF AN EXISTING GOLLECTIVE agreement like wages, health and SAFETY. THEN THEY ARE NOT SATISFIED.

## LOCKOUTII

MANAGEMENT'S REFUSAL TO ALLOW
MEMBERS OF THE BARGAINING UNION ONTO
GOMPANY PROPERTY. THE PURPOSE OF THIS
IS TO PUT ECONOMIC PRESSURE ON MEMBERS
OF THE UNION TO GAUSE A BEHAVIOR
GHANGE THAT MEMBERS OF THE UNION ARE
NOT WILLING TO ACCEPT.

### OFFICER PROTECTION

PROTECTING OFFICER SHOULD BE FAMILIAR WITH THE COMPANY STRIKE PLAN AND MANUAL IN PLACE. HIGHLIGHT AND PROVIDE GUIDELINES FOR PROTECTION OFFICER TO FOLLOW. THE PROTECTION OFFICER SHOULD BE AWARE OF THE FOLLOWING SECURITY PROGEDURES DURING OR PRIOR TO A STRIKE, WHETHER THEY ARE COVERED IN A STRIKE MANUAL OR NOW

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#### CHAIN OF COMMAND

THE PROTECTION OFFICER SHOULD BE FULLY CONVERSANT WITH THE CHAIN OF COMMAND in existence during a strike, normally, THE SITE SECURITY SUPERVISOR OF THE SECURITY CHIEF WILL BE RESPONSIBLE FOR ALL SECURITY CHIEF WILL BE RESPONSIBLE FOR ALL SECURITY AND FIRE WATCH RESPONSIBILITY.

## POLICE ASSISTANCE!

THE SEGURITY DEPARTMENT SHOULD NOTIFY THE POLICE OF THE LABOR SITUATION AHEAD OF TIME, SHOULD A STRIKE APPEAR INEVITABLE.

ARRANGEMENTS SHOULD BE MADE FOR THE POLICE TO BE PRESENT AT THE PICKET LINE DURING SHIFT CHANGES TO AVOID PROBLEMS.

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# EMPLOYEE MISCONDUCT AND DISHONESTY

THERE ARE MANY TYPES OF DISHONESTY AND EMPLOYEE DISHONESTY. THE PROTECTION OFFICER SHOULD BE AWARE OF THESE TYPES OF EMPLOYEES

EMPLOYEE THEFT
FIGHTING, ASSAULT
SLEEPING ON JOB
LEAVING WORK EARLY
HORSEPLAY
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