

Wild-cat Strike: A Negotiation Role-Play Simulation Case Solution

LOCKOUT!!
 MANAGEMENT'S REFUSAL TO ALLOW MEMBERS OF THE UNION TO ENTER INTO COMPANY PROPERTY. THE PURPOSE OF THIS IS TO PUT ECONOMIC PRESSURE ON MEMBERS BY THE UNION TO ENGAGE IN NEGOTIATIONS THAT MEMBERS OF THE UNION ARE NOT WILLING TO ACCEPT.
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WILDCAT STRIKE
 A STRIKE IN WHICH A GROUP OF WORKERS WITHIN A UNION GOES ON STRIKE WITHOUT THE AUTHORITY OF THE UNION LEADERSHIP. THIS TYPE OF STRIKE IS CONSIDERED ILLEGAL UNDER THE NATIONAL LABOR RELATIONS ACT.
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STRIKES
 WILDCAT STRIKE OR ILLEGAL WALKOUT- UNAUTHORIZED WORK STOPPAGE THAT IS IN VIOLATION OF THE LAW AND NO COLLECTIVE AGREEMENT IS IN EXISTENCE. THE MOST COMMON REASON FOR A WILDCAT STRIKE IS THE RESULT OF THE UNION CONSIDERING SOME ACTION TO BE URGENT.
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TYPES OF DISCIPLINE
 VERBAL- USUALLY NO DOCUMENTING OF THE CONVERSATION
 WRITTEN WARNING- FORMAL WRITING GIVEN BY THE EMPLOYEE'S FILE AS A RECORD OF DISCIPLINE.
 SUSPENSION- FIRST STEP TOWARD DISCHARGE
 DEMOTION- EMPLOYEE MAY BE REMOVED FROM HIS JOB
 TERMINATION- WORST TYPE OF DISCIPLINE

OFFICER PROTECTION
 PROTECTING OFFICERS SHOULD BE FAMILIAR WITH THE COMPANY STRIKE PLAN AND MANUAL IN PLACE. IMMEDIATE AND POSITIVE RESPONSES TO PROTECTIVE OFFICERS TO FOLLOW. THE PROTECTIVE OFFICER SHOULD BE AWARE OF THE POLLUTION SAFETY PROCEDURES WHICH RELATE TO A STRIKE, WHETHER THEY ARE COVERED BY A STRIKE MANUAL OR NOT.
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POLICE ASSISTANCE!
 THE SECURITY DEPARTMENT (SMP) MUST BE NOTIFIED OF THE COMPANY STRIKE AND OFFICERS OF THE STRIKE. A STRIKE PLAN SHOULD BE IN PLACE TO HANDLE THE STRIKE. THE STRIKE PLAN SHOULD BE REVIEWED BY THE STRIKE AND OFFICERS OF THE STRIKE.
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PROTECTING OFFICERS
 DISCIPLINE AWARENESS
 THE PROTECTIVE OFFICER MAY HAND OUT DISCIPLINE
 MAY BE DISCIPLINED IF HE DOESN'T KNOW THE RULES
 OFFICER SHOULD KNOW WHAT'S GOING ON
 OFFICERS SHOULD ALWAYS BE AWARE OF RULES AND REGULATIONS

OFFICER SAFETY
 THE PROTECTIVE OFFICER SHOULD ALWAYS BE AWARE OF EVERY CAR AND PERSON IN A RIOT, LOCKOUT OR LABOR RELATION. THIS IS JUST A SIMPLE SAFETY PRECAUTION FOR ALL THE OFFICERS THAT ARE INVOLVED WITH THE ACTIVITY DUE TO THE EVENTS SOMETIMES BECOMING UNFORUMALIZED.

RIOTS!!
 A RIOT CAN START WITH AS MANY PEOPLE AS 4. RIOTS ARE ANYTHING THAT DISRUPTS THE DAILY LIFE OF SOMEONE OR INTERFERES WITH A BUSINESS. RIOTS ARE USUALLY STARTED BECAUSE OF AN EMOTIONAL EVENT.

ALL OFFICERS DUTY!
 IT IS THE DUTY OF ALL OFFICERS TO PROTECT ONE ANOTHER AND THE

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STRIKES, LOCKOUTS, AND LABOR RELATIONS

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LAWFUL STRIKE

THE TYPE OF STRIKE THAT IS LEGALLY PROTECTED AND CONSIDERED A STRIKE. THE STRIKE IS CONSIDERED A STRIKE IF THE STRIKE IS CONDUCTED IN A MANNER THAT IS PROTECTED BY THE NATIONAL LABOR RELATIONS ACT.

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STRIKES

UNLAWFUL STRIKE OR ILLEGAL LOCKOUT- UNAUTHORIZED WORK STOPPAGE THAT IS IN VIOLATION OF THE LAW AND OR COLLECTIVE AGREEMENT IS EXISTENCE. THE MOST COMMON REASON FOR A WILDCAT STRIKE IS THE RESULT OF THE UNION CONSIDERING SOME ACTION TO BE URGENT.

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TYPES OF DISCIPLINE

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OFFICER PROTECTION

PROTECTIVE OFFICER SHOULD BE FAMILIAR WITH THE COMPANY STRIKE PLAN AND MANUAL IN PLACE. DISCIPLINE AND SERVICE GUIDELINES FOR PROTECTIVE OFFICER TO FOLLOW. THE PROTECTIVE OFFICER SHOULD BE AWARE OF THE POLICE/SECURITY PROCEDURES WHICH HE JOINED TO A STRIKE, WHETHER THEY ARE CONDUCTED BY A STRIKE MANUAL OR NOT.

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ALL OFFICERS DUTY!

IT IS THE DUTY OF ALL OFFICERS TO PROTECT ONE ANOTHER AND THE

POLICE ASSISTANCE!

THE POLICE ASSISTANCE GROUP MUST BE AWARE OF THE COMPANY STRIKE PLAN AND MANUAL IN PLACE. DISCIPLINE AND SERVICE GUIDELINES FOR POLICE ASSISTANCE TO FOLLOW. THE POLICE ASSISTANCE SHOULD BE AWARE OF THE POLICE/SECURITY PROCEDURES WHICH HE JOINED TO A STRIKE, WHETHER THEY ARE CONDUCTED BY A STRIKE MANUAL OR NOT.

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STRIKES, LOCKOUTS, AND LABOR RELATIONS

STRIKES

**WILDCAT STRIKE OR ILLEGAL WALKOUT-
UNAUTHORIZED WORK STOPPAGE THAT IS IN
VIOLATION OF THE LAW AND/ OR COLLECTIVE
AGREEMENT IN EXISTENCE. THE MOST
COMMON REASON FOR A WILDCAT STRIKE IS
THE RESULT OF THE UNION CONSIDERING
SOME ACTION TO BE UNJUST.**

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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 COLLECTIVE AGREEMENT LIKE WAGES, HEALTH AND SAFETY. THEN THEY ARE NOT SATISFIED.

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LOCKOUT!!

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

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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 PROCEDURES 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 AND FIRE WATCH RESPONSIBILITY.

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POLICE ASSISTANCE!

THE SECURITY 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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