



KINGSTON POLICE SERVICE BOARD

Police Action at Labour Disputes (LE-005)

Adopted: May 28, 2026 (Res. 26-47)

Reviewed:

Revised:

Expires: Indefinite

Rescinds:

Legislation: O. Reg. 392/23: Adequate and Effective Policing (General), 2019. Community Safety and Policing Act, 2019, s. 89 (1).

1. Policy Statement

The Kingston Police Service Board (the Board) is committed to maintaining peace and enforcing the law during labour disputes. It is the policy of the Board to direct the Chief of Police to establish and maintain procedures that define the role of police at labour disputes, ensure neutrality and impartiality, support appropriate communication with management, labour, and the public, and provide members with the necessary training to carry out their duties lawfully and effectively.

2. Board Policy

Pursuant to *Ontario Regulation 392/23 - Adequate and Effective Policing* it is the policy of the Kingston Police Service Board with respect to police action at labour disputes that:

- a) The role of the police at a labour dispute is to preserve the peace, prevent 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; and
- b) The Chief of Police will establish and maintain written procedures, in consultation with agency that may provide the services of the public order unit, that are consistent with section 8 of the *Ontario Regulation 392/23 - Adequate and Effective Policing*, and;

- I. The role of the police at a labour dispute;
- II. Providing information to management, labour, and the public on police procedures during a labour dispute;
- III. Secondary activities under section 89 (1) of the *Community Safety & Policing Act*;
- IV. Ensure that members receive training in the role of police at labour disputes and in the law regarding lawful and unlawful picketing; and
- V. Ensure that procedures maintain neutrality and impartiality when dealing with representatives from management or labour during the course of a labour dispute, or when a trade union undertakes organizing activities.

“original signed by Chair”
Chair

“original signed by Board Administrator”
Board Administrator