Peterborough Police Service Board

Policy
Police Action at Labour Disputes
2026-PO-071

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1.0 Authority

1.1 Subsection 37 (1) of the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ("CSPA")* provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by Section 10 of the CSPA;

1.2 Subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the Police Service or the provision of policing;

1.3 O. Reg. 392/23: Adequacy and Effective Policing (General) prescribes standards for adequacy and effectiveness of police services;

1.4 The Board has deemed it appropriate and consistent with the principles set out in Section 1 of the CSPA, with its objectives and priorities determined pursuant to Section 37 and 38 of the CSPA to require the Chief of Police to establish procedures on police action in respect of labour disputes;

1.5 The Board has deemed it appropriate that it establish a policy on police action in respect of labour disputes;

NOW THEREFORE THE PETERBOROUGH POLICE SERVICE BOARD APPROVES AND ADOPTS THE FOLLOWING:

2.0 Definitions

In this Policy:

2.1 **"Act" or "CSPA"** means the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1*, and amendments thereto;

2.2 **"Board"** means the Peterborough Police Service Board;

2.3 **"Chief"** means the Chief of the Peterborough Police Service;

2.4 **"Member"** means a member of the Peterborough Police Service;

2.5 **"Service"** means the Peterborough Police Service.

3.0 Board Policy

3.1 The Board recognizes that labour disputes are serious in nature, and it is therefore the policy of this Board that the role of police at a labour dispute is to preserve the peace, prevent offences and enforce the law, in accordance with the powers and discretion available to a police officer under the law and in accordance with procedures established by the Chief as directed in this Policy.

4.0 Direction to the Chief

4.1 Procedures

4.1.1 The Chief shall establish written procedures on the role of police at labour disputes.

4.1.2 The Chief shall ensure that the written procedures address the provision of information to management, labour and the public on police procedures at a labour dispute.

4.2 Training

4.2.1 The Chief shall ensure that Members receive training in the role of police at labour disputes and in the law regarding lawful and unlawful picketing.

5.0 Report to the Board

5.1 The Chief shall report to the Board on the Service's implementation of this Policy as follows:

5.1.1 In response to questions from the Board regarding Service procedures developed pursuant to the policy, either verbally at a meeting when the question is asked, or in writing at the next regularly scheduled Board meeting, as directed by the Board; and

5.1.2 Within thirty days of the Chief becoming aware of a breach of Service procedures developed pursuant to this policy that the Chief in his sole discretion determines to be a significant breach that is likely to result in liability for or reputational damage to the Board or the Service, the Chief shall:

a) report to the Board verbally regarding the matter at its next regularly scheduled meeting;

b) provide periodic verbal updates as directed by the Board at subsequent meetings pending completion of internal and external proceedings regarding the matter; and

c) after the conclusion of all internal and external proceedings regarding the matter, provide a written report to the Board explaining:

i) the breach;

ii) the circumstances surrounding the breach;

iii) the Chief's liability or reputational concerns; and

iv) the corrective measures taken, including amendments to the procedure to guard against future breaches.

6.0 Implementation

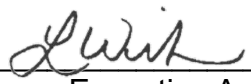
6.1 That the Board approves and adopts this Policy #2026-PO-071 Police Action at Labour Disputes which shall come into force on October 21, 2026.

6.2 That Policy #PO-002 Police Action at Labour Disputes, enacted on October 20, 2014, is hereby repealed effective October 21, 2026.



Mary ten Doeschate, Chair
Peterborough Police Service Board

October 20, 2026
Date



Lisa Wilson, Executive Assistant
Peterborough Police Service Board

October 20, 2026
Date