

## Strike Preparation

### OUTLINE OF SUBJECTS FOR A STRIKE & LABOR DISTURBANCE PLAN

Once it is clear that a strike may occur, a series of policy questions must be answered before planning to proceed. In terms of the prevention of violence, it is most important that the answers be agreed upon before the day of the strike. This may not always be compatible with other management strategies that seek to keep the situation highly fluid, to take momentary advantage of any apparent changes in bargaining strength. The key questions are:

1. Will an attempt be made to conduct "business as usual"?
2. How will premise access be handled both for pedestrians and vehicles?
3. What will be the probable size of the work force on the first day of the strike?
4. Will shipments be made and received?
5. What will be the chain of command for strike operations?
6. Will criminal complaints be followed up in cases where the police make arrests?
7. To what extent will there be documentary coverage of the strike, i.e., photography, sound recordings, video?

The following will provide a very basic outline in regards to areas that should be addressed. It should be pointed out that every organization is different and that a plan should be developed for their specific needs.

#### OUTLINE:

1. Company policy statement regarding planning.
2. Purpose of the plan.

3. Authority of the plan.
4. Physical layouts.
  - a. Maps
  - b. Blueprints
  - c. Plot of survey describing actual property lines
5. Relationship with local government agencies.
  - a. Police (advise of situation and your intentions)
  - b. Fire
  - c. Unemployment Agency (supply names and reason for denials)
6. Organization chart.
7. Plant control center.
  - a. Location
  - b. Equipment
  - c. Operation
8. Plant communication system.
  - a. External b. Internal
9. Emergency shutdown procedures.
10. Measures for prevention of sabotage prior to strike by employees.
11. Utilities repair and restoration plans.
12. Personnel utilization.
13. Establish transportation for employees who are working if the need arises.

14. Review and drill security forces on emergency plans for fire protection, first aid, riots, bomb threats.
15. Organize a security reserve force among management for interior patrol, observation and communication duties.
16. Arrange with contract security company for extra persons and equipment.
17. Establish security control center.
  - a. Telephones with unlisted numbers
  - b. Radios also have runners designated
  - c. Photographic equipment
  - d. Administrative supplies
  - e. Emergency repair tools
  - f. Consider an alternate security control center away from the site
18. Establish contact.
  - a. Police Department
  - b. Fire Department
  - c. Neighboring plants and businesses
19. Prepare internal route maps showing roads, access gates, etc.
20. Repair or strengthen any weakness in perimeter fences and entrance gates.
  - a. Post "NO TRESPASS"
  - b. Post "PROPERTY OFF"
21. Change locks on doors and gates where necessary. Check or install protective screens or grills on windows near a public thoroughfare.

22. Remove from the property any rocks, signposts, or other items that could be stolen, damaged, or used as missiles.
23. Remove handles from outdoor sprinkler system, post indicator valves.
24. Prepare a secure parking area for unauthorized vehicles.
25. Have rolls of lightweight nylon line on hand for emergencies.
26. Review property and liability insurance.
27. Check automatic sprinkler systems for closed valves and other unsafe conditions. Make sure there is adequate air for retard in dry pipe sprinkler systems.
28. Check for all fire extinguishers. a. Refill b. Repair those that are in need
29. Place additional fire extinguishers near windows, gates and on the roof where thrown fire missiles might land.
30. Check fire pumps. a. Make sure there is sufficient fuel b. Alternative power source
31. Have a supply of sand on hand to back up fire protection.
32. Review mutual assistance agreements with neighboring facilities.
33. Keep all vital records and computer tapes away from windows.
34. Keep duplicate records off the premises.
35. Remove accumulations of flammables and rubbish. Check housekeeping.
36. Protect parts and product inventories from rust and other exposure damage.
37. Make sure there are adequate fire lanes.
38. Isolate and protect all flammable materials where possible.

39. Secure all supplies of toxic and other noxious substances.
40. Maintain a chronological log of events.
41. Maintain lighting on parking lots and buildings.
42. Identify all persons on the premises (photo ID's are usually the best).
43. Coordinate all news releases through one management official.
44. Plan all tactics carefully before execution.
45. Keep a mobile task force at the security control center for dispatch to trouble spots.

REMEMBER THESE AFOREMENTIONED CONCEPTS ARE ONLY GENERAL AND THAT AN ORGANIZATION SHOULD DEVELOP A WELL-CONCEIVED PLAN TAILORED TO ITS NEEDS FROM THESE CONCEPTS.