

EMPLOYEE RIGHTS CARD

If you are accused of conduct that could lead to discipline:

- Ask for your union representative. Meet with your representative before any interview.
- Review your rights under the labor contract.
- Ask for a copy of the complaint. Review it.
- Ask if you are being ordered to answer questions. Answer questions only after receiving an order. If given a Miranda warning, refuse to answer questions and immediately contact an attorney.
- Listen carefully to the questions asked. Answer questions directly, calmly, and truthfully.
- Do not guess at answers. Do not volunteer information except upon advice of your union representative.
- Assert your right to talk to your union representative at any time during the interview. Participate in follow-up interviews only with your union representative.
- Decline any request for a polygraph.
- If disciplined, promptly advise your union representative. If you wish to appeal, comply with all grievance deadlines.

If you are involved in a lethal force incident:

- Do not provide a verbal or written statement unless ordered to do so.
- Immediately ask for an attorney.
- Do not discuss the event with anyone except those individuals covered by a legal privilege: Your attorney, spouse, peer support counselor, and medical professional.
- All your rights and advice concerning discipline interviews (see other side) also apply in any lethal force interview.

If you have a health condition which limits your ability to work or a question is raised concerning your fitness for duty:

- Contact your union representative. Arrange to discuss the matter with a lawyer.
- Do not sign any medical waiver forms without advice.

This Employee Rights Card provides a brief summary of your rights. For more information, visit the Cline & Associates website at www.clinelawfirm.com/members-handbook.pdf and download a free Members Handbook.

Cline & Associates offers 24 hour emergency contact. When necessary, your union representative will arrange for legal counsel.



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www.clinelawfirm.com