

KNOW YOUR UNION RIGHTS!

INTERROGATION RIGHTS

If I am a potential subject for discipline and you intend to question me, I request CSEA representation. I invoke the following rights:

- (1) To be informed of the subject matter and to confer privately with my CSEA representative before questioning begins;
- (2) To have my CSEA representative speak during the interrogation and ask for clarification;
- (3) To be advised by my CSEA representative as to how to answer questions, and
- (4) To offer information following the questioning.

ADVANTAGES

CSEA representation can:

- (1) Serve as a witness to prevent management from giving a false account of the conversation;
- (2) Object to intimidation tactics or confusing questions;
- (3) Help an employee to avoid making self-incriminating admissions;
- (4) Advise an employee, when appropriate, against denying everything, thereby giving the appearance of dishonesty and guilt;
- (5) Warn an employee against losing his or her temper;
- (6) Discourage an employee from informing on others; and
- (7) Raise extenuating factors.

REPRESENTATION IS NOT OBSERVATION ONLY! Representation implies an active role and voice in protecting the rights of our members. You have an absolute right to caucus (meet privately) with your CSEA Representative at ANY TIME during the interrogation or "investigatory interview."

To invoke your legal Weingarten Rights just state: "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions."