

Employee's Rights During Administrative Investigation (Article 6.2a)

- Upon request, an employee has a right to have a representative present at an investigatory meeting with the employer where it is reasonably likely that disciplinary action against that worker may result.
- A worker has the right to know the purpose of a meeting with a supervisor/investigator.
- If asked, the supervisor/investigator must reveal any intent to conduct an investigatory meeting that might lead to discipline of the worker asking, and give that worker sufficient time to secure representation for such meeting.
- The worker may not unreasonably postpone the meeting to find a particular representative but may have to accept the presence of the steward, or union worksite organizer or other representative who can be available within a reasonable period of time.
- Regarding any investigatory meeting with a worker that may lead to discipline of that worker, the County shall permit a steward, worksite organizer, or representative to be present to assist the worker during such meeting.
- Securing representation is the responsibility of the worker.
- Supervisors/Manager/ Investigator shall not be involved in the selection of a steward, union worksite organizer or other representative.

For additional rights and responsibilities during disciplinary investigations or internal affairs investigations review Article 6 of this agreement.

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