

## The Association of San Diego County Employees

If you're Supervisor calls you in... to ask you questions in an investigation interview...

Ask...

**“Can this  
Lead to  
Discipline?”**

“Yes” .....  
“I’m Not Sure” ...  
“Maybe” ...

*If Your Supervisor Answers*

**Ask for Representation! Call Your ASDCE Representative: 877-92-ASDCE / 877-922-7323!**

*Employees Must Ask for Representation!*

- **QUESTIONING** If you are called into a meeting with your Supervisor, a Manager or Departmental Personal Officer “for a little chat” or “to ask a few questions” in an investigation interview and **you are at all concerned that the purpose of the meeting might lead to disciplinary action**, you have the right to ask for an Association Representative to be present with you at any such interview. (Weingarten Rights)
- **ASK ...CAN THIS LEAD TO DISCIPLINE?** If the answer is “Yes”, or “I don’t know” or “Maybe”, ask for representation. A standard statement to say is, **“If this discussion could in any way lead to my being disciplined or discharged, I request that my Association representative be present at the meeting. Without representation, I choose not to answer any questions.”**
- **FAIR INVESTIGATION** A disciplinary investigation must be conducted fairly and thoroughly to be valid.
- **EXPERIENCE COUNTS** Your experienced ASDCE Representative knows the Civil Service rules, labor law, public employee workplace rights as well as County policies and practice.
- **NO SURPRISES & NO SUDDEN DISCIPLINE** You and your representative have the right to know the subject of the meeting in advance. Your representative must also be allowed to speak privately and confidentially with you before the meeting.
- **YOUR REP IS YOUR WITNESS** Your representative is your witness, acts as an observer, and your support in your best defense with timely action!
- **CONFIDENTIALITY AGREEMENTS** Signed confidentiality and retaliation agreements never keep you from talking to your Association representative.
- **CAUCUS** During the questioning your representative can interrupt or stop the process to clarify a question or avoid problems.
- **PROTECT YOUR RIGHTS** During the questioning your representative can object to threatening, misleading, confusion, entrapment, intimidating or coercion tactics.
- **SUPPORT** At the end of the interview, your representative may add information to support points that you may raise or emphasize in your defense and keep you on track!

*Experience Counts When You Need It Most & The Outcome is Better if We Work Together!*