

Employee Rights

Anytime you are asked to speak with your supervisor, human resources, or any other County official, you should keep in mind that those meetings could lead to discipline. During any meeting with such County representatives, if you feel the County is investigating matters that could potentially lead to discipline against you, or if you simply are not sure of the purpose of the meeting, you can and should clarify the purpose of the meeting with the person conducting the meeting. We suggest that you ask the following: ***Is this meeting part of an investigation that could lead to my being disciplined or terminated, or could it affect my personal working conditions?***

If the County informs you that the meeting could lead to discipline, or refuses to state definitively that the meeting will not result in discipline, you should ask to stop the meeting and contact a CCEA officer or representative before proceeding with the meeting. Specifically, you should tell the County official conducting the meeting the following:

Before proceeding, I request that my CCEA representative be present at the meeting. Without representation, I choose not to answer any questions.

If the County insists on your participation without representation, you should request that the County put this order in writing before continuing to answer questions. Specifically, you should ask that the County put in writing that you are being ordered to answer questions without affording you the right to representation. The writing should also state that you do not waive your rights to representation and that you are answering questions under protest. If the County refuses to put its order in writing, you should make a statement on the record (audio recording if possible) that you are answering questions under protest and without waiving your right to representation. Specifically, you should give the following statement:

I understand that I am being ordered to answer questions and that if I do not comply with the order, I may be disciplined for insubordination. I have no alternative but to abide by that order, but by so doing, I do not waive my right to representation, which the County has denied me.

Immediately contact your CCEA representative after the meeting.

If you are contacted by the County and told that you are to attend a meeting that you believe might be disciplinary, you should attempt to clarify the purpose of the meeting and you should immediately contact a CCEA representative.

CCEA Officers may be contacted as follows:

Holly Gallagher, President
Payroll, Auditor/Controller
458-0408

Myra Leber, Vice-President
Health & Human Services
458-0250

Brenda Turner, Secretary
Public Works, Road Department
473-5301

Devin Kelley, Treasurer
District Attorney
458-0548