If you are called into an investigatory or information-gathering meeting with a supervisor where you have reason to believe that discipline may result:

1. **REQUEST** union representation clearly. Present this card to management or read the text below.

2. **REFUSE** respect fully to answer questions until your union representation arrives. The district does not have a legal right to continue questioning without a union representative present after this request is made.

3. **REMAIN** in the meeting until it ends.

**WHAT TO SAY**

"If this discussion could in any way lead to my being disciplined, terminated, or affect my personal working conditions, I respectfully request that my union representative, officer or building representative be present. Until my representation arrives, I choose not to participate in this interview."