

Criminal evidence may be involved



GARRITY WARNING PUBLIC EMPLOYEES ONLY

A warning given to an employee by an employer during an employment investigation that requires the employee to either provide information or be discharged for refusing to provide information. If such a warning is given, the employee may object to the use of such information in a subsequent criminal proceeding on the basis that a self-incriminating statement was made under duress.

SAMPLE GARRITY WARNING

I wish to advise you are being questioned as part of an official investigation of your employer. You will be asked questions specifically, directly and narrowly related to performance of your official duties or fitness for office. You are entitled to all the rights and privileges guaranteed by the law and the Constitution of the United States, including the right not to be compelled to incriminate yourself. I further wish to advise you that if you refuse to testify or to answer questions relating to the performance of your official duties or fitness for duty, you could be subject to discharge. If you do answer, neither your statement, nor any information or evidence which is gained by reason of such statement, can be used against you in any subsequent criminal proceedings. However, these statements may be used against you in relation to subsequent discipline.

BY _____
(For the Employer)

DATED: _____

(Employee)

Call Council 5

- ① Super - Δ mod
- ② Super Super
- ③ Heard Dean or Assoc. Dean or Dh \Rightarrow Negot & try settle
- ④ Arbitration (if hopefully settle first)
 \Downarrow
make decision
last 3 cases & won all 3

Duty of Fair Representation