



City Workers Bill of Rights



Workers have a right to:

- To know if you are under investigation and specifically what for. This should be done in writing prior to any questioning of the employee taking place.
- To a representative of their choosing before answering any questions. This includes an employee or Union representation of the members choosing. (This does not include legal representation)
- To make audio recordings of any questioning.
- To have copies of any recordings, notes, and transcripts.
- To be questioned on-duty at a reasonable time
- To be reassigned only to another normal department job during any probe
- To review and sign adverse comment in any personnel-related file before it's submitted.
- To attach a response to any adverse comment before it's submitted.
- If cited for termination all employees deserve the right to appeal to an independent review board if they so wish.

****Currently CMPD Officers and Firefighters have this with Civil Service Protection. We are proposing to work with the City Council to create a process where all city workers have a similar appeals process when cited for termination.***

Before answering any questions, the department must:

- No worker shall be subjected to interrogation without first receiving written notice of sufficient detail of the investigation in order to reasonably apprise the worker of the nature of the investigation. The worker shall be informed beforehand of the specific policy that they are being accused of breaking as well as the names of all complaints in writing if you're under investigation for misconduct and if so specifically which policy.
- Tell you if your responses could result in discipline.
- Tell you the nature of any possible charges.
- Tell you who will be conducting any investigation.
- Tell you who will be interrogating you.
- Authorize tape recording of any inquiry.

The Department May Not:

- Force you to answer questions without representation.
- Interrogate you off-duty without compensation.
- Subject you to physical or verbal abuse.
- Subject you to threats or promises of reward.
- Compel you to take a lie-detector test.
- Discipline you for refusing to take a lie-detector test.
- Search your private space without court order unless you are present or give consent.
- Force you to reveal personal financial data, except by law or court order.

Access to Union Information:

- Access to a Union Presentation at New Hire Orientation
- Access to scheduled Quarterly Union Presentation at work location.
- Access to a Union Representative of their choice to attend Grievance Meetings & Hearings.
- To review and sign adverse comments in any personnel-related file before it is submitted.
- To attach a response to any adverse comment before it's submitted.