

Interrogations.

Dear Brothers and Sisters:

Lately there has been a string of corporate security investigations in the Coastal Regions of the company.

The Company calls these investigations by aliases such as: Fact gathering missions, Event inquiries, Root Cause Analysis, Interviews, Incident occurrence reviews, or even incident summations.

What they have in fact done is replaced the noun “interrogation” with other fluffy words that are supposed to make you feel like the outcome of the interrogation is not going to be as substantial to you as it will be.

Personally, I wish they would just call an attempt to extract information from a subject through direct questioning what it really is; an INTERROGATION.

Now that we are all officially bored of the word mincing we can get to the really important part of interrogation analysis.

The Company Official that is doing the question asking in the interrogation is going to demand an answer. Period. Otherwise, we could all go home for dinner and just forget what they really want to know about. There is a specific question asked by the examiner and an expected response from you by the examiner. Alas, we have fulfilled the requisites for an interrogational relationship.

The outcome of interrogations can be very significant to your life and the lives of people that are your coworkers, friends, and, fellow Union Brothers or Sisters. Interrogations have absolutely resulted in the termination of numerous Bargaining Unit members (and non-

Bargaining Unit) all across the company. It is therefore very prudent that you insist that the Company allow you to have your Union Officer present at such an investigation.

The Federal Labor Relations Act (FLRA) affords this protective form of concerted activity to Union members across the country. If the Company refuses to allow you to have your Union Officer present at such a meeting then you need to advise them that they are violating Federal Labor Law and that you will attend the meeting under protest and that you are invoking your Weingarten privileges and that you expect not to have to answer any questions until such time as you receive the representation of YOUR CHOOSING. The Company does not have the right to choose your representation for you. You may not even know if the Company's choice of representative actually is a legitimate member of the Union! The Officers are all SWORN to make their best efforts to defend and protect you and every other member of our Local.

We expect the Company to give us adequate notice so that we can have the correct representation, of OUR CHOOSING, there to represent you and the rest of the Brotherhood in the issue that they feel needs to be interrogated.

The only time that the Company gets to pick your representative is when they are handing out or executing discipline. At this point if there is any negotiation or discussion about the kind of discipline or any questioning then invoke your Weingarten rights again and attempt to stop the meeting.

The most important aspect of the relationship that we have with the Company is to understand that you can NEVER BE INSUBORDINATE. Please remember this caveat; insubordination will likely result in your immediate termination, so you have to be informed before you get into

these situations to be able to make the best decisions possible for your Employment.

The next time that you or a co-worker is asked to attend an “investigation”, please ask yourself how many people that you have witnessed or heard about leaving one of those with an accommodation?

In my many years as a Union Member, Steward, and Officer I have NEVER seen a single person obtain any sort of positive feedback from one of those meetings where they didn’t have representation. I have seen it in FORMALLY convened safety investigations that are the product of equal Company/Union participation, but never from the kind that they single you out and interrogate you like a prisoner.

This leads me to another issue of interrogational tactics by the Company, and those in particularly employed by the Corporate Security Specialists. We have recently had instances of loathsome behavior by Corporate Security Specialists that the Company has employed for the function of interrogation and general security administration.

These are Corporate Employees just the same as you and I or the CEO or anyone else that you work with. They are not above the law, and they certainly are not privileged to treat you in any manner that is less than dignified, straight forwarded, honest, and respectful. If you have any experience with these people that is less than satisfactory in any of those above areas please call me immediately so that I can take action against them and stop their gross behaviors. They are bound by the same governance of corporate citizenship that all of the rest of us are and must not badger, harass, intimidate, coerce, or threaten employees.

In conclusion, please call your Local Union Officers any time that there is an attempt at interrogation so that we can arrange to have the appropriate representation there for YOUR benefit.

If the Company flat out decides not to allow that and disregards your rights then we will have to file an official Labor Charge against them and the individual manager that did this.

On behalf of the Officers and Eboard of Local 682, we wish you and yours a wonderful and safe holiday season.

Please work safely,

Scott Demetree

President, IBEW Local 682, Unit 682.1, and Unit 682.2