

STEWARD'S ROLE DURING THE EMPLOYER'S INTERVIEW

3. MONITOR THE EMPLOYER'S INVESTIGATION

- Closely watch how the employer handles the investigation. The investigation is to be fair and objective.

- The employer is not to be asking leading questions - when did you stop beating your wife type of questions.

- This is the employer's meeting, but the Steward's role does not have to be passive. The Steward can object to a line of questioning. The Steward can call a caucus during the investigation to advise the employee. The Steward can ask for clarification of either the question or answer to a question.

- The employer may choose to tape the interview. The Steward is to advise the employer that the Union requires a transcript of the tape.

- Keep all information confidential.