

# Know Your Rights

If you are involved in a critical incident, the subject of an internal affairs complaint, or facing possible discipline...

Contact a Board Member IMMEDIATELY!

## HCSDA Board Members

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## Weingarten Rights

Peace Officer Discipline Proc. Act — known as Police Officer Bill of Rights

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LELS

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## Critical Incident Materials

**Before speaking with a supervisor that could lead to possible discipline, make sure you read this to them first:**

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

When in doubt ask for a HCSDA board member.

### **MPPOA Legal Defense Fund**

#### **When to contact the LDF:**

If you have been involved in a critical incident on duty contact the L.D.F. immediately. The MPPOA Legal Defense Fund defines "Critical Incident" as:

An action which arises from any act or omission within the scope of employment in which:

- (a) serious injury or death occurs; or
- (b) the discharge of a weapon is involved.

#### **ALSO CONTACT THE LEGAL DEFENSE FUND**

- (1) When you learn that you are the subject of a criminal investigation; or
- (2) When you are served with a summons and complaint in a civil matter arising out of acts or omissions within the scope of your employment; or
- (3) If any licensing action is brought against you by the Board of Peace Officers Standards and Training, whether within the scope of employment or not.

#### **A Participant shall be entitled to the following services:**

- (a) Legal representation in any civil or criminal action brought against him or her arising from any act or omission of the Participant within the scope of his or her employment.
- (b) Legal representation in any Minnesota Board of Peace Officer Standards and Training licensing action brought against him or her arising from any act or omission of the Participant whether within the scope of his or her employment or not.
- (c) Legal representation immediately following a critical incident until it is reasonably certain that no criminal exposure to the participant exists. No representation shall be provided for a pre-disciplinary hearing or for arbitration.
- (d) All customary, necessary, and reasonable services related to an action described in subsections (a), (b), or (c) hereof, including where it appears reasonably probable that such an action will be commenced.