



Invites you to
attend:

CONDUCTING INTERNAL INVESTIGATIONS:

TOOLS, TIPS, & TRAPS TO AVOID

10/25/19

9:00 a.m. to 3:00 p.m.

Presented by: Douglas E. Duckett, Esq., of Duckett Law Firm, LLC and Marc A. Fishel, Esq., of Fishel Downey Albrecht & Riepenhoff, LLP

Dublin Community

Recreation Center

5600 Post Rd.

Dublin, OH 43017

\$175 for OHPELRA Members

Memberships are individual, not by jurisdiction.

\$275 for Non-Members

Those who choose to join OHPELRA at this time will be billed at the member rate and invoiced separately for membership.

Register online



www.ohpelra.org

CANCELLATION POLICY

Cancellation notice must be received **no later than October 18, 2019**, for the registration fee to be returned. After that date, the full cost will be charged.

Substitutions may be made at any time.

E-mail questions to ohpelra@ohpelra.org.

9:00-9:30 am

Registration & Continental Breakfast

9:30-11:45 am

Session 1: Deciding That You Need an Investigation: What kinds of events or issues trigger the need to conduct an investigation?

- First questions to consider: Who, what, and how?
- Nature of the issue: administrative/disciplinary, criminal, or both?
- When a criminal issue may be present, how do you handle *Garrity*?
- Tips, cautions, and twists on using *Garrity*.
- Examples of *Garrity* notices and other investigatory notices.

Session 2: How Do You Start the Investigation?

- Preserving independence.
- Defining the scope—flexibly.
- Planning the “road map.”
- Conducting the interview.
- Target interviews vs. bystander interviews.
- *Weingarten* representation rules: when required? Permitted?
- What the union representative or attorney can and can't do.
- Issues for the interview itself.

11:45-12:30 pm

Lunch Provided

12:30-3:00 pm

Session 3: What Comes Next?

- Role of the investigator working with outside counsel.
- When is the report privileged? Public records issues—report and notes.
- Moving forward with discipline.
- Role of pre-disciplinary hearing?
- Review of just cause standard?
- How the investigation fits in with arbitration.

Session 4: Investigation Case Studies and Audience Questions

An application has been submitted to the Supreme Court of Ohio for CLE hours for this program .