



CAL FIRE LOCAL 2881

IAFF • AFL-CIO

Representing the Professional Firefighters of CAL FIRE

AUTHORIZATION TO REPRESENT, DISCLAIMER & WAIVER

Name: _____ Unit: _____

Address: _____

Phone: _____ Email: _____

Please indicate the reason you are seeking representation:

- Grievance/Complaint Investigation/Interrogation Adverse Action/Discipline
- Non-Disciplinary Action (Examples: Rejection on Probation, Non-Punitive Demotion)
- Other - Please describe: _____

CAL FIRE Local 2881 ("Local 2881") provides representation in disciplinary and grievance matters and other forms of appeal or representational matters, including providing the assistance of Chapter and Region Rank & File Representatives, State Rank & File Representatives, staff and Local 2881 attorneys, when needed and authorized by Local 2881. Such representation does *not* create an attorney-client relationship between you and Local 2881 nor between you and any of the aforementioned individuals.

Local 2881 is not responsible for representation obtained privately, or for advice by outside representatives or attorneys unless those individuals are authorized by Local 2881 to represent you in your case. If you obtain representation through another employee of CAL FIRE, or any other individual who is not expressly authorized by Local 2881 to represent individuals, that individual does not represent, and cannot bind, Local 2881.

Failure to utilize the resources and representatives provided by Local 2881, or your use of any other representative in any proceeding or hearing will be deemed a waiver of the right to representation by Local 2881, and shall discharge Local 2881 from any obligation, or responsibility to represent you. Subsequently, representation may be resumed by Local 2881, upon request, at the sole discretion of Local 2881.

Complaints and grievances filed by Local 2881 or its representatives may be considered public documents. In some cases, we may maintain as confidential the names of individual grievants, complainants or appellants when the complaint or grievance involves EEO matters, or health/medical information.

In any matter in which you seek representation from Local 2881, if you are advised or have any reason to believe that any of the allegations or issues are or could be criminal in nature, you must inform your representative immediately without discussing the underlying facts, as there is no attorney-client privilege with a non-attorney representative for criminal matters. However, if you speak with a Local 2881 attorney, there is no attorney-client *relationship* formed, but there *is* an attorney-client *privilege* with respect to what is said between you and an attorney for criminal matters only.

Similarly, if during the course of the representation, a matter appears to be potentially criminal, you must inform your representative immediately without discussing the underlying facts. *If you do not inform your representative, you hereby acknowledge that you are waiving confidentiality with respect to any communications between you and your representative regarding the potentially criminal matter. In criminal matters, a non-attorney representative can be subpoenaed to testify against you.*

Local 2881 may withdraw from representation at any time should we determine that the case is lacking merit, or if the opposing party offers a reasonable settlement which the represented member elects not to accept.

Local 2881 reserves the right to discontinue representation if, during the course of representation, you (1) misrepresent any material facts to your representative or (2) fail to promptly respond to communications from L2881.

Therefore, having read and understood the above, I hereby authorize Local 2881 and its agents, to act as my representative in the matter described herein. I also authorize Local 2881 and its agents to obtain and view any documents related to the scope of representation, including but not limited to, personnel records, medical records, and investigation reports related to the matter in question.

Signature

Date

Print Name