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Section 4

1. An employee who is the subject of an official internal administrative investigation that could lead to disciplinary action against him ^(pursuant to NRS 284.385) shall be:

- (a) Informed of the allegations against him; and
- (b) Afforded the right to have a lawyer or other representative of his choosing present with him ^{When charges are made} ~~during any phase of the investigation.~~ and he is questioned regarding those charges.

~~2. Any employee who is the subject of an internal administrative investigation~~
must be given not less than 48 hours to obtain representation, unless he waives his right to be represented.