

- 1 5.6 DOR denies the allegations contained in sentence 5.6.
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- 3 5.7 DOR denies the allegations contained in sentence 5.7.
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- 5 5.8 DOR denies that the allegations contained in sentence 5.8 apply to DOR.

With Respect to the Complaint's Paragraph 6:

- 6 6.1 DOR admits the allegations contained in sentence 2.1.
- 7 DOR admits that on March 16, 2005, Dolly Hanson sent an email to DOR upper-level management stating that "[t]he same rules continue to apply that we used last summer": no comments pro or con from supervisors/managers, union is welcome to use our space...." The email is attached as Exhibit F. DOR denies all other allegations contained in sentence 6.1.
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- 9 6.2 DOR admits the allegations contained in sentence 6.2.
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- 11 6.3 DOR denies that DOR employees have a right to views, opinions, and/or and arguments of their managers. In addition, DOR denies that DOR employees have a right to all information maintained by managers. DOR denies all other allegations contained in sentence 6.3.
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- 13 6.4 DOR denies that the March 16, 2005, email was a "gag order." DOR denies all other allegations contained in sentence 6.4.
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With Respect to the Allegations within the Preliminary Ruling:

As it pertains to the specific allegations of Mr. Schauer summarized by the Commission in the Preliminary Ruling dated June 9, 2005, DOR admits, denies and alleges as follows:

DOR denies that it instructed management not to answer questions from employees, offer official DOR opinions about, or discuss the parties' collective bargaining agreement;
 misrepresented to employees who were not union members that they were not eligible to participate in a contract ratification vote being conducted by the union; and failed to provide adequate notice to all bargaining unit employees that they could participate in the contract ratification vote.

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Don Perc Filing, June 2005
BOB SCHAUER CASE DOR DENIES IN LEGAL FILING