

May 1, 2023

RE: Grievance by Rosemary Bunn

In response to the grievance filed by Rosemary Bunn towards myself. I have reviewed the initial grievance notice that was filed on March 15th, 2023, as well as the supplemental information provided by Mrs. Bunn on March 30th, 2023. According to the grievance filed to Chairman Johnson section 36.23(C)(2) Threatening or Hostile Behavior better defined as, inappropriate, unprofessional, or harassing actions causing an employee to feel intimidated or threatened in his or her workplace to the extent the employee believes his or her employment status may be unreasonably in jeopardy unless actions outside the scope of his or her job description are performed. This is a subsection of Chapter 36 section 23 Sexual Harassment Policy. I deny and object to all statements of any such treatment, to all employees of the Pike County Board of Commissioners. Additionally, there is no such harassment listed within Mrs. Bunn's own statement of events that took place. Furthermore, the subsection of the code states that the employees' job is in jeopardy unless actions outside the scope of his or her job description are performed, you will again find that nowhere in Mrs. Bunn's statement is she asked to do anything outside her job description as a Library Manager. It is my opinion that Mrs. Bunn is upset that she has been counseled on her job performance and is seeking a form of retaliation.

Under Chapter 36.24 Grievance Procedures Policy, section (D)(1)(c)(i) an employee grievance must: *Clearly define the situation in question through a written allegation of the specific wrongful act or situation, the harm done and the facts upon which it is based.* Again, it is my opinion that this has not been completed due to there being no act or situation for such a grievance.

Lastly per policy 36.24(D)(2)(d)(iv) *Identification of the remedies or adjustments, if any, to be made*, should my denial and opinions be confirmed, I would ask that a letter of apology be written to both the Board of Commissioners and the Citizens of Pike County for the unnecessary negativity brought on by the false accusations.



Brandon Rogers
Pike County Manager