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===== Start of Answer #1 (1499 words) =====

OPINION MEMORANDUM

To: Mr. George Field
Fm: Applicant
Da: July 30, 2015
Re: Baker v. Department of Administrative Hearings

As you've requested, the following is an opinion memorandum to help determine whether either of Ms. Baker's allegations is legally meritorious and what, if any remedies would be available should finding(s) ultimately issue against the Department.

Also, just as a recommendation, I suggest that we be prepared to give an employee under an investigatory review what information we can give them, instead of refusing them all of their request and giving them nothing. And, instead of the current policy of prohibiting employees from discussing matters under investigation, we should make a determination on a case-by-case basis as to whether there's a legitimate business justification for confidentiality.

DISCUSSION

A. Ms. Baker's Allegations

1. Department Interefered with Ms. Baker's and the Union's Right to Representation by Refusing to Provide Ms. Baker with Requested Information Before Her Investigatory Interview.
