

Press Release 10/27/2020

For immediate release

Hancock, MI Eliason Law Office has filed a four-count lawsuit against Jennifer Kelly alleging defamation and various whistle blower protection statues, on behalf of one long term Clerk of Court employee Beverly Smith. (attached). Due in part to media attention, several Houghton County employees and officials have been in contact with this office expressing similar concerns over Ms. Kelly's violations of policy, mismanagement, cronyism, and dishonesty, similar to those now raised by a courageous employee, Beverly Smith.

The Lawsuit stems from an email that was widely and improperly circulated by Kelly on October 19<sup>th</sup> 2020, to fourteen employees, officials, former employees at the Courthouse including two Judges. In the E-mail Kelly falsely claims that Ms. Smith threatened to kill Ms. Kelly; and wrongfully and improperly reprimands Ms. Smith. The e-mail follows an attempt by Kelly to terminate Ms. Smith over a customer complaint, that ironically arose as a direct result of Kelly's misguidance and lack of communication. Ms. Kelly has consistently chosen to attack several Union employees rather than be accountable. Unfortunately, this was not the first such instance. Ms. Kelly sent a similar email December 19, 2019, again widely circulated, improperly disclosing non-public information and reprimands of employees. The December 19<sup>th</sup> email led ultimately led to union involvement, and county Board reprimand against Kelly on March 5<sup>th</sup>, 2020, in which the Board determined that Kelly created an 'environment of hostility' in the Clerk's Office.

While this lawsuit will have to be proven, we feel confident one or more counts of the four-count complaint will be proven in a jury trial. The case is supported by an affidavit of Union Steward acknowledging no threat on Kelly's life was made. Ms. Smith, as well as many others, including loyal county employees have had to work in untenable working conditions, not due to the County, but due to Kelly. Ultimately, due to Kelly, Houghton County may be dragged into the lawsuit, and other employees may join the lawsuit, and amendments made to the lawsuit, however, Ms. Smith has chosen not to name Houghton County at this time and feels that management, and the union have been generally understanding and supportive.

Eliason Law also represents Justin Kasieta, Kelly's opponent in the upcoming election. Consequently, many employees and others at the courthouse have reached out to Eliason Law as a safe-haven and to explore legal options. Lawsuits like this protect the rights of individuals, however the relief the courts can offer workers like Smith, are generally remedial. Democracy on the other hand is proactive. Smith, Kasieta, and many others have voiced concern over Kelly's pattern of lying, exaggeration, self-serving false claims. What is obvious is Kelly has abused the power entrusted in her to garner sympathy and avoid the real issues. There is an ultimate protection that the Union and the Courts can't match, that's democracy. The voters of Houghton County have the power to protect Beverly and others from workplace abuse on November 3.

<b>STATE OF MICHIGAN</b>	<b>SUMMONS</b>	<b>CASE NO.</b>
12TH JUDICIAL DISTRICT JUDICIAL CIRCUIT COUNTY PROBATE		20- 17502 No

Court address  
401 East Houghton Ave, Houghton, MI 49931

Court telephone no.  
(906) 482-5420

Plaintiff's name(s), address(es), and telephone no(s). Beverly Smith P.O. Box Dollar Bay, MI 49922
Plaintiff's attorney, bar no., address, and telephone no. Matthew C. Eliason P75049 400 Quincy Street STE 4 Hancock, MI 49930 (906) 483-4610

v

Defendant's name(s), address(es), and telephone no(s). Jennifer Kelly Pro Se Pelkie, MI 49958
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**Instructions:** Check the items below that apply to you and provide any required information. Submit this form to the court clerk along with your complaint and, if necessary, a case inventory addendum (form MC 21). The summons section will be completed by the court clerk.

**Domestic Relations Case**

- There are no pending or resolved cases within the jurisdiction of the family division of the circuit court involving the family or family members of the person(s) who are the subject of the complaint.
- There is one or more pending or resolved cases within the jurisdiction of the family division of the circuit court involving the family or family members of the person(s) who are the subject of the complaint. I have separately filed a completed confidential case inventory (form MC 21) listing those cases.
- It is unknown if there are pending or resolved cases within the jurisdiction of the family division of the circuit court involving the family or family members of the person(s) who are the subject of the complaint.

**Civil Case**

- This is a business case in which all or part of the action includes a business or commercial dispute under MCL 600.8035.
- MDHHS and a contracted health plan may have a right to recover expenses in this case. I certify that notice and a copy of the complaint will be provided to MDHHS and (if applicable) the contracted health plan in accordance with MCL 400.106(4).
- There is no other pending or resolved civil action arising out of the same transaction or occurrence as alleged in the complaint.
- A civil action between these parties or other parties arising out of the transaction or occurrence alleged in the complaint has

been previously filed in  this court,  \_\_\_\_\_ Court, where

it was given case number \_\_\_\_\_ and assigned to Judge \_\_\_\_\_.

The action  remains  is no longer pending.

Summons section completed by court clerk.

**SUMMONS**

**NOTICE TO THE DEFENDANT:** In the name of the people of the State of Michigan you are notified:

1. You are being sued.
2. **YOU HAVE 21 DAYS** after receiving this summons and a copy of the complaint to **file a written answer with the court** and serve a copy on the other party **or take other lawful action with the court** (28 days if you were served by mail or you were served outside this state).
3. If you do not answer or take other action within the time allowed, judgment may be entered against you for the relief demanded in the complaint.
4. If you require special accommodations to use the court because of a disability or if you require a foreign language interpreter to help you fully participate in court proceedings, please contact the court immediately to make arrangements.

Issue date 10-26-2020	Expiration date* 1-25-2021	Court clerk Jennifer Kelly
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\*This summons is invalid unless served on or before its expiration date. This document must be sealed by the seal of the court.

**PROOF OF SERVICE**

**SUMMONS**  
Case No. 20-

TO PROCESS SERVER: You are to serve the summons and complaint not later than 91 days from the date of filing or the date of expiration on the order for second summons. You must make and file your return with the court clerk. If you are unable to complete service you must return this original and all copies to the court clerk.

**CERTIFICATE / AFFIDAVIT OF SERVICE / NONSERVICE**

<input type="checkbox"/> <b>OFFICER CERTIFICATE</b>	OR	<input checked="" type="checkbox"/> <b>AFFIDAVIT OF PROCESS SERVER</b>
I certify that I am a sheriff, deputy sheriff, bailiff, appointed court officer, or attorney for a party (MCR 2.104[A][2]), and that: (notarization not required)		Being first duly sworn, I state that I am a legally competent adult, and I am not a party or an officer of a corporate party (MCR 2.103[A]), and that: (notarization required)

- I served personally a copy of the summons and complaint,
- I served by registered or certified mail (copy of return receipt attached) a copy of the summons and complaint,

together with Verified Complaint with Exhibits A, B, and C attached. Jury Demands  
List all documents served with the summons and complaint

\_\_\_\_\_ on the defendant(s):

Defendant's name	Complete address(es) of service	Day, date, time
Jennifer Kelly	401 East Houghton Ave Houghton, MI 49931	Mon 10-26-20 1:55pm

- I have personally attempted to serve the summons and complaint, together with any attachments, on the following defendant(s) and have been unable to complete service.

Defendant's name	Complete address(es) of service	Day, date, time

I declare under the penalties of perjury that this proof of service has been examined by me and that its contents are true to the best of my information, knowledge, and belief.

Service fee	Miles traveled	Fee	TOTAL FEE
\$ 26.00	0	\$ 0	
Incorrect address fee	Miles traveled	Fee	TOTAL FEE
\$ 0	0	\$ 0	
			\$ 26.00

Mark Bukovich  
Signature  
MARK Bukovich  
Name (type or print)  
process server  
Title

Subscribed and sworn to before me on \_\_\_\_\_, \_\_\_\_\_ County, Michigan.  
Date

My commission expires: \_\_\_\_\_ Date Signature: \_\_\_\_\_  
Deputy court clerk/Notary public

Notary public, State of Michigan, County of \_\_\_\_\_

**ACKNOWLEDGMENT OF SERVICE**

I acknowledge that I have received service of the summons and complaint, together with \_\_\_\_\_ Attachments  
\_\_\_\_\_ on \_\_\_\_\_  
Day, date, time  
\_\_\_\_\_ on behalf of \_\_\_\_\_  
Signature



**STATE OF MICHIGAN**  
**IN THE 12<sup>TH</sup> JUDICIAL CIRCUIT COURT**  
**FOR THE COUNTY OF HOUGHTON**

---

BEVERLY SMITH,  
Plaintiff,

v.

Case No. 20-  
Hon.

JENNIFER KELLY,  
Defendant.

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Matthew C. Eliason (P75049)  
Eliason Law Office P.C.  
400 Quincy Street,  
Hancock, MI 49930  
(906) 483-4610  
Attorney for Plaintiff

Jennifer Kelly  
Pro Se'  
  
Pelkie, MI 49958

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**VERIFIED COMPLAINT**

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NOW COMES the Plaintiff, Beverly Smith, by and through her attorney, Matthew C. Eliason of Eliason Law Office, P.C., and hereby complains as follows:

There are no other actions currently pending between the parties in this matter.

**PARTIES**

1. Beverly Smith, the Plaintiff, is a resident of Houghton County Michigan and resides at  Michigan,  

2. Defendant, Jennifer Kelly is a resident of Houghton County Michigan and resides



12. That Ms. Kelly, a public officer, represented her personal opinion as that of an agency.
13. That Ms. Kelly, a public officer, used public resources, property, and funds under her official care and control for personal gain or benefit.
14. That on March 6, 2020, Jennifer Kelly received a prank phone call,
15. That Ms. Kelly claims the caller threatened to kill her dog(s) during a 2-minute phone call, in which the caller allegedly claimed to be from a television show, 'Hoarders', a television program related to people with unaddressed psychological issues and who have filthy houses. The caller pointed out what he described as the deplorable condition of Ms. Kelly's residence, which she posted on social media,
16. That it is alleged by Ms. Kelly that her opponent in the upcoming election was the caller or otherwise conspired to make the prank call,
17. That Ms. Kelly's challenger in the race for Houghton County Clerk and Register of Deeds is Justin Kasieta,
18. That on August 4, 2020, 19-year-old Mr. Kasieta out-pollled the incumbent Ms. Kelly by 165 votes.
19. That after the primary, Jennifer Kelly has brought great media attention to this call. She has claimed to 'fear for her life' and stated that she 'barricaded' herself in her house based on supposed fear from the 2-minute phone call,
20. That Ms. Kelly has garnered considerable media attention, and has been called a 'victim' of bullying because of it. This phone call has been compared to the alleged plan to 'kidnap' and 'kill' the democratic Michigan Governor, by another Democrat Janet Metsa.
21. That on Monday, October 19, 2020, Jennifer Kelly published an email entitled:

#### THREAT ON MY LIFE-WITHHELD BY THE UNION

Addressed to the following:

- Albert Koskela, Houghton County Commissioner
- Ben Larson, Houghton County Administrator
- Charles Goodman, 12<sup>th</sup> Circuit Court Judge for the County of Houghton

- Eric Forsberg, Former Houghton County Controller
- Fraser Strome, Family and Probate Court Judge for Houghton County
- Glenn Anderson, Houghton County Commissioner
- Gretchen Janssen, Houghton County Commissioner
- Lisa Mattila, Houghton County Treasurer
- Roy Britz, Houghton County Commissioner
- Tom Tikkanen, Houghton County Commissioner
- Renee Cunningham, Deputy County Clerk
- Jaikob Djerf, Deputy Director of Houghton County Equalization
- Jenny DeYcaza, Senior Accounts Processor

The email mentions a complaint from a County Clerk customer about the Plaintiff. She also claims that Beverly Smith had made threats to run her over with her automobile. She further accuses the Union of inaction for not responding to the threat which had come to her attention from the Union Steward and Safety Officer, Jaikob Djerf (*See attached Exhibit B*).

22. That on information and belief, the Defendant has made other false representations about the Plaintiff to other persons within the employ of the county.
23. On information and belief, Defendant Kelly, while acting outside the scope of her official capacity but with the imprimatur of her official position, has communicated to other persons within the employ of the county.
24. That the email was sent using the Houghton County email server, under the color of authority,
25. That running over Ms. Kelly would be a criminal offense. Such a threat to a Public Official may likely be a Felony and bears on moral turpitude.
26. That no threat to run Ms. Kelly over with a vehicle has been made (*See attached Exhibit C*).
27. That the representations, regarding the 'threat to her life' of the Monday October 19<sup>th</sup> email is false.

28. Upon information and belief other representations by Ms. Kelly as to the Plaintiff threatening to kill the Defendant were made.
29. That the Email was published to no less than 14 individuals, including two 12<sup>th</sup> Circuit Court Judges, six Houghton County Board members, the Houghton County Controller, the Houghton County Treasurer, and others.
30. That the false threats are artifices to gain further attention in her faltering re-election campaign and detract from the complaints of violations of law and policy under the color of dispatching her duties.

**COUNT I:**

**Michigan Whistleblower Protection  
MCL 15.361 et seq.**

31. The Plaintiffs incorporate by reference paragraphs 1 through 30.
32. The Plaintiff is an employee of Houghton County,
33. The Defendant is an official within Houghton County.
34. The Plaintiff reported violation of MCL 15.342 setting forth in relevant part:

*Public officer or employee; prohibited conduct.*

*Sec. 2. (1) A public officer or employee shall not divulge to an unauthorized person, confidential information acquired in the course of employment in advance of the time prescribed for its authorized release to the public. (2) A public officer or employee shall not represent his or her personal opinion as that of an agency. (3) A public officer or employee shall use personnel resources, property, and funds under the officer or employee's official care and control judiciously and solely in accordance with prescribed constitutional, statutory, and regulatory procedures and not for personal gain or benefit.*

35. Plaintiff was engaged in *protected activity*, as defined by the act; Specifically, she



reported the disclosure of confidential information acquired in the course of employment.

36. That on or about October 8, 2020, Ms. Kelly expressed her desire to terminate the Plaintiff.
37. That due to the disclosures of improper activity by the Defendant and grievances by Plaintiff Beverly Smith, the Defendant Jennifer Kelly has systematically discriminated against, made false reports, and continues to harass and threaten the Plaintiff with the ultimate intent to terminate Beverly Smith.
38. That due to the disclosures and grievances made by Plaintiff Beverly Smith; the Defendant retorted by multiple threats, specifically those made on December 19, 2019 and October 19, 2020 made up to harass, threaten, and to ultimately terminate the Plaintiff.
39. That the Defendant attempted on or about Monday October 19, 2020 to terminate Ms. Smith.

**COUNT II:**

**Violation of MCL 15.341 et seq.**

**STANDARDS OF CONDUCT FOR PUBLIC OFFICERS AND EMPLOYEES**

**Specifically**

**MCL 15.342(c)**

40. Plaintiff reincorporates by reference Paragraphs 1-39 of this Complaint.
41. That Defendant Ms. Kelly is Public Official being a County Clerk-Register of Deeds.
42. That Defendant complained to Ben Larson, and her Union of the disclosures set forth in the October 19<sup>th</sup> Email as to Ms. Smith,
43. That the email discloses:
  - (1) confidential information acquired in the course of employment in advance of the time prescribed for its authorized release to the public.
  - (2) Is upon information and belief a violation of the Collective Bargaining Agreement.

45. Ms. Kelly published non-public information, particularly the accusations of criminal activity (false) and commentary on job performance to 14 individuals, of which including a former employee of Houghton County, two 12<sup>th</sup> Circuit Court Judges, and the Houghton County Treasurer, all of which absolutely have no role in such matters.
46. The Plaintiff is a person in need of protection pursuant to MCL 15.3341 et seq.

**COUNT III:  
Defamation**

47. Plaintiff reincorporates by reference Paragraphs 1-46 of this Complaint.
48. The accusations that Plaintiff committed a crime or threatened to run over the Defendant are false.
49. The Defendant published the remarks to third parties with knowledge of the falsity of the statements or in reckless disregard of their truth or falsity.
50. The publication was not privileged.
51. The publication of these remarks has resulted in damage to Plaintiffs' reputation in the community and economic loss, including, but not limited to, the following:
  - a. Loss of Employment,
  - b. Significant Emotional Distress
  - c. Humiliation, Mortification, and Embarrassment
  - d. Sleeplessness and Anxiety
  - e. Other damages that may arise during the course of discovery and the course of this trial.
52. Defendant's accusations were defamation per se.
53. That Such of the Defendant actions were taken in willful wanton and reckless disregard for the rights of the Plaintiff.
54. That such actions were done with malice and knowledge.

**Count IV:  
Intentional Infliction of Emotional Distress**

55. The Plaintiffs incorporate by reference paragraphs 1 through 54.
56. The Defendant's conduct as outlined above was intentional.
57. The Defendant's conduct as outlined above was extreme, outrageous, and of a character not to be tolerated by a civilized society.
58. The Defendant's conduct as outlined above was for an ulterior motive or purpose,
59. The Defendant used her official position to humiliate and embarrass the Plaintiff.
60. The Defendant's conduct resulted in severe and serious emotional distress.
61. As a direct and proximate result of Defendant's conduct, the Plaintiffs have been damaged in the manner outlined above.

Wherefore the Plaintiff Prays that this court:

- a) Award damages as determined by a trier of fact
- b) For actual costs including actual attorney's fees
- c) For an injunction preventing retaliation against Ms. Smith
- d) For punitive or exemplary damages
- e) For whatever relief the court deems necessary.

Respectfully submitted this 25<sup>th</sup> day of October 2020,



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Mathew C. Eliason P75049  
Eliason Law Office, P.C.  
Attorney for the Plaintiff

Verification: I, Beverly Smith, have read this complaint and attest that it is true to the best of my knowledge information and belief.

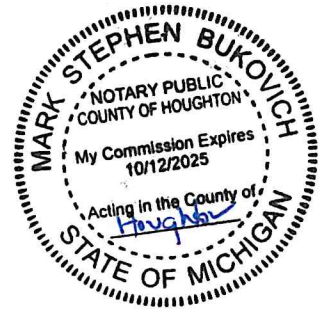
Beverly Smith  
Beverly Smith

State of Michigan )  
                                  ) ss.  
County of Houghton )  
                                  Jurat.

On this 25<sup>th</sup> day of October 2020  
Beverly Smith swore to the facts  
of this Complaint before me,

Mark Stephen Bukovich  
Mark Stephen Bukovich Notary Public,  
Houghton County, MI  
My commission expires 10/12/2025

Houghton



**STATE OF MICHIGAN**  
**IN THE 12<sup>TH</sup> JUDICIAL CIRCUIT COURT**  
**FOR THE COUNTY OF HOUGHTON**

---

BEVERLY SMITH,  
Plaintiff,

v.

Case No. 20-


*MS*

Hon.

JENNIFER KELLY,  
Defendant.

---

Matthew C. Eliason (P75049)  
Eliason Law Office P.C.  
400 Quincy Street,  
Hancock, MI 49930  
(906) 483-4610  
Attorney for Plaintiff

Jennifer Kelly  
Pro Se'  
  
Pelkie, MI 49958

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**JURY DEMAND**

The Plaintiff by and through her attorney, Matthew C. Eliason, hereby requests that this matter be heard by a Jury. Fee enclosed.

Respectfully Submitted,



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Matthew C. Eliason P75049  
Eliason Law Office, P.C.



care if she took [REDACTED] pay cut and she only wanted to do Accounts Payable and Human Resources. This was when I realized that I was never going to get help from her, so I made the change the following Tuesday and appointed Renee.

Recently, I received a threat from Beverly Smith regarding getting re-elected during a meeting with her and the Union stewards. At this meeting with the Union, I gave Beverly a written reprimand for speaking to me so poorly again, then I gave her the opportunity to explain herself to me on why she was going around in the Clerk's office and other offices in the courthouse bad talking me about the change I made in the office. This is when she got angry and threatened me. I questioned her on her threat, she said nothing. I looked at the Union stewards, said the meeting was over with, and I left the office.

I have not done any further reprimanding to Beverly Smith's threat to me due to extremely hurtful words in a letter from the Chairman of this Board directed at me regarding the grievances by [REDACTED]. In response to Chairman Koskela's comment "This I direct to the supervisor in charge. Treat your staff the same way as you would like to be treated and things will be a lot better". All I have to say is I treat everyone with respect and kindness. I have gone above and beyond for my staff and the Board of Commissioners. To see the Chairman of the Board feel I treat people poorly is just unacceptable. Maybe if Chairman Koskela had chosen to speak with me prior to making his ruling on any one (1) of the five (5) grievances filed against me, he would have seen a different side of the story. I hate having to verbally reprimand, write people up, or suspend them. But if I don't stand up for myself and what is best for this office, things will only get worse and they have. However, if policies and agreements are not enforceable by me, then why would I begin the reprimand for insubordination on me and termination for threatening me?

I am sadly hereby withdrawing myself from the Clerk of the Solid Waste Committee effective immediately. I cannot continue to go above and beyond my statutory duties knowing I am thought of so poorly. The hurt I feel is unexplainable.

I thank you all for listening to me ramble, and from the bottom of my heart I hope you know I love my job and I love working for this County.

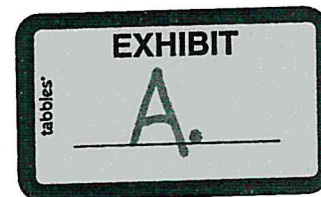
Merry Christmas to you all!

Respectfully,

Jennifer

December 19, 2019

Houghton County Board of Commissioners  
401 E. Houghton Avenue  
Houghton, MI 49931



Dear Commissioners:

It is with a very heavy heart that I write this letter to you. Apparently, there is a lot of talk going throughout the courthouse regarding my recent appointment of a new Deputy Clerk and I want to set the record straight. I did appoint Renee Cunningham as my Deputy Clerk, and [redacted] was demoted. I will be sending a letter to every single County employee explaining myself and my decision as I care very much what people think of me and the job I am doing. I will make sure you all get a copy of that letter also.

I changed my Deputy Clerk because [redacted] was not doing her job as Deputy Clerk since I took office in 2015. I encourage you all to contact any County Clerk in Michigan and ask them if their Deputy Clerk assists them? I have asked each of them for permission, just so you know. This is for you or anyone in Houghton County to contact them.

I want each and every one of you to know that I am the ONLY County Clerk that has no help from her/his Deputy Clerk in Michigan. Some County Clerks have several deputies. As Commissioner Britz told me himself from his experience as a Deputy, a Deputy has to work closely with the Sheriff, Clerk, etc. I have had minimal assistance from [redacted]. The Clerk and Deputy must work side by side. I have never had that, but I do now and you will see how much more smoothly things flow in this office.

I proved to Eric Forsberg and the Union during a long meeting that our County, in comparable to other similar Counties, have created one (1) position for Accounts Payable and Human Resources. Eric advised me at that time (a year ago) that we could not do this, but I could demote Sue, put Renee in her place, and if she failed, then it could come to the Board of Commissioners. I could not do that to [redacted] as she was close to retirement. However, during a mandatory meeting that was scheduled and I tried to cancel twice because Beverly Smith called in sick, and Eric forced that meeting to happen against my requests, [redacted] stated she did not



THREAT ON MY LIFE-WITHHELD BY THE UNION

3 messages

Jennifer Kelly <jennifer@houghtoncounty.net> Mon, Oct 19, 2020 at 11:02 AM
To: Albert Koskela, Ben Larson, Charles Goodman, Eric Forsberg, Fraser Strome, Glenn Anderson, Gretchen Janssen, Lisa Mattila, Roy Britz, Tom Tikkanen, Renee Cunningham, Jaikob Djerf, Jenny DeYcaza

Good morning everyone:

This morning I went and spoke with Ben Larson. He suggested that I wait to take any action until after the election on this matter. I had asked him to speak to all 5 Commissioners about this last week prior to the meeting. He said today he did not, because he has been so busy. I told him I was emailing you all.

During a meeting the other week, again on another complaint by a customer on Beverly Smith, I met with Ben Larson and Jaikob Djerf. Jaikob told Ben and I during discussion about her horrible behavior and attitude that Beverly Smith had said to the Union stewards during a meeting, that she was going to run me over with her vehicle at the courthouse. The Union should have reported this to the police immediately and should have informed me. But, I am so very thankful for Jaikob being such a wonderful and honest man and telling me finally what she had threatened to do.

I want this noted that I informed you all since I am the Clerk of the Board of Commissioners and we were supposed to be working as a team according to the last letter I received from Chairman Koskela. Where is the team when I need them?

If you have any questions, please contact me.

Jennifer Kelly
Houghton County Clerk/Register of Deeds
401 E. Houghton Avenue, Houghton, MI 49931
(906)482-1150



Jaikob Djerf <jdjerf@umich.edu> Mon, Oct 19, 2020 at 5:08 PM
To: Jennifer Kelly <jennifer@houghtoncounty.net>
Cc: Albert Koskela, Ben Larson, Charles Goodman, Eric Forsberg, Fraser Strome, Glenn Anderson, Gretchen Janssen, Lisa Mattila, Roy Britz, Tom Tikkanen, Renee Cunningham, Jenny DeYcaza

Hello all,

I feel the need to clarify what was said and what was not said during an interaction I had with an employee shortly after starting my duties as union steward.

As I already explained to Jennifer, there was never a direct threat made against her. She was never named in this interaction, there was no mention of using an automobile, and no clear indication that she would follow through with anything. If there was any part of me that felt Jennifer was in danger, I would have acted accordingly.

Again, as I already explained to Jennifer, this interaction I had with the employee occurred after our meeting as we were leaving the room. I told Jennifer I did not recall exactly how it was worded but she was never mentioned directly, there was no mention of a car, and no direct threat of violence ever made. It was a general statement, said in the heat of the moment, as we were leaving the room we were meeting in. To claim anything otherwise is false and misleading. This occurred nearly a year ago; again I do not recall, was never documented, and never acted upon. This matter seemed to

10/23/2020

University of Michigan Mail - THREAT ON MY LIFE-WITHHELD BY THE UNION

have resolved itself until now- when Jennifer is angry about how a meeting went between the administrator, this employee, Jennifer, and myself.

I apologize for "replying all" to this email. I do not understand why many of you are included, but given that you received the first email already, I felt it necessary to send this along to everyone.

Best Regards,

Jaikob Djerf

Deputy Equalization Director, Houghton County  
Union Steward & Safety Officer  
AFSCME Local Chapter 226.02

**Houghton County Courthouse**  
401 E Houghton Ave  
Houghton, MI 49931  
906-481-5320 Direct  
906-482-0250 Dept.

[Quoted text hidden]

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**rabritz@charter.net** <rabritz@charter.net>  
To: Jaikob Djerf <jdjerf@umich.edu>

Tue, Oct 20, 2020 at 11:02 AM

Thank you Jaikob for the clarification

Roy Britz

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[Quoted text hidden]