

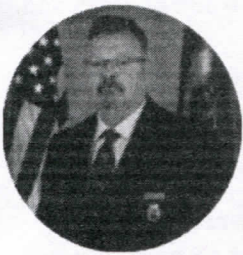
From: Rick Mathwig <RMathwig@lcls.org>
Sent: Monday, August 8, 2022 1:10 PM
To: Arneson, Scott <scott.arneson@co.goodhue.mn.us>
Cc: Stehr, Josh <josh.stehr@co.goodhue.mn.us>
Subject: RE: 08-04-2022: Grievance Procedure Concerns

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Mr. Arneson,

Based on this email, will the County agree to move forward with this grievance- 5-day unpaid suspension- to Mediation?
If so, I will file soon.

Rick



Rick Mathwig

Business Agent

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24-Hour Legal Defense Fund Hotline: 1-855-533-6466



From: Stehr, Josh <josh.stehr@co.goodhue.mn.us>
Sent: Thursday, August 4, 2022 2:04 PM
To: Rick Mathwig <RMathwig@lcls.org>
Cc: Arneson, Scott <scott.arneson@co.goodhue.mn.us>
Subject: 08-04-2022: Grievance Procedure Concerns

A couple of thoughts from our meeting the other day. First of all it seems like both of you are using me as a pawn in some type of game of wits between the two of you. My life and my family's lives and future are not for you to play with in some type of power struggle or game of wits. It also seems like Scott is not willing to do what is right because Rick may use it against him in the future with other employees? This seems very strange to me.

My question for both of you since you both seem to be still in "Administration" mode. If the County was mandated by the federal government to round up all Christians in the county and load them on box cars to be sent to "reeducation" camps...would the County just comply and follow those orders...even if it meant potential huge fines from or funds being withheld by the federal government for non-compliance? If your answer is "of course not" ...which I hope to God it is...then there is a line...which is very important. Maybe now you can look back and see what I was trying to stand up against and question in the first place. If there is a line where you would not just follow orders...like the Nazis tried to use as an excuse during war crime trials without success...then you have to know that what I was trying to prevent and warn employees and citizens about was valid and appropriate and mandatory and should never have been punished in the 1st place...the fact that you keep pushing this and insisting on punishment seems to indicate that you both can't see the big picture and maybe doing this to me intentionally or vindictively. I hope this is not the case.

Scott said that I could have come to him and put me in touch with OSHA etc to voice my concerns but when you only gave County employees 4 days or so to make a life-threatening decision there was not time to go through those channels...it was imminent...and I hope no county employee went out and got vaccinated against their better judgment because they felt they had no other choice but to comply. Making people fearful and then rushed in decision making is not kind. This type of behavior could be considered coercion and I think lawsuits have been won already regarding this exact type of behavior by government officials.

I will never apologize for standing up for what is right, following my oath required of me by the 6th Article of the United States Constitution and in protecting the citizens and employees of this County from corruption and tyranny. If you say you would have fired me in the first place then why didn't you?

What I demand:

- I demand that all references to this be removed from my personnel file
- I demand an apology from the County and the Sheriff for maliciously and vindictively trying to tarnish my reputation and ruin my career, physical and mental health
- I demand a return of all the funds stolen from me as a result of these actions including all pay and benefits and PERA funds/reporting and interest since the time it was stolen from me.
- I demand that you stop wasting taxpayer dollars on hiring lawyers to investigate employees for vindictive reasons and when just asking them would make sense...similar to a SWAT team breaking down a door without trying the knob first

Scott said that he is working on changing county policies right now because of what I did...what policies and why...this seems vindictive and a way to further prevent whistleblowing or the freedom to bring up concerns to an employer.

In regards to the "Notification of Finding" dated 05-19-2022:

- None of the findings actually portray what occurred and it is all a vindictive smear campaign against to attempt to cancel me/silence me for standing up for the truth and the Constitution
- If anything the community would trust and respect me more because I'm not willing to just blindly follow orders on violate people's constitutional rights
- It again talks about my private life remaining "unsullied" ...this has nothing to do with my private life
- It talks about enforcing the law...this had nothing to do with enforcing the law
- It again talks about social networking which I believe is in there because someone is trying to use their position here to punish me for being a Christian and pro-life conservative

I feel like I was coerced or misled into agreeing to accept the 1st malicious punishment/letter in my file/days off....I
rescind my acceptance of that and am filing a grievance on that one as well.



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