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11 Attorneys for Defendants Maricopa County
 12 Special Health Care District, Maricopa Integrated
 13 Health System and its Board of Directors

14 **IN THE UNITED STATES DISTRICT COURT**
 15 **FOR THE DISTRICT OF ARIZONA**

16 Amelia Shelhorse,
 17
 18 Plaintiff,

19 vs.

20 Maricopa County Special Health Care
 21 District; Maricopa Integrated Health
 22 System and its Board of Directors, and
 23 Arizona political subdivision; Connie
 24 Jackson,
 25
 26 Defendants.

No. CV08-428-PHX-ROS

**ANSWER ON BEHALF OF
 DEFENDANTS MARICOPA
 COUNTY SPECIAL HEALTH CARE
 DISTRICT AND MARICOPA
 INTEGRATED HEALTH SYSTEM
 AND ITS BOARD OF DIRECTORS**

(Honorable Roslyn O. Silver)

27 For their Answer to the Complaint filed by Plaintiff in this matter, Defendants
 28 Maricopa County Special Health Care District, and Maricopa Integrated Health System
 (“MIHS”) and its Board of Directors (collectively referred to herein as “Defendants”) respond as follows:

OGLETREE, DEAKINS, NASH,
 SMOAK & STEWART, P.C.
 2415 EAST CAMELBACK ROAD, SUITE 800
 PHOENIX, ARIZONA 85016

GENERAL ALLEGATIONS

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2 1. Answering Paragraph 1, Defendants admit that Plaintiff Amelia Shelhorse
3 is an adult female. Defendants are presently without sufficient information to admit or
4 deny the truth of the remaining allegations in Paragraph 1 and, therefore, deny the same.

5 2. Defendants admit the allegations in Paragraph 2.

6 3. Answering Paragraph 3, Defendants admit that Plaintiff was employed by
7 MIHS as a Registered Nurse in its Post-Partum Department from April 23, 2007, until
8 Plaintiff was terminated during her probationary period of employment on September 14,
9 2007. Defendants admit that if Plaintiff had been employed by MIHS for one (1)
10 calendar year, she would have been eligible to receive a \$20,000.00 bonus. Defendants
11 deny the remaining allegations in Paragraph 3.

12 4. Answering Paragraph 4, Defendants admit that MIHS employed Connie
13 Jackson as a Registered Nurse in its Post-Partum Department. Defendants deny the
14 remaining allegations in Paragraph 4.

15 5. Paragraph 5 purports to assert a legal conclusion, which requires no answer
16 by Defendants. To the extent that Paragraph 5 asserts factual allegations, and subject to
17 the preceding and succeeding allegation-specific admissions, denials and affirmative
18 allegations, Defendants generally deny that the alleged actions in the Complaint occurred
19 or that they occurred as alleged. Defendants admit that jurisdiction and venue are proper
20 in this Court. Defendants deny the remaining allegations in Paragraph 5.

21 6. Paragraph 6 purports to assert a legal conclusion, which requires no answer
22 by Defendants. To the extent that Paragraph 6 asserts factual allegations, Defendants
23 admit that Plaintiff was an employee of MIHS. Defendants deny the remaining
24 allegations in Paragraph 6.

25 7. Paragraph 7 purports to assert a legal conclusion, which requires no answer
26 by Defendants. To the extent that Paragraph 7 asserts factual allegations, Defendants
27 admit that they are employers pursuant to the definition provided in 42 U.S.C. §
28 2000e(b). Defendants deny the remaining allegations in Paragraph 7.

1 8. Defendants admit the allegations in Paragraph 8.
2 9. Defendants deny the allegations in Paragraph 9.
3 10. Defendants deny the allegations in Paragraph 10.
4 11. Defendants deny the allegations in Paragraph 11.
5 12. Defendants deny the allegations in Paragraph 12.
6 13. Defendants are presently without sufficient information to admit or deny
7 the allegations in Paragraph 13 and, therefore, deny the same.

8 14. Answering Paragraph 14, Defendants admit that Kim Wilson spoke to
9 Plaintiff, likely by telephone, and requested a meeting with her in Maria Hayes’ office on
10 September 14, 2008. Defendants deny the remaining allegations in Paragraph 14.

11 15. Answering Paragraph 15, Defendants admit that Maria Hayes worked at
12 Phoenix Baptist Hospital prior to working at MIHS. Defendants admit that Connie
13 Jackson also worked at Phoenix Baptist Hospital prior to working at MIHS. Defendants
14 admit that Ms. Jackson was hired by Ms. Hayes to work for MIHS. Defendants are
15 presently without sufficient information to admit or deny the remaining allegations in
16 Paragraph 15 and, therefore, deny the same.

17 16. Answering Paragraph 16, Defendants admit that Plaintiff had a meeting
18 with Maria Hayes and Kim Wilson in Ms. Hayes’ office on the morning of September 14,
19 2007. Defendants admit that during this meeting Plaintiff was provided with written
20 notice of her termination from her probationary period of employment because of
21 unsatisfactory performance. Defendants admit that Ms. Hayes and Ms. Wilson discussed
22 with Plaintiff the reasons for her termination, which included several complaints about
23 Plaintiff by her co-workers. Defendants deny the remaining allegations in Paragraph 16.

24 17. Defendants are presently without sufficient information to admit or deny
25 the allegations in Paragraph 17 and, therefore, deny the same.

26 18. Defendants deny the allegations in Paragraph 18.

27 19. Defendants deny the allegations in Paragraph 19.

28

1 **WHEREFORE**, having fully answered Plaintiff's Complaint, Defendants
2 respectfully demand judgment in their favor as follows:

3 A. That Plaintiff's Complaint be dismissed with prejudice and Plaintiff take
4 nothing thereby;

5 B. That Defendants be awarded their costs incurred herein;

6 C. That Defendants be awarded their reasonable attorneys' fees incurred
7 herein pursuant to any statute or court rule allowing such recovery;

8 D. That Defendants be awarded pre and post-judgment interest on the
9 foregoing amounts at the maximum rate permitted by law; and

10 E. That Defendants be awarded such other and further relief as the Court
11 deems just and proper.

12
13 RESPECTFULLY SUBMITTED this 4th day of August 2008.

14 OGLETREE, DEAKINS, NASH,
15 SMOAK & STEWART, P.C.

16
17 By: s/ Michelle H. Ganz _____
18 Christopher M. Mason
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21 Phoenix, Arizona 85016
22 Attorneys for Defendants Maricopa County
23 Special Health Care District, Maricopa
24 Integrated Health System and its Board of
25 Directors
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CERTIFICATE OF SERVICE

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I hereby certify that on the 4th day of August 2008, I electronically transmitted the attached document to the Clerk’s Office using the CM/ECF Systems for filing and transmittal of a Notice of Electronic Filing to the following CM/ECF registrants:

Cheri Lane McCracken, Esq.
2402 N. 24th Street, Suite 1
Phoenix, Arizona 85008-1803

s/ Debra A. Perkins
Debra Ann Perkins

6541982.1 (OGLETREE)

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