

Letter to rep after Mary Iverson
asked me to meet with her
and Bob re: Hostile work
Conflicts of interest/nepotism

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Bob Phibbs
P.O. Box 417
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Dear Bob:

I apologize for the delay of this idea. I put this binder together to give me a perspective and to organize my thoughts. Half of the contents I sent to you. What I believe you do not have is my attempts at trying to reply to my 2007 evaluation. I tried 3 times. Once on paper brainstorming and twice in document form. I did not want to say anything while Keith was in charge of me because his retaliation was pointed and clear to me management had his support and was on board. Even though they acted shocked the day I told them the way Keith behaved I am sure I was the butt of many jokes.

Both under Bob and Keith's supervision I felt my safety a risk. Bob was sending me into places that I knew was unsafe and without him knowing the area. The islands have quick sand and are not well populated. The major reason I wanted to be moved from under Bob was: safety concerns, lack of communication and his direct belittling of me in front of my co-workers and in front of the public contact.

An example of unfair evaluation from Bob: Bacon Island had a history of high mosquito trap counts testing positive for West Nile for two seasons. My old supervisor would have a lot of things flown. When Bob became my supervisor I wanted to be independent and continue to learn my land. Bacon Island has a security guard who watches the island because it is a private island. I asked this man if he was aware of any places that fit in the range of a source. The Man took me around showed me some places I was unaware of. One in particular was deep in the middle of a huge cornfield. I would have never known how to get there with out him. When I told Bob he told me to go back and treat it. I wanted him to go with me. Or send someone. It was unsafe and I did not feel this was a reasonable request referring to my past experience. Bob did not convey to me he cared about my safety. The following year after my transfer he had a backhoe and a crew of 5 guys on Bacon Island cleaning it up and making more accessible. Yet he had the nerve to put this on my evaluation. One day I saw Bob in my zone pulled over talking on his phone. I waited for him to get done I was asking him about a barrow pit that had been flown every season by my old supervisor. Bob said you see those berry bushes go over there and climb in them and see if there is water in them. Then he took off. Have you ever climbed in berry bushes? There was a property that continued to get a huge population of mosquitoes every season. After spending time inspecting the area the conclusion I came to be there is an island across from this property that was known for seepage and a bad septic problem. I believed the mosquitoes were coming across and wanted to inspect the island. The property was only accessible by boat. It was my island to monitor but in the last few years I was never allowed to inspect it. When I presented my concern and idea Bob told me not to worry about the 90 year old women who were being attacked by mosquitoes,

everyone has mosquitoes, maybe she should move. The road she lives on has her family's last. Maybe we could have just done our job.

Regarding Keith and management: every tech and supervisor gets at least a week of tour of the "hot spots" in the new zone they are transferring to. Bob received two weeks moving into the Stockton Region in 2007. Keith received at least a week. And these are tenured technicians. There are places that may be well known that are not on a source card or difficult to find. In my case I had little to no knowledge with farmland. I had spent my first 8 months in orchards and packing sheds. My other 2 years and 6 months were spent learning and practicing duck wetlands and crop flood rotation. Most of my sources I mapped brought acreage size in with larval count and dealt directly with Eddie.

Most of the work in zone 9 started in the fall and continued to the spring where the property owners were required to remove the water at such time. My old supervisor had a lot of vacation on the books and would use it during these times. Therefore he asked me to work directly with Eddie. What really bothers me is I went above and beyond to try and wow him. He knew my work was to say the least sufficient.

The expectation when transferred to zone 18. I did not get any week tour of hot spots. I feel they threw me in a labor-intensive zone without the tools I needed to succeed and wanted me to fail. I was unfamiliar with the irrigation practices. I had two irrigation districts running two different schedules of 10-day irrigation. This was all new to me. I was dealing with a mosquito species that I had little knowledge of. There were pesticides that were more efficient to use that I had little knowledge of. The source cards I was given had incorrect addresses, wrong addresses and a lot had no maps on them.

During my evaluation from Keith he forgot to mention he used me to fill in for a technician that had been out on medical leave. If I was so incapable of doing my job why would I be capable of helping run another zone? We also were pulled out of our zones to work on foreclosed homes in Manteca, Tracy and Lathrop. The banks had locked the majority of these homes. I took the initiative to try some of my keys I had from past zones. I found one that gained entry and was able to treat and inspect these pools. I brought this to Keith's attention and he borrowed my key and gave it our whole crew. Allowing many pools to be inspected and treated. I went out of my way to wow Keith. I did not want to put him in the middle of juvenile behavior and I wanted him to be able to be objective to all of us. The only time he asked me about what happened to get my transfer is when he wanted to know who I would like to beat up Mary or Janine.

Safety I was denied on 3 separate attempts at receiving the keys that gave access to zone 18. I was pinned in a pasture by a bull. This was scary and dangerous. I was shocked by an electric fence. Information about your new zone should be shared for efficiency reasons and safety.

You have verbally asked me to let some of this go. I want to. I need you to know the favoritism towards Janine was continuing to the date of y injury. Passive aggressive behavior from co-workers also continued to date of injury and upon my return. Things were really bad for me before I left. Am I to assume everything is fine now? Since my complaint, and during my absence another employee came forward with a complaint against Bob.

I trust you and have faith in your legal expertise. I will listen and digest every suggestion you have. I will stop my plan with my friend and work with you. I believe I have expressed all my concerns regarding the future at SJCMVCD. I have total confidence in your wisdom and expertise regarding the legalities concerning all past and future events.

Please take another week if you need, to digest and what I have given to you. I am praying God will give you the right answers and I will do what best for all. Please keep in mind I had started a plan with our union and right when this subject was going to be addressed the Rep was transferred. I have been going it alone for some time.

Thank you Sincerely.

Tiffany Anderson