

Copy of Yahoo email sent to union rep Bob Phibbs re: dues and other issues

**dues and other concerns**

Tiffany Anderson

Bob Phibbs Larry Fraser

**FROM:**

**TO:**

Message flagged

Thursday, February 17, 2011 4:32 PM

**Message body**

It was brought to my attention last month that when I received my vacation sheet during my time off (due to my injuries) that my accrual time stood still. I stopped accruing vacation time, sick leave and retirement as well as my accrual of longevity pay increase. As a result, I lost seniority as well.

I want to know if all my employment froze, how can it be that I would owe union dues? This is just one of the concerns I wish to express.

I believe I present the first scenario to come forth with this issue since your representation of our group began, so I need you to look into this matter.

I am disappointed in the fact that when I came to you with harassment and retaliation issues you did not protect me. The district had a past history, along with a claim by another employee a year later. I called a number of attorneys looking for help when I failed to find it with my union representation. They offered to write a letter of cease and desist for three hundred dollars.

I could not understand at the time why this document was not offered by you. I still don't.



In 2008, the secretary position became vacant; I was interested in that job as well as qualified for it. Our MOU policy states that employees have the priority as candidates. There was no representation offered. I really wanted that job.

It was brought to my attention that you made an effort to have valid medical excused absences for family emergencies removed from certain employee's evaluations, yet this representation was not offered on my behalf, although this was a major concern during our first meeting.

Another concern I have is the lack of support on your part that allowed a new employment position, the data entry merge of our Access program with our Archer program to be offered to someone from outside instead of accommodating my need for work. I was fully capable for this position and yet the district hired from outside.

The biggest concern was the breach of client attorney representation. I sent you a confidential email regarding the beginning of the Grand Jury investigation. I was appalled when I saw you forwarded the confidential correspondence to Larry Frasier and Deanna Hopkins. Even if I had mentioned the idea that I filed a complaint, nine months earlier, know one knew there was an investigation underway. Until you forwarded my confidential email.

Lastly I was released to full duty on 7/26/2010, yet John denied me the right to return until 8/30/2010. I went thirty days without a paycheck. Again if his concern was medical, there were two positions filled from outside employment which I had the qualifications to fill. The computer transition and the pool inspector position. There was no effort on your part to get me back to work.



Please look into this matter and get back to me. If I am legally obligated to pay dues for time I lost on all my benefits, then I want a statement of all dues accrued during the whole period of time off, along with payments made and the remaining balance in writing. Email is fine, with the total amount due. I will pay it in full by the end of March. However, with the information I currently have, I do not feel these dues are fair, for I did not receive the representation I had to right to expect in exchange.

Reply to:  
Reply to Tiffany Anderson

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