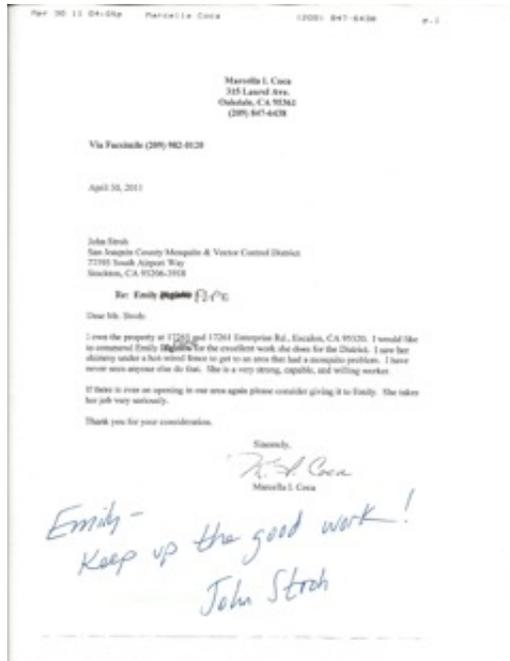


From: **Tiffany Anderson** tiffanyanderson@me.com  
Subject: Re: my success at integrating back into a hostile work environment  
Date: May 13, 2015 at 10:40 PM  
To: Michael Manna zinman104@aol.com, Me Anderson tiffanykayanderson@yahoo.com



On May 19, 2011, at 9:46 PM, tiffanyanderson <tiffanyanderson@me.com> wrote:



Dear Mike,

Just in case you wanted to know how I am doing at work I thought I'd fill you in.

This letter of acknowledgement recognizing Emily is biased because it comes from her prior landlord of less than a month ago, while putting me down passively. Who's idea is it to get rid of me and put Emily back in zone 18? John!

Emily has aligned herself with Janine and Bob as they are still a couple (supervisor subordinate in the workplace) and is openly hostile to me. I guess this makes her a team player in the eyes of management, although ignoring the ERMA training seminar concepts that were taught a few weeks ago. "Creating A Better Working Environment"

When I was on work comp John offered me one month of work in November and December of 2010 while Chris Eley was supposed to investigate my complaint against John. I asked to be removed from the locker room as Janine and Emily had already formed a tight bond. It was obvious this new employee, Emily who should have not known a thing about me or regarding my past history with the district, disliked me from the day we met. per my request, John allowed me to change in different shifts.

When I returned to work these girls dogged. Somehow management was able to transfer the hate and hostility Janine held towards me to this new employee. Both the girls came to work late chronically. Both Janine and Emily abused their sick leave as I have been accused of doing. This is what I returned too.

December 17, 2010 Emily and I were assigned our first job assignment together. Emily had to clean the vehicle she worked in the day prior before we were to go out into the field. I was asked to clean the break room to fill in for the time I had to wait for her to finish her job assignment. Around nine when she was finished, she informed Scott Andreas she was going home sick. I believe this was an act so she wouldn't have to work with me. I believe this, due to her behavior towards me prior to this date and after. Due to this emotional insult I went to John and Eddie with Scott Andreas witnessing and asked if I could go home according to our rainy day policy. I was informed by both John and Eddie that we do not have a rainy day policy. The policy stands a day for a day. I was reassigned to inspect swimming pools in Tracy in the rain. That day I was rear ended by a woman in a parking lot. I had never been in a vehicle accident and it rattled me pretty bad. I was not sent to the doctor. I did however use my own medical care and time to be seen.

May 18 2011 was a rainy day. Many employees were allowed to leave due to the rainy day policy that didn't exist when I wanted to use it in the middle of winter, only five months ago. I requested to leave as well. I changed out of my uniform after Brian gave me permission to leave. Brian had been off work for four days and is apparently not allowed to go out into the field with me so I sat in his office and was

leave. Brian had been on work for four days and is apparently not allowed to go out into the field with me so I sat in his office and was pouring over field information I wanted to communicate to him . Brian and I are sitting at his desk. Bob is sitting right by in the same office. Eddie comes in and asks me why I am not in my uniform. I inform him I am going home. He in front of Bob informs me that I do not have enough time on the books. I asked him did you check my accrual time? He said "you bet I did" you only have 3 hours. I inform Eddie that I worked overtime a few weeks back and I know I have at least one accrual day. Eddie informs me that it hasn't been counted for yet, although it was worked two weeks ago. Legally I know I am right, but I'm not going to argue his position and put Brian in a more uncomfortable position. We've already made Brian uncomfortable enough.

Stop right here. This is my private information.

Bob Durham the man who should not even be working at the district due to his harassment and public humiliation of employees knows about my time on the books? Wait now his girlfriend in Lodi will know and the list goes on, as there is no privacy protection in our workplace.

The double standards and harassment astound me.

I go back to the locker room and put on my uniform and am thankful I have a job.

The date of my work comp hearing was scheduled at nine a.m. I put in a blue sheet requesting the district to pay for the time off. Eddie pulls my legal file with the county and attaches it to my blue sheet and hands it to Brian to look at. This document has nothing to do with my employment. It has my divorce date on it. The date my ex- husband and I filed charges against the person who molested my son. This information is given to Brian why? This is an invasion of my privacy, illegal, harassment and just morally wrong.

I could go on but I won't. It is my greatest hope that this information does not get back to my fellow employees and the cycle repeated as John has done in the past to perpetuate a hostile work environment and publicly humiliate me. These are acts that lawsuits are made of. When is it going to stop?

Sincerely,  
Tiffany Anderson