

On Jun 11, 2011, at 9:24 AM, Tiffany Anderson
<tiffanykayanderson@yahoo.com> wrote:

Dear Mike,

I wonder why you are the board member I ended up in communications with. I do not know any of the men that sits on our board, except for Jack and that solely has to do with his fame of past employment. I heard he was a good manager.

During a past conversation that you and I had I remember you mentioning that you felt as if you stood against the whole group they would blackball you. This particular statement was in reference to my mentioning the boards lack of respect regarding Duane Bridgewater's retirement and funeral.

First I'd like to make you aware that employees were actually told they could not attend his funeral. Most people are in agreement you attend a funeral to show respect to the wife and child as the person who died is not in attendance. What a disgraceful and shameful action.

Contrast this action to John Vignolo's spouse passing away. I have no hard feelings against John, but how many days did his wife serve our district? The answer is zero. The whole district is shut down? Really?

You and I do not know what the future holds for the district. I personally want you to know a bit about me. Not the person the district has tried to portray me as. And with that said it is a shame the board does not get to know the employees. I think you would find

management's portrayal backwards. It's not how hard a person works for the district or how smart they are. Hierarchy is achieved by who know's who and to what extent the person will go to show an obsequious eagerness to please.

It is difficult to understand why an employer would take a job that most of the time is enjoyable, yet requires a high level of physical requirement and knowledge and make the the working conditions pernicious. Management by conflict is the definition. You have board members who resent the employees, employees who resent the board members, management nit picking the operators and forcing the supervisors to enforce their personal vendettas upon the operators.

A supervisor has to choose early on to keep their job and stay in the good graces of management, which often requires harassing an employee. Most of these supervisors could each be civilly sued for the actions they have been executed.

So now you have supervisor pitted against employee. Then you have the represented group against the represented group. Half of the employees pay for the representation of the whole group, because at the end of negotiations everyone benefits from our negotiating team.

These are the things I want you to know about me personally. I was a single mom in 2007. Everyday I went to work I felt torn. When it was clear John was in

the process of firing me I medically documented all the stress it took on my body. I was looking for other employment offers and I never saw the knee coming. In other words I could have civilly sued the district as well as filed a stress claim. I did either of those two things.

An accumulation of things from being called incapable of thinking on my evaluation, the harassing meetings John, Eddie and Brian reprimanded me during, being told to hide in the bathroom. Do you see where I'm going here Mike?

Why would a board not want to know these things?

The year I tore my meniscus my parental duties were completed. Both young adults moved out. I wanted to move to the Bay area with my boyfriend who I had been dating for the past six years. I couldn't now I was medically tied to the district. The tare in my knee was so deep the doctor informed me it was the deepest one he'd seen in his years as a surgeon. I had no blood supply to heal the injury.

The whole time I was off John portrayed me as a person who was taking advantage of the system. While the district was so busy it hired part time employees. John could have provided work for me. Instead he hired his wife's nephew Josh.