

**Problem:****Do not have respect for supervisor****Do not trust supervisor****Supervisor's personal relationship with co-worker has interfered with work****Bob Specific:**

1. Sets a bad example to his subordinates. Especially the younger ones who are following his example.
2. Bob berates people in front of their peers. He takes personal pains and makes jokes about them. So the leader sets the example and the others follow the lead.
3. He picks favorites not by work merit, but by covering his secrets. (The affair)
4. He has abused his power as a supervisor by having an affair with a married subordinate.

Here are some examples of verbal abuse or harassment

1. A female's husband is going hunting for a couple of weeks. You can tell by her demeanor that this is sad for her. Bob in front of his audience tells her that her husband just needs to get away from her. And that he is probably cheating on her. You can tell this hurts her. But the audience laughs.
2. A male co-worker confides to someone who breaks the confidence that he is lonely in his marriage. Bob in the middle of an affair with a married woman has the nerve to in front of his audience (mixed company) mention how long it's been since the male co-workers had sex. And everyone laughs. You can tell this hurts him.
3. One day when a subordinate came back from Eddie's office Bob asked him to wipe off his mouth after getting out from under Eddie's desk.
4. Bob was transferred to the Stockton Region and assigned to the Escalon region. This is where I got my first impression of him. In the mornings before work began, during lunch, and during the afternoon break Bob would work his way around the table with an arsenal of insults. He would go around the table like a firing squad. Everyone would laugh but this berating became uncomfortable.

I noticed people making comments about how this would come back to get him. How he should not be conducting himself in this manner. I found a group who wanted to separate themselves from the negativity and we started meeting in the mornings and praying together. During lunch and afternoon break I would go into the bathroom and read to separate myself from this activity of tearing down ones self worth. When it was noticed that I was not participating in the group I explained my opinion and then I was told I was too sensitive. That I should have tougher skin and retaliate. I declined to do so. I do not believe in the tearing down of ones self worth.

Janine specific:

1. She has abused special privileges received from the power of her affair.
2. Her husband has called me and she has accused me of befriending him or giving him information.
3. She has without warrant blown up at me twice and never apologized.
4. I believe she dictates the relationship that my supervisor and I have or lack there of.
5. I believe she is insecure, jealous, rude and caddy.

The Rumors:

The first rumor I heard was approximately April of 06. A co-worker from my crew called me up unsolicited and told me how Janine and Bob were having an affair. He also told me that Janine's husband beat her and Bob up. I was pretty mad at this person for telling me this. I was friends with Janine and I did not like what I heard.

During this period of time Ed Greenmeyer the supervisor in Lodi was out on medical leave and Bob was assigned to fill in there. I noticed though he was spending a lot of time where ever Janine was. Even though he was supposed to be in Lodi.

I knew Janine was in the middle of a separation from her husband and I warned her about the rumors that were being spread about her and Bob. I told her if she cared about her character and protecting it she should keep her distance from him. Because I noticed he was following her around. I also asked her at this time if the rumors were true. She was very offended. She told me to tell the person who I heard the rumor from that it would be a big disrespect to Bob's diseased wife. And she hadn't even filed for divorce.

Rumor two during the summer we have a limited four days to take off for any vacation we might like to enjoy. In the middle of summer season Janine was able to take off for a week or so because of her situation. Rumor two coming from her own region Escalon she was seen out driving Bob's truck with boat in tow.

Rumor three somehow she was able to falsify her time. She took an extended time off in the summer. She worked very little OT. Someone from her crew pointed this out. Since it looked like a true statement I started to observe and it appears to be correct. The rumor was she would turn in time sheets for days she hadn't worked a few days later.

Rumor four that during work hours and in company vehicles Bob and Janine would show up at the meeting place the crew had lunch at with disheveled hair and hickeys on their necks that weren't there in the beginning of the day.

Facts

Gerry *Pruadro*

Thank you for coming to see us today. In the end you can give all the tools and provide all the information but the choice to do the right thing is an individual thing. I made a conscious choice to ask for a transfer to a more work intense area, to a section of the county unfamiliar to me. Coming from an area I put a lot of effort to learn the terrain, the mosquito breeds and habitats. Leaving a crew that I liked and liked me. No normal person would do this knowing it would be harder if there was not validity to there perception. I chose the hard road because I felt if I could endure the challenges ahead in the long run it would benefit me and the district.

When I transferred under Keith I know that management let both, Keith and Bob read my letter I wrote under pressure filled with emotion that I had thrown together the evening before we had our meeting. I truly felt I was a big joke to at least Keith and Bob. Keith never asked me to explain why I transferred under his supervision. Which was fine if he would not have listened to other people's version and acted on that. I really am unclear as to how John and Eddie felt. I felt they were mad at me for speaking up. I have a difficult time trusting men. I either fear them or I feel safe. Keith in the few weeks of my transfer asked me if I could beat up Janine or Mary who would I choose? I have made a choice a long time ago not to follow the bitter road that has set roots in my past generations. So if you know me I choose peace. I don't need friends and I do not want enemies. I just want respect. On the night Keith asked me that inappropriate question I put my defense armor on and decided I could not trust him. There are other incidents that transpired to build the wedge that I have never addressed with him. Such as an evaluation I felt as a personal attack. Things he put in there were never talked about during the time they happened. They just appeared 7 months later as weapons to use against me. I am pretty observant. I think it's a mother thing. Not really sure. But I say that to add that on our team the way I was treated compared to how I watched others I came to the conclusion this guy can not hide his disapproval of my complaint to John Stroh. I was the snitch. I really felt like they were setting me up to fail hoping I would cave under all the stress that I was under and quit. I know evaluations are approved by

Eddie. Eddie also has the ability to add to them. Every time Keith would act in a manor that was out of character to his personality when it came to dealing with me, I wondered is this a conspiracy. I also wondered why there was no follow through. Hey I know you had a problem. Are things better? Hey you have an attendance problem is this in any way a result of something here at work. Are you o.k.?

I have a new supervisor now. I worked on the same crew with him for 2 years. In that time frame we discussed rumors and how we were not going to allow that to be a part of our work environment. He has seen me drag hoses and work hard. Before either of us knew he would be my supervisor. So I truly believe things are going to be different. Brian had the ability to form a decision on working with me first hand. And because of his moral beliefs that he practices he will be fair to all employees across the board. I give John/Eddie kudos for that choice. I also have to appreciate their being proactive by bringing you I really felt validated and appreciated. Like they care.

Things have changed in the work place. People are more respective to each other. Change can happen.

The last and final thing. I wanted to steal the show from you today. You were talking about the differences in the generations. My daughter who is 17 had a sleep over with 4 other girls. Amanda my daughter told me a story that 3 of the girls had PC's and she had a MAC and instead of sitting and talking like people used to do, they sat around and instant messaged each other. Boy how times are changing.

Disclaimer this really is the last thing. My boyfriend works for Apple Computer in Cuppertino he gets a 10% discount for friends. If you ever want to convert to a MAC, and the new iphone that came out yesterday is pc compatible. Feel free to contact me I'll hook you up with him.

Thanks again Gerry. Tiffany Anderson. I no longer carry the weight of the world on my shoulders! I hope you could see a difference. Take care.

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**Date:** Fri, 27 Jul 2007 12:27:20 -0700 (PDT)

**From:** "Tiffany Anderson" <tiffanykayanderson@yahoo.com>  View Contact Details  Add Mobile Alert

**Subject:** Thank you!

**To:** litigation.manager@ermajpa.org

Jerry,

Thank you for the intervention. John came to a decision today. I will be transferred to an area with a supervisor I have the utmost respect for. I will get an opportunity to learn a new aspect of mosquito control that I have not experienced. I will trust that John will address any thing thats needed and dismiss the rest. I am sick to my stomach today. It was harder facing Bob that having to present my concerns to you and John the other day. So for the rest of the afternoon I will be assigned to my couch where I will watch episodes of "The Office". I think the first one I will watch will be "Conflict Resolution". Thank you, again! Tiffany Anderson

see you at the next training.

Boardwalk for \$500? In 2007? Ha! Play Monopoly Here and Now (it's updated for today's economy) at [Yahoo! Games](#).

<http://get.games.yahoo.com/proddesc?gamekey=monopolyherenow>

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