

meeting with ERMA rep. Gerry Preciado  
& Manager John Stroh to merit transfer  
July 25, 07

RISK  
Management

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

A mutual coworker Mary Iverson just so happened to recommend this job to three of us females who work for SJCMVCD. On more than one occasion when the rumors were getting really bad two of the girls mentioned to me to confront Janine and tell her how bad things looked. I had made them aware that I had already done this on two occasions and did not want to be lied to anymore. And from that point on my relationship with Janine was strictly hi and bye.

Under Bob's supervision for a period of 6-8 months Janine would come to work consistently late. This special treatment was noticed and mentioned by all. I have sat and listened to Janine tell Bob to F\*ck off. She has told him F\*ck you. He asked her and her crew to fill in a tire rut in front of our property this winter and she refused and told him he was F\*cken crazy. Who can get away with treating their supervisor this way?

Janine started talking about marriage, being in love, finding the right person and just knowing it's meant to be. She brought in wedding magazines and talked about wedding rings.

There was a short period of time in November where Janine was interested in walking with me. During this time she asked me very personal questions about my boyfriend. How long we were dating. If we were getting married. And other things I found pervasive. These walks happened only a few times. And then she was no longer interested in my company.

Janine's husband Robert called me three times. All times identifying himself as himself but saying weird stuff. I am not the only employee to have been called.

October of 06 the district had a mandatory training seminar. Prior to this it had been announced that there would be new zone assignments for the three supervisors. During a break Don Meidinger walks up to Duane my supervisor and myself and says it isn't fair that we all have to pay for their affair. I agree inside but say nothing. The next day Janine brings it to my attention that Don was asking her questions about her private life. I for the second time after about six months of not mentioning anything ask her again if she is seeing Bob. She denies it. At this point though I'd have to admit I don't believe her anymore. I let her know the rumors have surfaced again. She is really angry and storms out of the locker room.

A little while after Bob stops a fellow co-worker and me and confronts us. He tells us he knows what happened with Don and he has taken care of it. I tell him I do not care what is going on between him and Janine and that I do not want this to interfere with our work relationship that will be transpiring after the first of the year.

December 06 we have our annual Christmas party. Bob rents a limo for his crew and a few other select people. To go with this he advertises it's stocked with Petrone Tequila.

Janine's drink of choice. The morning after the party I get a call from Janine and she starts telling me about personal stuff, which I find strange. We normally do not talk on the phone. At the end of this conversation she informs me that she was dropped off at her house by the limo and the rest of the party ended up at a bar. Well thanks for the info. Not even an hour goes by and another party goer tells me that they were surprised to see Janine getting ready at Bob's house and that they were the last two at the end of the night to stay in the limo. Why the lie I wonder.

December 06 In front of fellow co-workers, Bob, and my current boss Duane Janine informs me that Bob and I will not be riding around together like Duane and I had. I do not understand what she thinks Duane and I did.

Sometime in the same month Bob confronts Janine in front of me and tells her that him and I will have to ride around together. I do not understand what the big deal of riding around is. Is it code for something? It is very common for co-workers, subordinates to ride in vehicles together. Why am I a threat?

#### Blow up number one

Janine's ex husband gets into a fight at a bar in front of our co-workers wife's establishment. Our co-worker breaks it up calls the cops Robert gets arrested and Greg the co-worker calls around trying to get Janine's phone number. He told me what happened but I did not have Janine's phone number. In the middle of the night I get a crank call that scares the heck out of me. My mom is very sick and because at first he was whispering I thought it was my mom needing help. I get the person to speak louder and realize it is Janine's ex husband. So I hang up call the police find out Robert had been released a few hours earlier. I make a report over the phone on him. The next morning I ask the other co-worker who had gotten calls from him in the past if she received one last night. She says no and asked why. I tell her I received one last night and she assures me it couldn't have been him because he was in jail. I tell her he was released at midnight. She calls to warn Janine. Janine gets my number from someone blocks her number so I can't see where she is calling from. Then she proceeds to tell me how she doesn't appreciate me calling the police on her ex and to mind my own business. She was very hostile and then she hung up. And has never apologized.

#### Intervention

Rumors were being spread like wildfire and people were seeing things that were very clear that the rumors were true. As Janine became more hostile to me and Bob avoided me I turned to my old supervisor. Duane Bridgewater on my behalf went to Eddie our assistant manager and tried to explain my frustrations. At one point Eddie asked Duane why is she telling you all this stuff? Duane asked him who can she tell? Bob? At this point there is a vacant zone in Lodi and Duane tells Eddie I was considering asking for a transfer.

Eddie intervened and Bob really tried. He runs hot and cold. Can't tell if it's me or how he really is.

Second blow up. One day during the a.m. locker room change Janine mentions to me that when she sells her house which may be soon her and her sons will be moving to Stockton to live with her friends. This goes against everything I knew about what she expressed in times past. So I get the nerve to ask. I thought you and Bob were an item and maybe marriage was in your future. This seems to upset her but she does not say much. She did say that yes her and Bob were really good friends but the people who needed to know do.

By coincidence Eddie assigned Bob to look at some areas <sup>in</sup> my zone that day. Bob did not ride with me. We rode 125 miles that day. This is very odd. People usually ride together. One reason is to save gas money. This also allows you the ability to explain property practices at the same time.

Back at the yard around 3:00 p.m. Janine is standing at the copy machine. She looks very angry and is pretty aggressive with the copy machine. She turns to me in a loud voice and says I just want to know one thing. Why is it any of your business anyway? I whisper to her Janine do you want to go into our locker room and have this conversation? Or outside? She is still loud and says No we can discuss this right here. So I proceed to tell her that I am tired of her lying to me. I explain that she lied to me about her relationship with Bob and it was contrary to what people were seeing with their eyes. She yells well maybe we had to keep it a secret. At this point co-workers are walking by trying to ignore us. One had his hands over his ears and was humming. So I asked her do you want to stop this conversation now or do you want to take this to Eddie's office to hash this out. She looks at me and says I will handle this my way. I say how? Are you going to tell Bob. Am I going to be micromanaged from Bob through you? She storms out heading towards the office of the supervisors and managers. I am pissed. I am hurt and I am really scared.

This happens to be a Friday and it is time to leave. I pass Janine after I have changed and go to Eddie's office. I ask him if I am in trouble. He looks very compassionate at first says no then says well yes then he says we need to talk. I break down crying. I tell him I did not ask to be put in the middle of a love triangle. Eddie by nature is a compassionate man. He has the ability to say the words to some what calm me down. It is way past time to leave work and the people I car pool with are waiting so I have to go. As I get in the car I notice the manager of the lab is riding with us. She did not ride with us in the morning. I can not keep my emotions suppressed and am sitting in the back with my glasses on trying to be inconspicuous. Without success. So when confronted I break down and share bits and pieces.

On Monday morning Janine and I take turns in Eddie's office. Never together. The solution is we no longer talk, And I was told some people like to keep their work relationships private.

This does not sit well with me as I ponder and reflect. Janine and Bob come to work with hickeys all over their necks. One day she drives his car to work. They play verbal games about how she knows personal stuff about him in front of others. And one day I was talking to Bob. It was not work related it was just surface talk. Janine was sitting at the

table watching us. She gave him "the look" and in my mid sentence he turns his back on me and walks away. That's power.

As I am driving to my zone it hits me this is not right. I turn around head for Eddie's office and have a talk. I try to explain what I perceive to be a problem. And ask for one of two solutions. One a transfer. Two a mediator to intercede with the friction between Janine and myself. I need resolve. It is an awful feeling knowing your bosses girlfriend does not like you. And when one considers this they have to consider your boss does not care much for you either. Bob is my only conduit to the office. He can portray me any way he sees fit. Since I believe he abuses his power for his own agenda this is not a comforting thought.

