

November 27,2013

Dear Dave Renison,

I am finalizing my loose ends with Mosquito Abatement. It is time for me to move on with my life.

I have some personal concerns that I want to leave in the hands of someone who may have some resources and energy that I lack.

1) Duane "Skip" Bridgewater

Duane was my assigned supervisor when I began my employment with Mosquito Abatement in 2004. Duane was employed there for a record 39 years. Duane was not an educated man but he was a smart man. He was very unrefined but completely honest and loyal. Duane served at the negotiating table to fight for employee rights and safety. Under his supervision I always felt safe and Duane would work along side his employees to show he was not above them. Management hated him; that hatred was plain to see. Duane never told me his history with John Stroh or Eddie Lucchesi. All he would say was that they were not to be trusted and to document everything. I did document everything but I did not take on Duane's feelings as they belonged to their history, not mine. Duane was forced to relocate to the White Slough facility to accommodate the personal relationship between Bob Durham and Janine Esau Finley (now Esau Durham). Duane had two years left before he was to retire and he ran his region well. It was a detriment to field operations to reassign personnel to new regions just for a couple that should have been terminated.

While Duane was at the White Slough facility the formaldehyde was being sprayed and he was not aware of it. Duane retired on his birthday March 31, 2008. During his retirement party half of the employees did not attend to show management that they were "haters" too. 39 years of employment and not one Board of Trustees

member showed up to thank the man for his years of service. Within ten months of retiring, Duane died on January 14, 2009, at 8:10 am. Duane's funeral was held on January 21, 2009, at 11 am. It was a disgrace as neither Manager John Stroh nor any of the Board members attended; this was a complete lack of respect shown to Duane's wife and 14 year-old son. Employees in the lab were informed they were not allowed to attend. As you might conclude I held the highest respect for a man who cared for the safety and well being of his employees. I watch people and I saw a man who worked daily and went home to his wife and son. Duane and his son were inseparable; they were joined at the hip. It angers me to my core to believe that the very people who killed him with stress and exposure to formaldehyde could not offer comfort or show gratitude to Duane's wife and son. I personally have kept in contact with Jake and Vicki. The retaliation, harassment and abuse that Duane endured at work was unfortunately brought home. Jake and Vicki have related to me how they suffered to see Duane suffer. I tried to get the Stockton Record and/or the Lodi News Sentinel to write a story on Duane and his 39-year career, but they have so far declined. This is my last objective before I close the door on this chapter of my life. Duane's family deserves closure and respect. Duane was an asset to Mosquito Abatement and fought long and hard to ensure employees' safety. I'd even pay for a newspaper to publish a salute to Duane's life because I believe this just has to be done. I have all of Duane's files and they break my heart to see how much duress and abuse he endured under Eddie Lucchesi and John Stroh. If you can point me to the proper channels to get an article printed on his life and work, I would greatly appreciate that help.

Two quick examples of such abuse deserve to be noted. Duane's wife, Vicki, had applied for and been appointed to the Mosquito Abatement Board of Trustees. John Stroh found out that she was the wife of Duane and he had her immediately removed due to a "conflict of interests". Contrast this with current conflict of interest situations with Mark & Denise Warmerdam (membership on two symbiotic boards), Norm & Deanne Hopkins (subordinate-supervisor), and Bob & Jeanine Durham (supervisor-subordinate), and you'll begin to see the double-standard involved and their not following their own protocols. The second part of abuse comes from the shouting match

between Eddie Lucchesi and Duane that arose from Vicki being so unceremoniously removed from the Board. Due to the shouting the central office, Duane was forced to undergo and pay for anger management classes to keep his job. Duane was forced to attend these classes with criminals and (according to Vicki) they were all locked into the room together. Duane wanted to return to work so badly that he wrote a very apologetic letter begging to keep his job and vowing he won't do anything to jeopardize his job again. That letter wasn't required. The management just wanted to see Duane grovel.

2) Pesticide Applicators, Field Techs, Zone operators.

I have concerns about employee safety. After filing my sexual harassment complaint in 2007, I was relocated from the islands to Escalon. I was given no training and resources were intentionally withheld. All the while I was trying to learn and understand my job, on my own. Tax dollars were wasted and public services denied as mosquitoes were not being effectively abated. The public was put at greater risk of virus transmission. I resorted to preparing for my workdays the night before while at home by printing maps and studying my areas online. I even purchased a GPS device when management refused to provide an updated map book. A GPS device was very useful because San Joaquin county had developed significantly from 2004 to 2008 so all of the employee map books were outdated. Contrast this with the assistant supervisors who had the authority to photocopy their supervisor's newest-edition map books. During my employment, Mosquito Abatement attempted to implement three (3) different handheld devices so as to cut back on office work. In doing so they gave the techs more work, especially since the first two devices never lasted a year. When I left in 2011, the devices had bad glitches and actually lost data.

Hazardous chemicals were also being used without employee knowledge. I am also aware that some of the chemical treatments were lost from field operations to the office due to these malfunctioning devices. By state law, all chemical treatments are

required to be reported to the Department of Agriculture. It's impossible to report these if the records are lost due to losses in transmission. A major concern is that when we had paper records, there was a record. Relying on devices that lose data is dangerous. And after being forced out of my job it scares me to death to think that the evidence of my treatments and inspections is put into a computer and my information could be lost completely, wiped clean or changed. An employee has no defense if they did not keep a copy. Employees' health and safety are major concerns. Board members should be required do ride-alongs as well as accompany grand juries. The grand jury came when I was first hired and employees had to be out of the yard. Every time there is an inspection by a governing agency management requires all personal leave and if by chance a employee is requested to be interviewed management handpicks who will speak. The techs are the gears that keep the place running smoothly and yet they get the least support, the most work, and the highest injury rate. Employees need zone-specific training. It took me three years in between surgeries to learn the two irrigation districts schedules because they ran on different dates. Supervisors were required to be out in the field and now they sit in the office. The office is so far removed from what employees are required to do.

You said that if I kept my topics of concern strictly fiscal and not personal they could be presented to the association. My recent correspondence followed that directive. This correspondence is personal as I loved my job and the many great people that I worked with. If you have any influence or power in the matters I've shared, I respectfully ask that you do what you can.

Sincerely,

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Tiffany Anderson

P.S. Attached please find two pictures that I took of co-worker Mike Corrales' brand-new work truck that was completely totaled by fire in 2008. It was a loss of about \$20K of taxpayer property as Mosquito Abatement is self-inured. Mike Corrales said that he left the truck running with the air conditioner on as he got out to check on a property. A more likely scenario is that he parked his truck in tall dry grass. This was a great example of the lack of supervision at Mosquito Abatement; he was familiar with city tasks, not rural Escalon.