

**Sent:** Thu, December 8, 2011 6:47:24 PM  
**Subject:**

Attention Grand Jury:

On June 29, 2011 I was walking around a dairy pond making a treatment. Hidden in the grass were metal stakes. I walked directly into a stake which gouged a cut into my me. The point of entry started from the top of my post surgical incision clear down to my ankle.

The injury occurred at the last property I treated that day. It hurt badly but I did not know to what extent the damage was. I showed my supervisor Brian Heine immediately when I returned to the yard.

An educated supervisor would have mandated a DWC-1 filing immediately. To protect both the districts liability as well as the employee.

For 2 days I iced the wound and elevated it. By Friday, the third day I had a bruise from my ankle to my thigh. That is how hard of an impact the metal inflicted my body. July 1, 2011 I had to requested to file a DWC-1 and to be seen by a physician.

I was sent to US Health works on Arch Rd. I was seen by Dr. Eck. Dr. Eck was very aggressive in his examination of me. In fact I was in more pain after leaving his office than prior to my visit. I had two requests of the doctor during my visit. I requested a tetanus shot which he gave to me. The second request I asked for was antibiotics which the doctor denied. I explained my concerns of getting pesticides, dairy water and other bacteria into my open wound and the fear of bacteria ect. going into my blood system. Dr Eck ignored and denied my request for antibiotics, nor did he offer any other ideas.

Dr. Ecks demeanor was very nervous around me, this gave me the impression he was doing something wrong. Dr Eck spoke with John Stroh personally when he should of spoke to Eddie who is in charge of field operations.

Dr. Eck did not do a thorough exam of me. As I mentioned prior I had a bruise from my ankle to my thigh with swelling to my upper thigh. Dr. Eck had me roll my pant leg up to my knee and did not care to see the full extent of my injury. Therefore Dr Eck was unable to accurately document my injury in his report. There was no mention of the bruising or swelling. Dr Eck minimized my injury in his report.

One thing that was documented in the report was my blood pressure. I was

embarrassed and anxious that once again I was injured at work. My blood pressure was so high from the stress of having to ask my employer to see a physician, Dr. Eck had it taken three times and I was not allowed to leave until my blood pressure went down.

Over the weekend of July 18, 2011 I started to get sick with flu like symptoms. I came to work, I washed my truck and then asked my assistant manager Eddie Luchessi if I could return to US Health Works. Eddie went ballistic on me. He yelled at me saying if I was well enough to wash my truck why would I need to go to the doctor. Eddie referred to my injury as a little scratch.

Eddie accused me of being a constant problem to my supervisor. A week prior to my injury a property owner informed me not to go to his neighbors house because it had become a halfway home for child molesters and rapists. I informed my supervisor Brian that same day. On the day I requested to see a physician Eddie used the example of me telling Brian of the halfway house as an example of me waisting my supervisors time.

My leg was in severe pain. Since Dr Eck refused to offer any treatment, I went to see my own private physician who informed me he thought I had an internal bruise to my bone. Due to the Grand Jury investigation the last thing I wanted was to be removed from work. I wanted to show good character and dependability. My physician gave me some pain pills and I continued to work. The reason I requested to return to US Health Works on July 18 was due to the fact that I had gotten severely sick and was in desperate need of antibiotics. After being berated and yelled at by Eddie I returned to see Dr. Eck. Again, Dr. Eck refused to validate any medical complaints. This time Dr. Eck preformed an X-ray which was ridiculous 22 days after my injury. While laying on the table to take the xrays I was crying I was in so much pain. The nurse just ignored my cries. Dr. Eck again refused to give me any medical treatment and titled my visit first aid treatment.

I went to the work comp board for help and to find out what my rights were. This is where the Information and Assistance officer Pam Myers looked over my medical documents from US Health Works and pointed out that John Stroh had paid for my visits with the petty cash fund and did not report my injuries to the insurance company. John paid the doctor to make me, my illness and my injury go away. I was advised by the comp board to file a second DWC-1 form for the exposure as I had gotten severely sick and had to use my own doctor. Instead of my exposure being acknowledged I had to use all of my accrued vacation, sick leave and overtime accrual. I was severely sick. I was given two rounds of

antibiotics over a period of two months with no diagnosis offered by my personal doctor. My doctor did two rounds of blood tests then concluded that I needed to get all of the MSDS used on the properties where my exposure took place. An impossible request. Dairies use so many herbicides and pesticides. By then the orthopedic surgeon decided a surgery was in order but would not operate on me until I had a diagnosis.

I am giving some background into the Skully hearing. The actions that transpired prior to and the relationship of those who testified against me.

Dave Smith the assistant entomologist had been Deanna Hopkins assistant supervisor. I shared with Dave my belief when Deanna was promoted management would be use her to fire me, and she would actively participate. Dave agreed with my statement. If Dave were interviewed he would confirm this statement. It has been obvious to all how Deanna and Norm manipulated themselves into the graces of John and Eddie. Prior to Deanna's promotion she stopped talking to me for over eight months.

When Deanna left her husband she moved next door to me. I did not solicit or encourage this action. One day Deanna ambushed me on our way home from work in our carpool by stopping by her husbands home and pressuring me to serve her husband their divorce papers. I absolutely refused. Mary Iverson ended up doing it instead. Norm Hopkins and I carpooled for 3 years together. Norm's wife was a hair dresser and Norm had asked me to use her services. Norms wife cut both mine and my daughters hair. When Norm confided to me he was getting a divorce I informed him I was getting out of the carpool because I did not want our piers to think I was the reason for his divorce.

Mary Iverson and I walked together frequently when Deanna separated from her husband Deanna joined us a few times. Deanna and Mary had planned to walk in front of Norm's wife's work and did not tell me their plan, when I realized what was happening I crossed the street because I did not want to get involved. Norms wife rightfully so came out side and started to yell at Mary and Deanna. The following day Norm asked me to tell Mary and Deanna to stop harassing his wife. I do not know if any of these actions have contributed to Deanna's dislike for me or if she and Norm just know that they can get ahead by helping to fire me. But one thing is for sure loyalty does not exist amongst these people.

The last time I was off work for surgery to my knee I received a letter from Larry Frasier, Deanna Hopkins and Steve Azevedo our shop stewards for our association. The basis of the letter was that I had defaulted on my union dues. In the beginning of my time off I started to pay my dues, but by the time I had

initiated the Whistle Blower investigation and the Grand Jury complaint I thought if my rep had done his job I potentially would not be injured right now and for sure these other agencies would not be involved, so I stopped paying my dues while I was on comp. This decision I made angered Steve Azevedo. Steve Azevedo brought Bob Phibbs to our association as they were friends. Steve took it personal when I informed him I would not be paying dues while on comp leave.

By the time of my June 29, 2011 injury I studied the injured workers comp handbook and discovered an injured worker is not obligated to pay association dues. On September 22, 2011 during the am hours at work I informed Steve of my findings. I informed him I would copy the information and asked him to present it to the reps during their next meeting to get the matter settled.

Steve went ballistic on me and told me if I did not pay my dues while I was on leave he would never speak to me again. Steve also informed me that I am never at work and my co workers have to do my work for me. (Leaving out the part that I was injured do to retaliation) Steve Azevedo is the employee who instructed me to put a formal complaint in writing against Bob Durham because John and Eddie had a history of allowing Bob to retaliate against employees who complain about Bob's misconduct. Steve was right Bob was able to write a scathing evaluation that was the beginning process of John, Eddie Bob and Keith's plan to fire me. 'VIOLATION OF THE BROWN ACT'

September 22, 2011

Was my first day back to work with modifications. I had been followed from my home that morning into a Starbucks drive through. I blocked the guy in the car and asked him why he was following me. The man said I fit the profile of a missing person report. I informed him that I believed he was lying. That I was on work comp, that I believed he was a private eye, I was on my way to work and asked him to stop following me. I couldn't figure out why a private eye would be following me to work. That just didn't make any sense.

When I arrived at work and saw my assignment. I was required to walk door to door for the duration of the work day. This made me paranoid because this conflicted with my doctors restrictions. I asked Brian Heine my supervisor if he had seen my doctors restrictions. Brian asked me if they were the same ones from 2009. I informed him no they are much stricter. I wondered why John did not inform my supervisor what my new restrictions were. Brian told me he was not informed of my new restrictions. Yet, when Eddie brought me in his office and started his interrogation that would result in the Skelly hearing, Eddie blatantly looked me in the eye and told me Brian had been informed. Brian is not a liar and

I know Eddie was lying to me.

The next thing Steve did after our conversation was go straight to our assistant managers office Eddie and complain that I did not want to pay my dues. Steve is our shop steward. Management and union issues are supposed to be separate, but for some reason Steve went to Eddie and got him involved and stirred him up. This situation with Steve is what set the stage for Eddie to bring me in his office and interrogate me and denied me representation which I requested, but was told I was not being reprimanded.

Emily Pope was hired in my absence. Past practices of field operators is to work closely together, unless you are me, I am isolated and seldom allowed to work with anyone.

During my absence Steve Liepelt whom was a member of the Southern region noticed the daily assignments of Janine Esau Finely Durham and Emily Diguilio Pope had them working together daily. Morgan Bennett worked close with these two girls as well. From my 2007 complaint to current Janine and Morgan were the biggest participants in harassing me, as they are the closest to Bob. You see There is a belief that John Stroh will retire, Eddie will take John's position and Bob Durham will take Eddie's position. These words have been repeated since 2004. When employees started to notice Janine and Bob were a couple, it was observed Janine did not have to do her job which changed the whole chain of command. Janine was threatened by me and disparaged me. Janine's opinions of me made there way to the office via her relationship with Bob and management started to treat me different. This all happened prior to my 2007 complaint.

I was off work for 6 months due to my surgery. Long enough for Janine and Morgan to slander me to Emily and impose their hatred of me, which was clearly obvious when I returned to work. Any smart person would kiss up to the supervisors girlfriend instead of an employee without any status (me). From my first date back to work Emily treated me rude and blatantly ignored me. Emily was told not to talk to me in regards to sharing field information. This was unheard of. The first time Emily was assigned to work with me alone she went home with an alleged fever but attended Norm and Deanna's Christmas party that evening.

I tried to make a piece offering when Emily got married and purchased her a gift. She told me she didn't want it, asked me do you trust me? (I have this in writing in a text) Emily informed me not to speak to her and so we have not spoke since April of this year.

Emily participated in forcing Steve Liepelt out of his job. Emily told management Steve made her feel uncomfortable when Steve asked Emily not to listen to the slander regarding me. John, Eddie and Brian brought Steve into the office to

confront Steve about Emily's accusations. Steve fought back stating I made Emily uncomfortable by asking her to form her own opinions about employees who are not here to defend themselves, yet Emily sends sex text messages to co workers and that does not make her uncomfortable? John had to pull employees into groups and ask them to stop sending sext texts, and to stop talking about Tiffany Anderson. Management set Steve up within one month period to fire him. Steve told me he was tired of the harassment and he retired.

Emily has no problem playing favors for management in setting employees up and participating in firing them. When I returned to work from my 2009 injury Dennis Keith had been the recipient of harassment and blackballing. Emily refused to talk to Dennis. Dennis is a very meek, quiet person who had taken the brunt of a lot of teasing. I gave Dennis a book called bullying in the workplace. He said it helped him. Since the investigation has taken place Dennis has been included and treated better.

October 21, 2011 contrary to what Eddie told me regarding being reprimanded the day I was brought in his office and barraged with questions of accusations of falsifying my time sheets. I find myself in a meeting with John Stroh and Bob Phibbs my union rep. The reason was a (Skelly Hearing) where I am being singled out for acting in a manner that techs have behaved in since the beginning of my employment. Employees talk on their phones daily. Employees stop and talk to one another in the field. I was being singled out by coworkers who did not mind helping management in their quest to fire me.

During the meeting I did produce my phone records to John and proved Deanna wrong. I also provided a letter from a property owner on my behalf to verify my whereabouts. I asked Bob Phibbs if I could give the Grand Jury a copy of his dispute that he presented to John during our Skelly hearing but he told me no. So I am only enclosing John's allegations.

At this time John has informed my rep he is dropping the initial allegations but has some questions for me when I return from my surgery.

John, Eddie and their new recruits will stop at nothing when they feel threatened by anyone.

Side note: August of 2011 my rep Bob Phibbs called and wanted to inform me of a complaint that had been brought to his attention. Employees at the white slough facility noticed I was not allowed to work there. Morgan Bennett from the Stockton yard was assigned to pick up my fish for my rice fields and informed Richard Cappicini that I was not welcome at the White Slough facility. Richard

believing this was wrong informed our shop steward Fred Mortenson and requested him to notify our union rep Bob Phibbs. Bob Phibbs called me and asked me if it was true, I confirmed it was and added I am isolated and retaliated on a regular basis.

I just wanted to bring to your attention that although management is aware they are being investigated harassment and retaliation are still part of my everyday experiences at work.

I had to drop two quarters at school due to my exposure. I am excited to return in January. I am in the process of looking for employment elsewhere. When Deanna was promoted and the zone assignments were changed, John and Eddie deliberately designed a crew of employees who despise me. I am isolated in a job where teamwork is necessary. I am being forced out.

The Grand Jury is like having faith you have to trust and believe without being able to see. Sometimes this is a hard thing to do.

Sincerely,

Tiffany Anderson