

Department of Industrial Relations
 Division of Labor Standards Enforcement
 2031 Howe Ave. Suite 100
 Sacramento, CA 95825
 Tel. (916) 263-2841 Fax. (916) 263-2853



January 11, 2016

Tiffany Kay Anderson
 1900 Lakeshore Drive
 Lodi, CA 95242

Dear Claimant:

Regarding the claim received in our office on: January 11, 2016 :

- Before this office can take action on your claim it will be necessary for you to:
- Complete all of the highlighted items on the claim form.
 - Llene todas los casilleros que le han sido marcados en su formulario.
 - Provide the following information to clarify what you are claiming:
 - Provea la siguiente informacion par aclarar lo que esta reclamando.
 - Other Otra

Hello Ms. Anderson,

Attached is the letter you sent to us dated January 5, 2016. Its a copy of the request you sent to your employer requesting to inspect and copy your employee personnel file. The Retaliation unit would not be the ones to help you in this case. You would have to contact the Wage office of the county you worked in. Which in this case, is Wage in San Francisco. I left you a voicemail asking if you already filed a wage claim but received no response. Contact the SE office at: (415)703-5300.

- Once you provide the requested information, please return your claim and this letter to the office listed below.

Una vez que hay brindado la informacion que se le pide, haga favor de devolver us reclamo junto con esta carta a la oficina que aparece en el dorso de este formulario.

Division of Labor Standards Enforcement

- Your claim has been transferred to our office listed below:

Su Reclamo ha sido transferido a la oficina que aparece en el dorso de este formulario.

All future questions concerning your claim should be directed to the office listed below.

En el futuro, todas sus preguntas relacionadas con su reclamo deben ser dirigidas a la oficina lista siguiente.

Division of Labor Standards Enforcement

Sincerely,

Deputy Labor Commissioner

35416-c

RECEIVED
JAN - 8 2016
DEPT OF INDUSTRIAL RELATIONS
LABOR STANDARDS ENFORCEMENT
SACRAMENTO

RECEIVED
JAN 8 - 2016
DEPT OF INDUSTRIAL RELATIONS
LABOR STANDARDS ENFORCEMENT
SACRAMENTO

Tiffany Kay Anderson
1900 Lakeshore Drive
Lodi CA 95242
<http://culexpien.com>

January 5, 2016

BOT President Lambdin
7759 S Airport Way
Stockton CA 95206

forwarded
Tiffany Kay Anderson
to wage unit

Regarding: My Employee

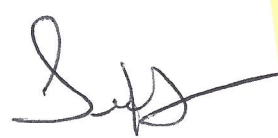
Attention Board President Lambd

My name is Tiffany Anders [redacted] applicator with the District. I am writing you today to request (pursuant to Labor Code Section 1198.5) a date and time for me to personally come in to inspect and copy my employee personnel file there at the main office. Documents are blatantly missing from my personnel file. I have the opportunity to clear up this discrepancy. AIMS has previously denied my request to inspect and copy my personnel file to prevent me from gaining a complete picture of my personnel file. I am requesting a complete review of my personnel file pursuant to Labor Code Section 432.

call c.
should be a
badge. ~~AIMS~~
inform her should
request from wage
unit. I left UIM
cannot come while
UIM

I expect that this review and considered response to this request v requesting just this over the last five records.

Sincerely,



Tiffany Kay Anderson

Your [redacted] have been [redacted] e personnel



ACCESS TO PERSONNEL RECORDS

All employees have the right to inspect, at a reasonable time, their personnel files that are used or have been used to determine the employee's qualifications for employment, promotion, additional compensation, termination or other disciplinary action. (Labor Code § 1198.5) Employers are required to permit current or former employees to inspect or copy records maintained which provide payroll information.

An employer must provide an employee or applicant a copy of any document signed by the employee or applicant relating to obtaining or holding employment, if requested. (Labor Code § 432)

All employers must provide employees or the employee's representative(s) access to accurate records of employee exposure to potentially toxic materials or harmful physical agents. (Labor Code § 6408(d))

Employment records may be subpoenaed from a current or former employer by a third party. If employment records are subpoenaed, the employee must be notified and has the right to object to production of the records. (Code of Civil Procedure § 1985.6)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: Tiffany K. Anderson
2 N. Avena Avenue
Lodi, CA 95240

From: San Francisco District Office
450 Golden Gate Avenue
5 West, P.O. Box 36025
San Francisco, CA 94102

On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No. 556-2012-00422
EEOC Representative Malinda K. Tuazon, Investigator
Telephone No. (415) 522-3126

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.
Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.
Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge.
[X] The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.
Other (briefly state)

- NOTICE OF SUIT RIGHTS -
(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.

On behalf of the Commission
Michael Baldonado, District Director

03/13/2014
(Date Mailed)

Enclosures(s)

cc:

Human Resources Director
SAN JOAQUIN COUNTY
Mosquito & Vector Control District
7759 S. Airport Way
Stockton, CA 95206

Michael Christian
Jackson Lewis LLP
801 K Street, Suite 2300
Sacramento, CA 95814



From: Tiffany Anderson tiffanyanderson@me.com
Subject: Re: February 15, 2011 Re: Labor Code 54957 posted on agenda for up coming board meeting
Date: May 13, 2015 at 10:38 PM

To: Aliyah
Abdullahaliyah.abdullah@me.cm

Initial Request
 Today's date
 1-5-16

On Jan 3, 2013, at 6:37 PM, Tiffany Anderson <tiffanyanderson@me.com> wrote:

Begin forwarded message:

From: tiffanyanderson <tiffanyanderson@me.com>
Subject: February 15, 2011 Re: Labor Code 54957 posted on agenda for up coming board meeting
Date: February 15, 2012 6:22:21 PM PST
To: "Christopher K. Eley" <eleylaw@aol.com>
Cc: John Stroh <jstroh@sjmosquito.org>, Michael Manna <zinman104@aol.com>, Bob Phibbs <Bob@PhibbsLaw.com>, Michelle Morgan <mmmorgan@sjmosquito.org>

Chis-I am writing today to inform you I am requesting a public session for the items listed on the board meeting being held next Tuesday, February 21, 2012. I intend to be present to address the board regarding agenda item 10.c . Labor code 54957 section (b) (1) & (2) .

In 2009 I called the "Whistle Blower" hotline phone number that the district posts on our break room. I thought by calling the hotline I would be in contact with a state or federal agency to report work place wrong doing the charges were hostile work environment, retaliation, & discrimination. My complaint was rerouted to you never making to an out side party . When you contacted me to start your investigation I informed you that you were biased to the district and I wanted an outside mediator. The district is not accountable to anybody. I then mailed a 10 page document requesting the board to meet with me and explaining why. December of 2009 I was on the agenda to address the board, at that time I supplied every board member with a complete copy of my employee file to refer to while I informed them of the mismanagement I encountered during my employment, the hostile work environment, retaliation, & discrimination which resulted in my first surgery to my knee (since the I have had three arthroscopy knee surgeries) These second and third surgeries may have been prevented if the board intervened. This time the district can supply the documents at their expense. If any board member kept the

Tiffany Anderson
2 N. Avena Ave.
Lodi, CA 95240
tiffanyanderson@me.com

September 9, 2014

Presiding Judge McGill
Division of Workers' Compensation (DWC)
31 East Channel Street, Room 344
Stockton, CA 95202

RE: Tiffany Anderson v. San Joaquin Co. Mosquito & Vector Control
District, AIMS
ADJ 7976768, ADJ 7010682, ADJ 7004227, ADJ 7004221

Dear Judge McGill:

Since the last settlement conference hearing, I have been working on trying to summarize the discovery history between myself and the Stockwell Harris firm. The table below is my best attempt at being precise and complete.

Date of the Request	What Was Requested	Stockwell Harris' Response
11/1/2012	Email sent to attorney Michael Christian, copied to Kyle Hansen A copy of my whole employment file / All time sheets, blue sheets [sick days], monthly vacation sheets / Copies of board agendas from 2005 to present / Summary of medical insurance charges for each of my work comp injuries / Summary of union dues charged during my work comp injuries / List of ERMA trainings 2004 to present/ Copy of daily work sheets from date of hire to the last day worked / A copy of my application for employment / A copy of the District's response to the Grand Jury	None

<p>12/2/2013</p>	<p>Letter to AIMS, employer, and Stockwell Harris</p> <p>Hereby renew and expand upon prior request of 10/5/2009 from then-attorney Stein</p> <p>The Medical Provider Network within 25 miles of Lodi /</p> <p>Copy of entire medical file on all claimed injuries as far back as 2003 /</p> <p>A copy of all claim files /</p> <p>A copy of nurse case manager's notes /</p> <p>Any and all sub rosa videotapes, film or movies /</p> <p>A copy of all witness, employee, employer statements /</p> <p>Any documentation establishing continued contact with any treating doctor /</p> <p>A printout of all benefits paid /</p> <p>A copy of the wage statement /</p> <p>Documents to establish that any investigation was conducted in good faith /</p>	<p>12/30/2013</p> <p>Letter from Kyle Hansen</p> <p>Enclosing the requested time sheets. Training and Pesticide records are only required to be kept for two years so any records since 2011 are not available. Incorrectly states Tiffany is still represented on all but the 6/29/11 injury so can't discuss those claims directly with her. As to 6/29/11 injury all correspondence that is non-privileged has already been provided. Thus I am not sending you anymore. You have been provided with all medical reports and letters to doctors. I will not resend them. A benefit printout available upon request. A MPN list can be sent.</p>
<p>1/11/2014</p>	<p>Letter to Kyle Hansen</p> <p>Surveillance documents /</p> <p>Pre-employment medical examination /</p> <p>Dameron records from 1/26/05 /</p> <p>MSDS labels and spray records from 2000 – 2010 /</p> <p>Manager Stroh's memo from 4/1998 /</p> <p>Wastewater Handbook /</p> <p>Safety leaflet N-8, Pesticide Regulation/</p> <p>Training and education records /</p> <p>Wastewater training, safe handling practices records 2004 – 2001 /</p> <p>Injury and Illness Prevention Program (IIPP) 2004 – 2011 /</p> <p>Benefits printout /</p> <p>MPN list</p>	<p>1/29/2014</p> <p>Email from Kyle Hansen</p> <p>I continue to believe that the documentation that you requested back in December is not germane to those cases at this time. I have honestly lost track if you have all documents you need to present to Dr. Allems. Some, as I have told you, have been destroyed. I will provide a benefit printout. I believe there is no MPN list.</p>

3/12/2014	<p>Minutes of WCAB Hearing</p> <p>Comments: MSDS labels & dairy wastewater handbook to be produced</p>	<p>4/22/2014</p> <p>Email from Kyle Hansen</p> <p>I have your requested MSDS sheets. Will get them copied and sent out. Some but not all are received.</p>
4/10/2014	<p>DWC-CA form 10250.1</p> <p>Requesting a new PQME doctor due to a conflict of interest between Dr. Allems and the defense firm.</p>	<p>None</p>
4/14/2014	<p>Letter to employer, copied to Kyle Hansen</p> <p>Requesting specific missing time sheets and blue sheets [sick days]</p>	<p>4/16/2014</p> <p>Memo from Kyle Hansen</p> <p>Some additional time sheets provided and blue sheets provided back to 2009. District only has retention of blue sheets back to 2009.</p>
6/29/2014	<p>Letter from Sara Skolnik</p> <p>Please note I have taken over the handling of these cases. I am unsure if you have received the documents you requested or not. Please give me a call and let me know what you still need, if anything.</p>	
8/28/2014	<p>Letter from Sara Skolnik</p> <p>Enclosing a packet of materials and promising a response to the other material being requested. There is no MPN for your employer, simply send me a letter with physician's information.</p>	

Now being submitted in support of the replacement of Dr. Allems as the PQME please find these two pages:

1. COSIPA's Workers' Compensation General Meetings [two] in October 2013 listing the panel comprised of Dr. Allems and Eric Helphrey of Stockwell Harris;
2. Presenter credentials for the same, and their presentation on how to rebut presumptive cancer claims.

In summary, I believe that I am still missing the following documents solely from the correspondence referenced in the table above. Stockwell Harris should be able to acquire the following from their client, my former employer.

1. A copy of my entire employment file. I have been given part of my employment application but I am missing page 2, and maybe a page 3, the page with my signature;
2. A copy of my "blue sheets" [sick days] for 2004 – 2009;
3. A copy of my monthly vacation sheets;
4. Wastewater training, safe handling practices records 2004 – 2011;
5. Injury and Illness Prevention Program (IIPP) 2004 – 2011;
6. A benefits printout;
7. A summary of the union dues charged during the periods of my work comp injuries;
8. A list of the ERMA trainings from 2004 to 2011;
9. A copy of the pre-employment medical examinations performed by Dameron Occupational Health;
10. Dameron records for work-related visit on 1/26/05;
11. Copies of all District purchase orders for products delivered and applied at the White Slough facility between 2004 to 2011 (due to the defense representation that all chemical treatment records are only kept by the District for two years and products like Formalin were not reported to any agency);
12. A copy of manager Stroh's memo dated 6/3/98 titled "Employee wastewater handling information update";
13. A copy of the training binder titled "Agricultural and Municipal Waste Water Information";
14. A copy of the safety leaflet N-8, published by the CA Dept. of Pesticide Regulation;
15. Copies of Mosquito board agendas from 2005 to present;
16. A summary of the medical insurance charges for each of my workers compensation claims;
17. Copies of my training and education records from 2004 through 2011;
18. A copy of any nurse case manager's notes;
19. Any and all sub rosa videotapes, film or movies;
20. All surveillance documentation;
21. Documents to establish that any investigation was conducted in good faith;
22. A copy of all witness, employee, or employer statements;
23. Any documentation establishing continued contact with any treating doctor of the applicant;
24. A copy of the applicant's wage statement.

Sincerely,


Tiffany Anderson

PROOF OF SERVICE BY MAIL


I, Tiffany Anderson, certify that the following is true and correct:

I live in the city of Lodi and County of San Joaquin, California and am over the age of eighteen years.

On September 9, 2014, I served a copy of the attached Letter to Presiding Judge McGill and all of its attachments, by causing true copies thereof, enclosed in a sealed envelope with postage thereon fully prepaid, and delivered the same directly to a United States Post Office in Lodi, CA, addressed to the following party:

Attorney Sara Skolnik
Stockwell Harris
1545 River Park Dr., Ste. 330
Sacramento, CA 95815

I declare under penalty of perjury that the foregoing is true and correct, and that this declaration was executed on 9/9/2014 at Lodi, CA.


Tiffany Anderson, Pro Per

PROOF OF SERVICE

STATE OF CALIFORNIA

COUNTY OF SAN JOAQUIN

I am in the County of San Joaquin, State of California. I am over the age of 18 years.

My residence is 1900 Lakeshore Drive , Lodi, CA 95240.

I served the foregoing document described as:

Letter dated January 5, 2016, on all parties in this action by placing a true copy thereof enclosed in a sealed envelope with postage thereon fully prepaid in the United States mailed at Lodi, California, addressed as follows:

Stockwell, Harris, Woolverton, Muehl
Sara Skolnik
1545 River Park Drive, Suite 330
Sacramento, CA 95815

Jackson Lewis
Mike Christian
400 Capital Mall # 1600
Sacramento, CA 95814

Christopher Eley
221 Tuxedo Ct., Suite E
Stockton, CA 95204

San Joaquin County Mosquito & Vector Control District
Board of Trustees President
To Be handed to all members at the next meeting
and to be heard in minutes
7759 S Airport Way
Stockton CA 95206

Judge Alvin Webber
Workers' Compensation Appeals Board
31 E. Channel Street, Room 344
Stockton, CA 95202

Ms. Nancy Urton
AIMS Insurance (Sacramento)
P.O. Box 269120
Sacramento, CA 95826-91202

Board of Supervisors
44 North San Joaquin Street
Sixth Floor Suite 627
Stockton, CA 95202

Division of Labor Standards Enforcement
2031 Howe Ave. Suite 100
Sacramento, CA 95825
State Case No. 35416-SFRCI; Anderson v Mosquito & Vector

Equal Employment Opportunity Commission
PO Box 36025
San Francisco, CA 94102
Charge No.: 556-2012-00422

I certify, under penalty of perjury, that the foregoing is true and correct.

Executed on January 5, 2016, at Lodi, California.

By:  _____

Tiffany Anderson

