

U S Department of Industrial Relations  
Division of Labor Standards Enforcement  
31 E Channel St., Room 317  
Stockton, CA 95202

July 14, 2017

Tiffany Anderson  
P.O. Box 477  
Lodi, CA 95241

San Joaquin County Mosquito & Vector Control District  
7759 S Airport Way  
Stockton, CA 95202

**Re: Labor Violations & Re:Request for Accurate Records, Again**

**Picked Records up**  
**Monday February 8, 2016**  
**Attorney Christopher Eley**  
**221 Tuxedo Court, Suite E**  
**Stockton, CA 95204**

**Initial Request April 14, 2014**

**Production of Documents Labor Code Section 1198.5**

California law provides that current and former employees (or a representative) have the right to inspect and receive a copy of the personnel files and records that relate to the employee's performance or to any grievance concerning the employee.

Inspections must be allowed at reasonable times and intervals, **but not later than 30 calendar days from the date the employer receives a written request.** Upon a written request from a current or former employee, or a representative, the employer shall provide a copy of the personnel records, at a charge not to exceed the actual cost of reproduction, not less than 30 calendar days from the date the employer receives the request.

- 1 Notices of commendation, warning, discipline, and/or termination
- 2 Notices of layoff, leave of absence, and vacation
- 3 Notices of wage attachment or garnishment
- 4 Education and training notices and records

- 5 Performance appraisals/reviews
- 6 Attendance records

**Production of Documents Labor Code Section 226, subdivisions (b);(c);(d)**

Employers are required to permit current and former employees to inspect or copy payroll records pertaining to that current or former employee

An employer who receives a written or oral request from a current or former employee to inspect or copy his or her payroll records shall comply with the request as soon as practicable, but no later than 21 calendar days from the date of the request. Failure by an employer to permit a current or former employee to inspect or copy his or her payroll records within the 21 calendar day period entitles the current or former employee to recover a penalty from the employer in a civil action before a court of competent jurisdiction.

**Production of Documents Labor Code Section 6408 (d)**

All employers must provide employees or their representative(s) access to accurate records of employee exposure to potentially toxic materials or harmful physical agents.

To date employer has neglected to produce complete and accurate personnel, payroll and employee exposure to toxic materials and/or accurate harmful physical agents records.

**Production of Documents OSHA's standard on Access to Employee Exposure and Medical Records [Title 29 of the Code of Federal Regulations (CFR) Part 1910 .1020].1**

If you are an employee who has a possible exposure to or uses toxic substances or harmful physical agents at your work site or an employer who has employees that may be exposed, you need to know your rights and responsibilities under

**Production of Documents General Duty Clause of the OSH Act**, which requires employers to keep their workplace free of serious recognized hazards. This clause is generally cited when no OSHA standard applies to the hazard.


Employee No: 306  
Name: Tiffany Anderson  
Date of Hire: April 4, 2004  
Job Title: *State of California Department of Public Health*  
*Vector Control Technician* California Health and Safety Code  
Sections 106925 and 116.10

- |        |          |                        |
|--------|----------|------------------------|
| *DWC-1 | 06/07/04 | 1) Specific Exposure 1 |
| *DWC-1 | 01/21/05 | 2) Specific Exposure 2 |
| *DWC-1 | 10/17/05 | 3) Specific Exposure 3 |

\* Certificate License Number 5200003542  
Tiffany Anderson Employee 306 October 31, 2005

- |       |           |                              |
|-------|-----------|------------------------------|
| DWC-1 | 06/19/08  | 4) R Knee Surgery            |
| DWC-1 | 03/21/09  | 5) Right Knee MRI Conclusive |
| DWC-1 | 07/ 02/09 | 6) R Knee Surgery 2          |
| DWC-1 | 06/29/11  | 7) R Knee Surgery 3          |
| DWC-1 | 06/29/11  | 8) Specific Exposure 4       |
| DWC-1 | 08/31/11  | 9) Cumulative Exposure       |
| 132-A | 08/31/11  | Serious and Wilful           |

This is my employee file to date. Can the employer please provide accurate and complete documents to comply with my rights.

Tiffany K Anderson July 14, 2017 

**Enclosed Documents:**

**Authorization To release Information Initial Request April 14, 2014 Personnel file and Cal-OSHA (1pg)**

**Letter to Board President Requesting personnel file claims adjuster preventing civil movement denied records January 5, 2016 (1pg)**

**Letter to Chris Eley January 28, 2016 by Tiffany Anderson Request Personnel file (2 pgs)**  
**Personnel File Inventory (3 pgs) Produced February 8, 2016**

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

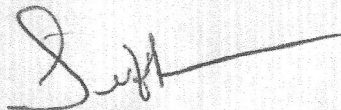
Regarding: My Employee Personnel File

Attention Board President Lambdin:

My name is Tiffany Anderson. I am a former pesticide 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 so I'd like the opportunity to clear up this discrepancy. AIMS has previously been employed through the workers comp arena to prevent me from gaining a complete personnel file as otherwise protected by Labor Code Section 432.

I expect that this review and copying could take up to two hours of time. Your considered response to this request will be greatly appreciated. Understand that I have been requesting just this over the last five years and it illegal to alter or falsify employee personnel records.

Sincerely,



Tiffany Kay Anderson

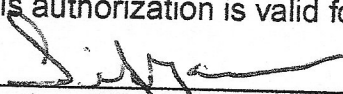


## AUTHORIZATIONS TO RELEASE INFORMATION

### PERSONNEL FILE RELEASE:

I, Tiffany Anderson, hereby authorize San Joaq. Cnty. Mosquito & Vector Control Dist.  
(Full name) (Employer name)  
to release my Personnel records to the Division of Labor Standards Enforcement. I specifically authorize the release of all records in my personnel file.

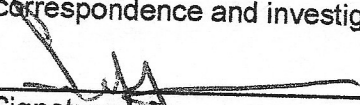
This authorization is valid for a period of one year from the date of my signature.

  
Signature of Employee

4-14-14  
Date of Signature

### Cal-OSHA RELEASE: If you have a health and safety related complaint, please fill out the following release.

I authorize a DLSE investigator to inspect the original file contents and to be provided with a **complete** copy of the file, including the complaint that I filed with Cal-OSHA against the employer named above. By my signature I authorize a Cal-OSHA representative to discuss my complaint and the file detailing the correspondence and investigation into my complaint with the Division of Labor Standards Enforcement.

  
Signature

Tiffany Anderson

\_\_\_\_\_  
Print Name

4/14/2014

\_\_\_\_\_  
Date

**COPY**

Tiffany Anderson  
1900 Lakeshore Drive  
Lodi, CA 95242  
209-331-0208  
<http://culexpien.com>

January 28, 2016

Attorney Christopher Eley  
221 Tuxedo Ct., Ste. E  
Stockton, CA 95204

Regarding: My employee file from SJC Mosquito & Vector Control District  
ADJ7004221, ADJ7004227, ADJ7010682, ADJ7976768, ADJ9066508

Dear Atty. Eley:

Pursuant to Eddie Lucchesi's undated letter from earlier this month, please let this letter serve as my advance notice that I'd like to personally inspect and copy my personnel file at your office. I've decided upon **Monday, February 8<sup>th</sup> at 10 a.m.** Please let me know immediately if this date and time are not acceptable. Thank you.

Sincerely,

  
Tiffany Anderson

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 to Attorney Eley Requesting to Inspect and Copy My Personnel File** dated January 28, 2016, on all parties in this action by placing a true copy thereof enclosed in a sealed envelope with postage thereon, prepaid in the United States mailed at Lodi, California, addressed as follows:

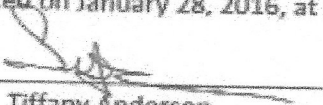
Sara Skolnik  
STOCKWELL HARRIS  
1007 West College Ave., Ste. 301  
Santa Rosa, CA 95401

WCAB  
31 E. Channel Street, #344  
Stockton, CA 95202

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

Executed on January 28, 2016, at Lodi, California.

By:

  
Tiffany Anderson

PERSONNEL FILE INVENTORY				
ITEM DESCRIPTION	DATE PLACED	DATE REMOVED	BY WHOM	MISCELLANEOUS COMMENTS
	IN FILE	FROM FILE		
1 Resume	4-19-04		EN	
2 Med Exam Report	4-19-04		EN	
3 Payroll action Doc	4-20-04		EN	
4 Copy of SS Card & DL	4-19-04		EN	New hire, eff 4/19/04, MCT I Step A
5 W-4	4-20-04		EN	
6 Med Clearance Respirator	4-21-04		EN	
7 Beneficiary Card (Unum)	4-21-04		EN	
8 Elec Fund Transfer Auth	4-19-04		EN	
9 Birth certificate	5-13-04		EN	
10 S/L Bank Election	4-19-04		EN	
11 Memo Payroll	6-28-04	6/27/08	EN	COLA ↑ 3.5%
12 Payroll EPAD	10-15-04		EN	Completed 6 month probation, To Step B
13 W-4	10-27-04		EN	Zone 7
14 Emp. Performance	12-20-04	1/20/05	CA	Zone 9
15 Emp Performance	1-18-05	1/21/05	CA	
16 W-4 Dameron Hospital	3-2-05	* 2/23/05	EN	change withholding & address
17 W-4	4-12-05		EN	Passed AB cert exam. To step C
18 L - Payroll Action	6-3-05		EN	exempt
19 W-4	6-24-05		EN	
20 Performance Eval	7-26-05		EN	
21 W-4	8-22-05		EN	
22 Payroll Action	10-17-05	10/11/05	EN	To step D, completed one year
23 Copy of Certificate	10-31-05		CA	
24 Payroll	9-2-05		EN	Cola ↑ eff 8/1/05
25 W-4	12-19-05		EN	
26 W-4	1-18-06		EN	exempt
27 Emp. Performance	1-19-06		CA	2 Allied 3128104 371.60
28 Emp. Performance	7-19-06		EN	
PERINENT				



PERSONNEL FILE INVENTORY									
ITEM DESCRIPTION	DATE PLACED IN FILE	DATE REMOVED FROM FILE	BY WHOM	MISCELLANEOUS COMMENTS					
Payroll Action	7-12-06		EN	COLA ↑ for FY 0607 3.7% eff 7/1/06					
Payroll Action	10-2-06		EN	Step E 1 year, eff 10-16-06					
Emp. Performance	2-2-07		CA	10-3-06 memo Employee Protection Hotline					
W-4	10-30-06		EN						
W-4	1-31-07		EN						
W-4	4-17-07		EN						
W-4	5-16-07		EN						
Elec Fund Transfer	5-16-07		EN						
Revised Elec Fund Transfer	6-7-07		EN	due to incorrect routing & acct #'s					
W-4	9-17-07		EN	sent to Payroll 9-17-07					
W-4	1-10-08		EN	sent to payroll 1-10-08					
Convers. Re Health Plan	1-22-08		EN						
Copy Cont.	1-22-08		EN						
Emp. Performance	1-31-08		CA						
Payroll Action	3-4-08		EN	COLA ↑ 3%, eff 4/1/08					
W-4	4-17-08		EN						
Unions Contract	5-8-08		EN	includes copy original of TIA letter of 11/10/08 + tax cover sheet to Bob Phillips.					
Letter re: job issues	5-11/7/08		(P)						
Dist. Policy #2180	1-5-09		MZ	ACKNOWLEDGEMENT of Receipt - Dist. Policy #2180					
1003 Acknowledgement	1-5-09		MZ	1003 Acknowledgement of Receipt					
Emp Perf. Review	9-24-09		MZ	Emp. Performance Review 010102					
Memo re Payroll	4-7-09		EN						
Worksheet - health plan	1-5-09		EN	Out of Pocket when off payroll 2008					
Payroll - memo	6-23-09		EN	health coverage change eff 7/1/09					
Payroll - memo	7-13-09		EN	Ref Camp default amount change eff payday 7/14/09					
Payroll	7-19-09		EN	PPE 7/19/09					
Payroll	7-17-09		EN	COLA 2.5% 7/1/09					

PERSONNEL FILE INVENTORY							
ITEM DESCRIPTION	DATE PLACED	DATE REMOVED	BY WHOM	MISCELLANEOUS	COMMENTS		
57 Payroll Action	EN						
58 W/c letter	11/9/09		8-1-08		Cola pay incr. eff 7-1-08 (out of order)		
59 TA note to District	11/17/09		EN		Original to TA CC to AIMS + BRS		
60 W-4	1-5-09		EN		Note from TA to MM, MM to JRS, JRS to file		
61 W-4	11-18-09		EN				
62 Retirement Pay back	11-23-09		EN				
63 Sat Bilt Acknowledgment	11/24/09		MA		Acknowledgement form w/ signature		
64 W-4	11-25-09		EN		address change		
65 ADDRESS Change	11-30-09		MA		Memo stating new address eff. 11/10		
66 Payroll deduction	11-30-09		EN				
67 W-4	9-17-10		EN		except		
68 Payroll Memo	8-21-10		EN		COLA + 2.5%		
69 Notification re Vision	6-22-10		EN		vision new rate & copy		
70 W-4	7-22-11		EN				
71 Performance Eval	1-27-11		EN				
72 W-4	6-21-11		EN		change bank info		
73 Dir Deposit change	6-21-11		EN				
74 Performance Eval	8-19-11		EN				
75 Letter to TA	9/19/2011		EN		Copy to Eley original to TA		
76 Payroll	10-7-11		EN		Payroll hours, PPE 10-9-11		
77 E Mail correspondence	9-28-11		EN		re phone numbers update		
78 Memo re payroll	6-28-11		EN		electron re 2% lump sum distribution FY 2011-12		
79 Reg for signature	2-15-12		EN		Plan 125 electron form		
80 Email to JRS for TA	4/11/2012		EN				
81							
82							
83							
84							
PERINVENT							