

Department of Industrial Relations
Division of Labor Standards Enforcement
31 East Channel St., Room 317
Stockton, CA 95202
Tel. (209) 948-7771 Fax. (209) 948-3623

Edmund G. Brown Jr., Governor



July 19, 2017

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

Dear Claimant:

Regarding the claim received in our office on: July 17, 2017 :

- ☐ 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

Transferred to RCI unit "Retaliation Complaint Investigation"

- ☐ 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 aparace 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 reclacionadas con su reclamo deben ser dirigidas a la oficina lista siguiente.

Division of Labor Standards Enforcement
2031 Howe Ave. Suite 100
Sacramento, CA 95825

Tel. (916) 263-2841 Fax. (916) 263-2853

Sincerely,

Deputy Labor Commissioner

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

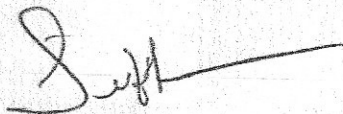
Regarding: My Employee Personnel File

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,



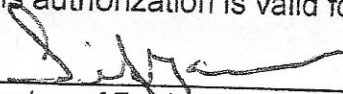
Tiffany Kay Anderson

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.

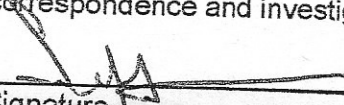
This authorization is valid for a period of one year from the date of my signature.


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 8th 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				MISCELLANEOUS COMMENTS
ITEM DESCRIPTION	DATE PLACED	DATE REMOVED	BY WHOM	
	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	New hire, eff 4/19/04, MCT I Step A
4 Copy of SS Card & DL	4-19-04		EN	
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 Electro	4-19-04		EN	
11 Memo Payroll	6-28-04	6/21/04	EN	COLA ↑ 3.5%
12 Payroll E-PAD	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	1/20/04	OA	Zone 7
15 Emp Performance	1-18-05	1/21/05	OA	Zone 7
16 W-4 Cameron Hospital	3-22-05	4/23/05	EN	change withholding & address
17 W-4	4-12-05		EN	Passed AB conf exam. to step C
18 W-4 Payroll Action	6-3-05		EN	except
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	4-2-05		EN	Cola ↑ eff 8/1/05
25 W-4	12-19-05		EN	
26 W-4	1-18-06		EN	except
27 Emp. Performance	1-19-06		CA	2 Allid 3/28/06 871.60
28 Emp. Performance	7-19-06		EN	

PERINVENT

2

1

3

PERSONNEL FILE INVENTORY		PERSONNEL FILE INVENTORY	
ITEM DESCRIPTION	DATE PLACED	DATE REMOVED	BY WHOM
	IN FILE	FROM FILE	
Payroll Action	7-12-06		EN
Payroll Action	10-2-06		EN
Emp. Performance	2-2-07		EN
W-4	10-30-06		EN
W-4	1-31-07		EN
W-4	4-17-07		EN
W-4	5-16-07		EN
File Transfer	5-16-07		EN
Revised File Transfer	6-7-07		EN
W-4	9-17-07		EN
W-4	1-10-08		EN
Comp. Re Health Plan	1-22-08		EN
Comp. Cost	1-22-08		EN
Comp. Performance	1-31-08		CA
Payroll Action	3-4-08		EN
W-4	4-17-08		EN
Leave Contract	5-8-08		EN
Letter re: job issues	5-11-08		EN
Dist. Policy #2180	1-5-09		EN
2003 Acknowledgement	1-5-09		MZ
Emp Perf. Review	8-24-09		MZ
W-4 ve Payroll	4-7-09		EN
Blacklist - health plan	1-5-09		EN
Payroll - memo	6-23-09		EN
Payroll - memo	7-13-09		EN
Payroll	7-19-09		EN
Payroll	7-17-09		EN
<p>includes copy original of TPA letter of 11/6/08 + tax cover sheet to Bob Phillips.</p> <p>Acknowledgement of Receipt - Dist. Policy #2180</p> <p>1003 Acknowledgement of Receipt</p> <p>Emp. Performance Review 010102</p> <p>Out of Pocket when off payroll 2008</p> <p>Health coverage change eff 3/1/09</p> <p>Ref Comp default amount change eff payday 3/24/09</p> <p>PPE 3/14/09</p> <p>COCA 25% 3/1/09</p>			

MISCELLANEOUS COMMENTS

COLA ↑ for FY 0607 3.70% eff 3/1/06

Step E 1 year, eff 10-16-06

10-30-06 memo Employee Protection Plan