ATTACHMENT C

RESPONDENT'S ARGUMENT REGARDING THE PETITION FOR RECONSIDERATION

Attachment C

February 4, 2016

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CalPERS Board Unit

"Respondents Argument"

I would like to address the board members and ask that you all read my attached, Petition for Reconsideration, dated January 16, 2016. In there you will read brief statements about the harassment I endured while employed in the Bakersfield area dispatch center, which ultimately led to my being placed on an Industrial Disability Retirement. When placed on Industrial Disability retirement it was stated that I was permanent and stationary and did not require any further medical. I myself felt that my symptoms quickly subsided once out of the hostile working environment and have not needed any psychological treatment in my 10+ years being retired. I have had 3 IME's prior to the latest in 12/2014 in which all have agreed and was even stated that my disability was of permanent nature and caused directly by the working environment. The IME in 12/2014 was very different in that the Dr ask no questions pertaining to the harassment I endured nor anything regarding the mental state I was in while working in the environment. He only assessed me as to my current condition. Which is great due to the fact that I have remained away from the hostility created in the Bakersfield area office. I feel it is extremely unfair to place me back into the very same environment based on a Dr's recommendation that ask me nothing about my past condition. I feel this decision is very wrong and I ask for a second IME with a different Dr before risking my mental state by once again putting me into a hostile environment. I am not speculating that the environment is the same I personally know some of the current dispatchers and my former Supervisor recently retired and have told me the hostility and negativity remains. That along with the fact that I endured more harassment due to reasons you will read in the attached. Now you add retaliation to that, which I fear due to the fact that 8 of the dispatchers, one now being the current dispatch supervisor, were working there when I filed my original complaint of harassment in the work place. I just cannot see how any of this is the right decision for anyone involved. Not to mention I no longer meet requirements nor am I trained for the position as I have been out for so many years. Please read the attached and make a fair decision before forcing me back into a hostile environment that I do not feel I can handle.

Thank you in advance for your consideration.

Stacy A Ramos
(661) 333-6975

January 14, 2016

"PETITION for RECONSIDERATION"

SUBJECT: Stacy A Ramos (Bridges)/ California Highway Patrol

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I respect the previous decision of the board but I respectfully disagree and I am asking for them to read my letter and reconsider their decision.

I want to readdress the board so each of you could hear my side and have a better understanding when making your decision. I will keep it as short as possible and sum up all I was put thru during my short time in the Bakersfield Dispatch Center.

Before I ever got promoted to dispatcher from clerical I attended the Bakersfield area Christmas party in 12/2002 where an inappropriate pass was made towards me from the Bakersfield area Captain. I decided to let it go. However he sent out an email to the entire Bakersfield area trying to down play the situation which I understood and did nothing about. My name was left out but everyone knew who "the girl" was. When I was hired he chose to have no input on my interview or decision to hire me. It lowered my chances but I interviewed well enough I got the position. Needless to say going in, there were already opinions made of me by co-workers. I had to answer questions, hear rumors and tried ignoring them until it started to affect my ability to perform the job safely! I decided to speak up. The captain would not back me and kept himself out of it. Eventually with time I thought I got through that and things would get better. But the dispatchers did not like our current supervisor who throughout my time in CHP clerical had become a friend of mine. I again had questions asked to me rumors flying around about our supervisor and I again was pulled into the drama & harassed because of our friendship. I worked through it although it created a highly hostile & stressful work environment for me I got through it and of the 7 I was hired with I was the only trainee to make it to the academy without quitting due to the hostility created by senior dispatchers. The hostile work environment was not only effecting myself many others experienced the hostility as well. Although I experienced the general hostility I also had several personal circumstances (as I mentioned) to face as well.

While in Riverside 5/2003 there was unfortunately an ex CHP officer that had failed break in and was training to be a dispatcher that took a crush on me. It was unwarranted and definitely uninitiated by me in any way. Which my instructors there admitted. I had to be moved along with another trainee from the premises and escorted to a safe place one evening because the ex-officer was outside my dorm room with her state issued fire arm threatening my life and another trainee who I had become friends with. The ex-officer was terminated and the situation was resolved in a safe manner. It was however extremely scary and very upsetting and shocked me that it happened. I completed the training and successfully graduated the first phase of dispatch training.

I returned to Bakersfield area office to once again ugly untrue rumors, questions and just a lot of unwarranted harassment. I dealt the best I could and tried working through the stress and hostility. I was told by trainers while in dispatch that Sr dispatchers purposely try to run new hires off and had a good record of being successful at doing so. I was not going to be run off like all of the others I was originally hired with. I stuck through it and tolerated all I could including verbal harassment, I was physically assaulted by a fellow dispatcher, had important properties destroyed, was ridiculed daily, cursed at, yelled at, and was just put through more than I could mentally handle. In the mean time I already had to be seen by Kaisers psychology department and was diagnosed with severe depression and anxiety caused by my hostile working environment. I was put in counseling and put on medication to deal with it all. It finally became too much and after several reprimands on other dispatchers, meetings with our superiors and myself speaking up I had been put through enough. It started affecting my home and personal life I could no longer socialize I was under too much stress. I gave in 6/2003 and contacted our Union for help. I got it and with several doctors and psychologists agreeing I was awarded industrial disability retirement 7/26/2006 with NO FURTHER medical required due to the symptoms subsiding once out of the hostile environment. I was released by the psychiatric department and have not needed any further treatment over the 12+ years of being out of the hostile work environment. My life has been good and I have not needed any therapy or medication at all.

All of the above being said I've had 3 IME's since being approved all 3 have agreed that I remain substantially incapacitated and disabled and unable to return to the Bakersfield area office in any capacity. My prior IME with Dr. Simonian in 2010, he stated I was still disabled and in his opinion it was permanent. On 12/2013 I had an IME with Dr. Ritvo, who ask NOT ONE question about what I was put through while employed in the Bakersfield dispatch center. He admitted that on record to Judge Nafarrete during the first part of our hearing on 6/23/2015. So why I cannot be granted another IME to make sure I will not relapse and suffer from permanent damage to my psych is not understandable to me. I ask for a second IME with another dr and filed an appeal. I do not see how all the other doctors have been wrong and he is making the right decision best for both myself and the State of California if I am to have a relapse. It's already been proven to be work related. It's area related however so I have pled to be placed outside of Bakersfield area and was told that it is not possible to do so. I do not feel I am able to handle being put back in the area. I am not speculating that it's the same, I know people who currently work there and at least 8 of the dispatchers are still dispatchers that were directly involved in my past case. One now being the dispatch supervisor. I'm terrified of retaliation and being forced back into the same situations. At this point I am pleading with you all to hear and understand what I went through and not put me through another chance for it to happen again. This time could be worse. It could be better and I do get that but given the area has not changed and same employees are there I do not believe it will be any better and fear it will be worse. I am not opposed to going back to work but ask that it not be in the same area office. I am more than willing to voluntarily take a less paying clerical position or any other position available outside the Bakersfield office and see if I am capable of handling the work load.

I have been forever changed from what all I was put through and only pray I can over come it completely. But placing me right back into that environment is not the way to achieve that. My life style is different now and I have 2 more young children one being a type 1 diabetic that count on me to be well.

I sincerely thank you for your time and consideration and hope you can help make the right decision for everyone involved.

Stacy A Ramos (formerly Bridges)