

**LATE DISTRIBUTION 10-28-13****#20**

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Agenda 10-29-2013 ITEM #20 Public Comment

1 message

Ruth Ann Eide <ruthanneide@hotmail.com>

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Dear Clerk of the Board,

Please include my comments as part of the public record for tomorrow's item #20

To: Chairman of the Board of Supervisors, El Dorado County

The WBI Definition of Workplace Bullying

Workplace Bullying is repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators that takes one or more of the following forms:

- Verbal abuse
- Offensive conduct/behaviors (including nonverbal) which are threatening, humiliating, or intimidating
- Work interference — sabotage — which prevents work from getting done

Definition From The Workplace Bullying Institute

Don't Waste Time Redefining it. Use your time and effort on developing the solution.

Bullying, intimidation, hounding, targeting, prejudicial behavior, offensive conduct exists in El Dorado County government employment. I worked for the county from 1976 to 2002. I witnessed others being targeted and experienced bullying myself throughout many levels of positions and departments.

Authorities up the chain of command that should have helped usually did not. My experience was those in authority were more frequently the offenders or protected those doing the bullying. I am aware of it happening to the timid as well as road maintenance workers. I am aware of incidents perpetrated on the entry level clerk up to Board appointed Department Heads.

I am not sure why this issue is of so much importance now. I hope it's not just another meaningless proclamation or catch phrase. I hope it's not serving only one segment of the workforce. This should have been stopped many years ago. You can't fix what happened over the past years **but you can make a stand now with zero tolerance and a united and consistent front on this issue.**

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Not one of you can back down. Zero tolerance means zero tolerance. The persons found to be in violation should be financially responsible, not the taxpayers paying some silent settlement negotiated by counsel no matter what position they hold, elected or not.

This proclamation needs to stand for real protection for each and every employee not just the ones with the power to bring something like this forward. Why not leave a legacy of real positive change for the work force of El Dorado County?

Regards,

Ruth Ann Eide

Meridian, Idaho