


From: Jess Salcedo JSalcedo@dcu.org 
Subject: FW: Formal Notice of Workplace Harm and Request for Immediate Review



Date: July 4, 2025 at 7:15 AM

To: curt.raffi@gmail.com, Shruti Miyashiro smiyashiro@dcu.org, Val Matsiborchuk VMatsiborchuk@dcu.org, Sarah Hunt shunt@dcu.org

I haven't received an acknowledgement from anyone other than Michael, A Sr. Specialist, so I'm resending just in case you failed to realize the severity of my words.

I'm not making this up and you know it.

The longer you pretend it's not happening @Shruti and Curt, the more you will prove to me that you are trying to protect not only yourselves, but the oppressors of so many DCU employees present and gone. Also, you would be directly covering up the misuse of member funds. I am member bearing witness.

Shruti, this has been my 3rd attempt to get YOU to directly acknowledge my pain. It's a shame you chose to remain silent, because remember when I was one of the first people to welcome you warmly? Your words. I'm so disappointed in you. I was so hopeful because I actually believed you were one of the good ones.

But I digress.

Let me give you just one example of how the Experience team, under Sue's "leadership" has siphoned member funds.

Check out how long it took to transfer over the DCU4K website from WordPress to AEM:

Migration shit show from all their "experts":
<https://digitalcreditunion.atlassian.net/browse/ET-86>

Spoiler: I have been handling that page in my sleep for many years. So why has it taken them over a year to transfer it over. 8 single, basic pages?

Bonus: Here's a little proof that Liz was a micromanaging bully, endorsed by Joshua:
<https://digitalcreditunion.atlassian.net/browse/ENBLMT-5295>.

June 23

Jess Salcedo 1:33 PM
Oops, did I miss that conductor meeting? I was trying to finalize the documentation and didn't even see it until now. Anywho, back to you in ticket. Let's get this ticket closed!

Tuesday

Liz Farris 12:00 PM
Hi Jess, can you chat? Want to explain what I meant about cash raffle page...
can be after lunch

Liz Farris 3:03 PM
Let me know when you're available to go over cash raffle DFK page

Type a message

I'm available now Now is good I am now

You know what's really sad? I volunteered to help her team when Joshua refused to place me after many broken promises of promotions that never came. The gaslighting has been brutal. That's why these aggressions hurt so much. Because I have always been the willing team player. Need proof of that across industries? Just go to my LinkedIn profile. The recommendations don't lie.

I built Figma tech. SOL O. in under 2 weeks. It was the only way to channel all of the pain

I built Pierza.tech, SOLO, in under 2 weeks. It was the only way to channel all of the pain that was being caused to me by this reckless team that was left to run amuck without any checks and balances.

Under Tim's leadership, we grew the CU from 500k to 1M in record time, and all we had were iMacs. Nothing crazy. A small but mighty team. The difference with them: they were ethical. We worked with our hearts, not our inflated egos.

DCU wasn't just a job for me, it was home. Before the outsiders destroyed it and called it "innovation". Clearly, you guys don't understand what our community really needs. I do. This is my community. You are destroying a legacy in the name of "progress".

You have no idea the severity of the damage this has caused me personally. For life. 3 FMLAs and one workman's comp during my time here. All attributed to poor "leadership". But the worst is the physical damage that I will have to live with for the rest of my life. The Bell's palsy caused by Joshua Carter's negligence, not even 60 days after I came back from my 3rd FMLA. And not only was he not handled properly, they put me right back under "leadership" without any supervision upon my return, only to revictimize me again, and again.

Talk to Bobbi and Nina, they should have documented my complaint last August, where I specifically named Sue, Nicole, Judy, and even Louise. All of them are just as complicit. Even Mina from HR. I would scrutinize her the most.

Look at the systems, you will find there are a lot of skeletons that are being hidden. Like this one, where Joshua wanted me to defend myself from Liz, because managing is clearly above his level of competence.

<https://digitalcreditunion.atlassian.net/wiki/spaces/MO/pages/731119990/Retrospective+-+Authoring+Team+Iteration+105+-+5+19+-+6+2>

I had to write this down so that my team could begin to respect me. It only got worse. Want proof, just call Agile Jim, the Jira contractor hired by Joshua for what exactly? To monitor my inefficiency? I've always been the most efficient one in the room, shrinking myself so that others wouldn't feel uncomfortable around my presence.

I won't be providing any more proof of incompetence. That's your job now. It could also be the job of external auditors. If you need me to contact them, just say the word. Jess can handle anything. Ask anyone who's ever worked with me and knows my true moral character, not the one they tried to paint as of late.

I need to know what next steps are. It's not optional.

Your silence is complicity. It's deafening. And it's only inflicting more pain.

@Val @Sarah, do your job and protect the CU from further harm. I left some attachments to make it easier for you to understand that this isn't just a petty complaint.

Curt, you know how to reach me.

--

Jess Salcedo

Content Delivery Specialist



DCU - Digital Federal Credit Union

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From: Jess Salcedo <JSalcedo@dcu.org>

Date: Thursday, July 3, 2025 at 6:40 AM

To: Michael MacLeod <MMacleod@dcu.org>

Cc: EmployeeRelations <employeerelations@dcu.org>, Shruti Miyashiro <smiyashiro@dcu.org>, Sue Kirdahy <skirdahy@dcu.org>, Val Matsiborchuk <VMatsiborchuk@dcu.org>

Subject: Re: Formal Notice of Workplace Harm and Request for Immediate Review

Michael,

This is not just a concern.

To date, the only person who has reached out to me directly has been you. The board email you provided was nonfunctional, and no further efforts were made to engage with me or address these issues in good faith.

I have been clear from the start that this is not merely about personal grievance. It is about a culture that allowed member dollars to be siphoned into vanity projects—like the DCU4Kids Foundation website—while employees were driven into mental health crises, treated as disposable, and retaliated against for speaking the truth.

You may attempt to contain this narrative. But you should be aware that I have:

- Receipts, timelines, and work product showing exactly how much was wasted.
- Documentation of internal complaints and the silence that followed.
- A platform prepared to tell this story if necessary.

If you believe you can sweep this under the rug, you are mistaken.

This is why Fierza.tech was born: because no institution gets to colonize my dignity in the name of "progress."

As I am writing this, my body is in a state of duress. The cumulative impact of this experience has caused significant harm to my wellbeing.

I am documenting this formally so there is no confusion about the seriousness of this matter. I am copying Shruti, Sue, and Val so there is visibility at the leadership and compliance levels, as well as from someone who knows my work and my values.

Please consider this my official notice that I expect a prompt and substantive response, not another perfunctory acknowledgment.

I will be logging off for the remainder of the day to tend to myself. I will not be responding to any messages related to this matter until Monday.

I am prepared to escalate further if necessary.

Jessica

--

Jess Salcedo

Content Delivery Specialist



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From: Michael MacLeod <MMacleod@dcu.org>
Date: Wednesday, July 2, 2025 at 9:58 AM
To: Jess Salcedo <JSalcedo@dcu.org>
Cc: EmployeeRelations <employeerelations@dcu.org>
Subject: RE: Formal Notice of Workplace Harm and Request for Immediate Review

Good morning Jess,

Thank you for sharing your concerns with us. We take these allegations seriously and will investigate your claims following our procedures.

To follow up on my email from yesterday, I would like to schedule a time to meet next week to discuss your concerns. Please let me know if there are any certain dates or times that work best for your schedule.

Thank you,

Michael J. Angelo MacLeod sHRBP
Senior Employee Relations Specialist



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From: Jess Salcedo <JSalcedo@dcu.org>
Sent: Tuesday, July 1, 2025 5:40 PM
To: EmployeeRelations <employeerelations@dcu.org>
Cc: Shruti Miyashiro <smiyashiro@dcu.org>; boardlist@dcu.org

Subject: Formal Notice of Workplace Harm and Request for Immediate Review
Importance: High

Dear HR Team,

I am writing to formally document a sustained pattern of disrespect, disorganization, and professional harm within my department that has materially impacted my health and well-being.

While I have exercised extraordinary patience and professionalism over years of service, the events of this week—and the cumulative effect of the last year—have exceeded any reasonable expectation of tolerance.

Summary of Core Concerns:

- A persistent lack of clarity, accountability, and leadership within the Enablement team, resulting in chronic disarray and preventable stress.
- Multiple documented instances of unprofessional conduct, including public belittling in meetings, contradictory directives, and dismissive treatment of health-related accommodations.
- Three periods of extended FMLA since 2018 and a workman's compensation leave last year after a documented stress event in August 2024 that contributed to Bell's palsy.
- Ongoing patterns of overwork, inadequate support, and toxic micromanagement that have compromised my nervous system and personal health.

While I am prepared to provide detailed documentation and timelines, **I also expect you to conduct your own thorough audit of internal records, including Jira tickets, meeting recordings, and internal correspondence.** The evidence is readily available to corroborate my experience without requiring me to relive every moment of harm in granular detail.

Clarification of Intent:

- This is **not a resignation.**
- This is **a formal notice of workplace injury and failure of duty of care.**
- This is **a request for an immediate investigation and intervention at the highest level.**

I expect acknowledgment of this correspondence and a clear outline of next steps.

Please be advised that this message has been copied to senior leadership to ensure complete transparency.

I will not be available for direct meetings or calls until I receive written confirmation of receipt and the scope of your review.

Respectfully,
Jessica Salcedo

The Day they Finally broke Jess Salcedo - for the 5th time.pdf



Enablement-Department-Inefficient-Processes.pdf



929 KB