



Reichel Foods, Inc. Employee Warning Notice

Employee Information

Date: 9/14/2020
 Employee Name: Mohamed Abdulle
 Job Title: Sanitation
 Manager/Supervisor: Anthony Dahlke

Type of Warning

Verbal Warning
 Written Warning
 Final Warning

Type of Offense

Tardiness/Leaving Early
 Absenteeism
 Violation of Company Policies
 Substandard Work
 Violation of Safety Rules
 Rudeness to Customers/Coworkers
 Other Insubordination

Details

Description of Incident (Describe incident and list the date, time, and any witnesses present)
 At the end of shutdown night 9/11/2020, Mohamed was asked first by the Lead Brian Medes to help the Slicing room finish their job duties. Brian explained to Mohamed why everyone was being asked to help in other areas since the Mv1 room was done. Mohamed was then told by his Supervisor Anthony Dahlke that he was given direction to help out his co-workers and everyone on the Sanitation team was being asked to help in multiple areas of the facility. Mohamed reluctantly went to use the upstairs restroom and after a short amount of time preceded to go to the downstairs restroom before placing his work boots on the shoe shelves downstairs and clocking out to go home at 7:58am. Mohamed expressed insubordination and the lack of concern for helping out his co-workers.

Plan for Improvement:
 Mohamed will follow all direction given to him especially from his leads and Supervisors. Mohamed will understand that all sanitation employees are assigned to work in all areas and all areas must be complete before personnel can be finished with their shift.

Consequences of Further Infractions:
 If further infractions are to occur, Mohamed will receive further disciplinary action which may include up to termination of his position here at Reichel Foods.

Acknowledgement of Receipt of Warning

By signing this form, you confirm that you understand the information in this warning. You also confirm that you and your manager/supervisor have discussed the warning and a plan for improvement. Signing this form does not necessarily indicate that you agree with this warning.

Employee Signature _____ Date _____

Manager/Supervisor _____ Date _____

Witness Signature (if employee understands warning but refuses to sign) _____ Date _____

Anthony Dahlke

From: Anthony Dahlke
Sent: Saturday, September 12, 2020 8:45 AM
To: Jamie Sorensen
Cc: Brian Medes (brian@reichelfoods.com)
Subject: Mohamed Abdulle

This morning Mohamed was asked by both Brian and myself to help the Slicing room finish before going home. They needed the extra help since other employees that asked to leave early had already gone home for the day. All other employees were sent to several areas to help finish up as well. Mohamed argued with Brian right away then went to the restroom upstairs and again right after to the one downstairs before leaving his boots on the shoe shelves in the locker room and then leaving without following directions given to him. Brian and I both feel that his insubordination warrant disciplinary action as no other employee had any issues staying and helping out the rest of the team. It will also be noted on the disciplinary action that he did not put his boots away in the designated storage area upstairs. We will both talk with him Monday night.