



Disciplinary Report Form

Employee name: Maria Le	Hire Date: 12/22/2014	Job title: Production
Department: Production	Shift: 1 st	Supervisor: Jeff Ramaker
Offense track: <input checked="" type="checkbox"/> Performance issue <input type="checkbox"/> Work rule violation, Work rule violated, if any:		
Type of offense: <input checked="" type="checkbox"/> Absenteeism <input type="checkbox"/> Tardiness <input type="checkbox"/> Misuse of property/equipment <input type="checkbox"/> Using property/equipment for personal use <input type="checkbox"/> Leaking confidential information <input type="checkbox"/> Theft or fraud <input type="checkbox"/> Lying or cheating <input type="checkbox"/> Falsifying company documents <input type="checkbox"/> Unsafe behavior <input type="checkbox"/> Eating in undesignated areas <input type="checkbox"/> Smoking in undesignated areas <input type="checkbox"/> Posting items without permission <input type="checkbox"/> Spreading gossip <input type="checkbox"/> Using vulgar language <input type="checkbox"/> Horseplay <input type="checkbox"/> Indecent behavior <input type="checkbox"/> Bringing weapon onsite <input type="checkbox"/> Bringing illegal drugs/alcohol onsite <input type="checkbox"/> Failing to follow instructions <input type="checkbox"/> Poor work quality <input type="checkbox"/> Poor work quantity <input type="checkbox"/> Refusing to work <input type="checkbox"/> Sleeping on the job <input type="checkbox"/> Poor hygiene <input type="checkbox"/> Poor housekeeping <input type="checkbox"/> Disregarding dress code <input type="checkbox"/> Other <input type="checkbox"/> Disruption in the work place <input type="checkbox"/> Threatening or creating conflict w/ coworkers		
<p>Absenteeism</p>		
Incident description: (Describe actions, behavior, or incident; date(s); time(s); place(s); witness(es) and his/her observations; impact(s) of actions, behavior, or incident; employee's responses immediately after the incident and other significant conversations; employee's previous related training or counseling; and other relevant facts.)		
<p>Unexcused Absence on 1/17/2017</p>		
Completed by: Sierra Haugerud		Date: 1/18/2017
(Shaded area to be completed by Human Resources only.)		
Progressive step: <input type="checkbox"/> Oral warning* <input type="checkbox"/> Suspension (unpaid) <input checked="" type="checkbox"/> Written reprimand <input type="checkbox"/> Release <input type="checkbox"/> Suspension (paid) *File apart from personnel files and copies thereof		Previous warnings: Type: Offense: Date: Type: Offense: Date:
Written Warning for the Attendance Policy		4/4/2016- Notification for the Attendance Policy 4/5/2016- Notification for the Attendance Policy 4/6/2016- Notification for the Attendance Policy 4/8/2016- Notification for the Attendance Policy 4/12/2016- Notification for the Attendance Policy 4/13/2016- Notification for the Attendance Policy 9/22/2016- Notification for the Attendance Policy 11/10/2016- Notification for the Attendance Policy 12/7/2016- Notification for the Attendance Policy 12/9/2016- Verbal Warning for the Attendance Policy 1/5/2017- Verbal Warning for the Attendance Policy 1/6/2017- Verbal Warning for the Attendance Policy 1/7/2017- Verbal Warning for the Attendance Policy
Consequence if incident occurs again: Possible Final Warning / Possible Assignment End		
Human Resources Signature(s):		Date
Employee statement: <input type="checkbox"/> I agree with the incident description above. <input type="checkbox"/> I disagree with the incident description above. Date report presented to employee:		
Employee comments: (Attach sheets if necessary.)		
<p>Go 2 months without calling in Copy sent on 1/19/2017</p> <p>**PLEASE SIGN AND RETURN TO CMG**</p>		
Employee acknowledgement: My signature acknowledges that I have received this report and that it has been discussed with me. I understand that my signature is not an admission of the incident or offense. I understand that I may appeal this report by filing a Discipline Complaint Form.		
Employee signature: _____		Date: _____
Witness signature (if any): _____		Date: _____
Signature of person presenting report: _____		Date: _____