

Kelsey Sikkink

From: Lucy Pollitt <lucy@reichelfoods.com>
Sent: Monday, February 8, 2016 7:37 AM
To: Kelsey Sikkink; Hugh Fendry
Subject: FW: cardboard vs garbage gate
Attachments: plastic bag.asf; throwing cardboard.asf; 9 o'clock.asf; 1 o'clock.asf

Follow Up Flag: Flag for follow up
Flag Status: Flagged

FYI

Lucy Pollitt

Accounting/Human Resources Manager
507-289-7264

From: Jeff Ramaker
Sent: Monday, February 08, 2016 7:32 AM
To: Alfonso Cerda; Mike Schumacher
Cc: Lisa Campbell; Lucy Pollitt
Subject: cardboard vs garbage gate

Plastic bag- Throwing away garbage but through a plastic bag on top of the cardboard because it was in front of the door.

Throwing cardboard- Throwing cardboard on the floor so she could shut the door.

9 o'clock- actually 9:30.. upset because they were still there. They were out of the way before 9:31

1:00- Was upset they were still there and they moved it before 1:00

She was heard yelling all through production today.

All parties involved other than Rosa will write up what they witnessed on Monday. Please let me know if you need me to take any further action.

Thank you,
Jeff Ramaker, Production Manager/Co-Packing
Phone: 507-289-7264
Fax: 507-289-6552

.....
Reichel Foods, Inc.
3706 Enterprise Drive SW
Rochester, MN 55902
www.reichelfoods.com

Kelsey Sikkink

From: Lucy Pollitt <lucy@reichelfoods.com>
Sent: Monday, February 8, 2016 8:09 AM
To: Kelsey Sikkink; Hugh Fendry
Cc: Lisa Campbell
Subject: FW: cardboard vs garbage gate

Follow Up Flag: Flag for follow up
Flag Status: Flagged

FYI – let me know your thoughts.

Lucy Pollitt

Accounting/Human Resources Manager
507-289-7264

From: Jeff Ramaker
Sent: Monday, February 08, 2016 7:53 AM
To: Alfonso Cerda; Mike Schumacher
Cc: Lisa Campbell; Lucy Pollitt
Subject: RE: cardboard vs garbage gate

My feeling on this matter is as follows.

We can make the minor change that she does not throw the garbage in the compactor at all. (I have already talked to everyone)

I feel Rosa should get a verbal warning for her actions Thursday and Friday of last week. From what I understand from talking to Alfonso & Lucy was that she understood that the path was to be open at 9:30 and 1:00 and she went over early and started yelling loud enough for multiple people to hear her on the production line and did not allow the new process an opportunity to take its course. In my opinion her actions are not acceptable. On Thursday she started throwing the cardboard on the floor just to get to the door to shut it. Also actions I find unacceptable. All of these situations are on the clips I sent to everyone on Friday.

Thank you,
Jeff Ramaker, Production Manager/Co-Packing
Phone: 507-289-7264
Fax: 507-289-6552

.....
Reichel Foods, Inc.
3706 Enterprise Drive SW
Rochester, MN 55902
www.reichelfoods.com

From: Jeff Ramaker
Sent: Friday, February 05, 2016 5:56 PM
To: Alfonso Cerda; Mike Schumacher
Cc: Lisa Campbell; Lucy Pollitt
Subject: cardboard vs garbage gate

Plastic bag- Throwing away garbage but through a plastic bag on top of the cardboard because it was in front of the door.

Throwing cardboard- Throwing cardboard on the floor so she could shut the door.

9 o'clock- actually 9:30.. upset because they were still there. They were out of the way before 9:31

1:00- Was upset they were still there and they moved it before 1:00

She was heard yelling all through production today.

All parties involved other than Rosa will write up what they witnessed on Monday. Please let me know if you need me to take any further action.

Thank you,

Jeff Ramaker, Production Manager/Co-Packing

Phone: 507-289-7264

Fax: 507-289-6552

Reichel Foods, Inc.

3706 Enterprise Drive SW

Rochester, MN 55902

www.reichelfoods.com

Kelsey Sikkink

From: Lucy Pollitt <lucy@reichelfoods.com>
Sent: Friday, February 5, 2016 1:52 PM
To: Hugh Fendry; Kelsey Sikkink
Subject: FW: Rosa Marquez

Follow Up Flag: Flag for follow up
Flag Status: Flagged

FYI



Lucy Pollitt

Accounting/Human Resources Manager
507-289-7264

From: Jeff Ramaker
Sent: Friday, February 05, 2016 1:50 PM
To: Alfonso Cerda
Cc: Mike Schumacher; Lucy Pollitt; Lisa Campbell
Subject: Rosa Marquez

Rosa has had issues with the warehouse guys (Jeremy Baker) (Chris Atak) about blocking her way to the garbage compactor. Yesterday I came up with a plan to have the area open at 9:30 and 1:00. I told her if the guys were busy to leave it there and they can throw it in there when they are done. This morning she was there right at 9:30 on the button and mad because they were still bailing cardboard. They were done in 5 minutes. Now she is upset because the guys are throwing the excess wire in the garbage cans instead of opening the door and throwing it in the compactor. Also she complained that the cardboard was in her way again. The guys moved it for her and she was upset about the wire. When I asked Angelica to interpret she said we never take her side and that we do not understand. I asked Angelica to tell her to come down and speak with you. I don't know why she is so upset. She does not seem to be thinking straight to me.

Jeff Ramaker, Production Manager/Co-Packing
Phone: 507-289-7264
Fax: 507-289-6552

.....
Reichel Foods, Inc.
3706 Enterprise Drive SW
Rochester, MN 55902
www.reichelfoods.com

Kelsey Sikkink

From: Hugh Fendry
Sent: Friday, February 5, 2016 7:56 PM
To: Lucy Pollitt
Cc: Alfonso Cerda; Kelsey Sikkink; Mike Schumacher; Lisa Campbell
Subject: Re: Rosa Marquez

Thank you Lucy and Alfonso

Hugh

Hugh F. Fendry II
CMG
Corporate HR Manager
(507)923-7956

On Feb 5, 2016, at 3:40 PM, Lucy Pollitt <lucy@reichelfoods.com> wrote:

Alfonso & I met with Rosa this afternoon. Here is the documented conversation:

Rosa said that Chris Atak, Jeremy Baker, and Mike Trevino are not allowing her enough space to walk past the bailer to throw garbage into the garbage compactor. Jeff told the warehouse employees to make sure the space is clear at 9:30 and 1:00 so Rosa can throw the garbage away. Today, Rosa said that did not happen. (Jeff stated that Rosa showed up at 9:27 to throw the garbage away and started yelling at the warehouse employees that the space wasn't clear. Jeff stated that the space was clear at 9:31.) Jeff met with Rosa yesterday (with Anjelica present to interpret) and told her to leave the garbage on the floor by the bailer and then come back when the space was clear to throw the garbage away (Rosa's statement). Jeff's statement – he told her to leave the garbage on the floor and either the warehouse employees would throw it away, or she (Rosa) could come back and throw it away when the space was clear.

Rosa stated that she has been doing this job for 6 years and has never had these issues before. Rosa did admit to flirting with Chris awhile back, and then Chris started following her around. He wanted to open her car door for her, and she told him no. She realized the flirting had gone too far so she stopped and kind of shut him down.

Rosa also states that when she gets angry, she can't hold it in. So when she gets mad about the garbage and starts yelling, the warehouse guys seem to smirk and make fun of her (kind of like they like to make her mad).

Solution: Totes will be placed between doors 1 and 2. Rosa will put the garbage in the totes. The warehouse employees will throw the garbage away whenever they have time. Rosa will no longer put garbage into the garbage compactor. Jeff has already sent an email out regarding this (which is attached).

obstructed area
*7:22P
garbage
pallets
over
garbage*

Lucy Pollitt
Accounting/Human Resources Manager
507-289-7264

*8:00 A
pallets
covered
pallet
garbage*

From: Jeff Ramaker
Sent: Friday, February 05, 2016 1:50 PM
To: Alfonso Cerda
Cc: Mike Schumacher; Lucy Pollitt; Lisa Campbell
Subject: Rosa Marquez

Rosa has had issues with the warehouse guys (Jeremy Baker) (Chris Atak) about blocking her way to the garbage compactor. Yesterday I came up with a plan to have the area open at 9:30 and 1:00. I told her if the guys were busy to leave it there and they can throw it in there when they are done. This morning she was there right at 9:30 on the button and mad because they were still bailing cardboard. They were done in 5 minutes. Now she is upset because the guys are throwing the excess wire in the garbage cans instead of opening the door and throwing it in the compactor. Also she complained that the cardboard was in her way again. The guys moved it for her and she was upset about the wire. When I asked Angelica to interpret she said we never take her side and that we do not understand. I asked Angelica to tell her to come down and speak with you. I don't know why she is so upset. She does not seem to be thinking straight to me.

Jeff Ramaker, Production Manager/Co-Packing
Phone: 507-289-7264
Fax: 507-289-6552

.....
Reichel Foods, Inc.
3706 Enterprise Drive SW
Rochester, MN 55902
www.reichelfoods.com

<mime-attachment>

Hugh Fendry

From: Lucy Pollitt <lucy@reichelfoods.com>
Sent: Monday, February 8, 2016 8:09 AM
To: Kelsey Sikkink; Hugh Fendry
Cc: Lisa Campbell
Subject: FW: cardboard vs garbage gate

FYI – let me know your thoughts.

Lucy Pollitt

Accounting/Human Resources Manager
507-289-7264

From: Jeff Ramaker
Sent: Monday, February 08, 2016 7:53 AM
To: Alfonso Cerda; Mike Schumacher
Cc: Lisa Campbell; Lucy Pollitt
Subject: RE: cardboard vs garbage gate

My feeling on this matter is as follows.

We can make the minor change that she does not throw the garbage in the compactor at all. (I have already talked to everyone)

I feel Rosa should get a verbal warning for her actions Thursday and Friday of last week. From what I understand from talking to Alfonso & Lucy was that she understood that the path was to be open at 9:30 and 1:00 and she went over early and started yelling loud enough for multiple people to hear her on the production line and did not allow the new process an opportunity to take its course. In my opinion her actions are not acceptable. On Thursday she started throwing the cardboard on the floor just to get to the door to shut it. Also actions I find unacceptable. All of these situations are on the clips I sent to everyone on Friday.

Thank you,
Jeff Ramaker, Production Manager/Co-Packing
Phone: 507-289-7264
Fax: 507-289-6552

.....
Reichel Foods, Inc.
3706 Enterprise Drive SW
Rochester, MN 55902
www.reichelfoods.com

From: Jeff Ramaker
Sent: Friday, February 05, 2016 5:56 PM
To: Alfonso Cerda; Mike Schumacher
Cc: Lisa Campbell; Lucy Pollitt
Subject: cardboard vs garbage gate

Plastic bag- Throwing away garbage but through a plastic bag on top of the cardboard because it was in front of the door.

Throwing cardboard- Throwing cardboard on the floor so she could shut the door.

9 o'clock- actually 9:30.. upset because they were still there. They were out of the way before 9:31

1:00- Was upset they were still there and they moved it before 1:00