

Lisa - ? agree
Kelsey, Hugh

Documentation regarding Isabel Garcia and Abdikadir Muhumed

Date: 7/22/14

Present: Hugh Fendry, Kelsey Sikkink, Lisa Campbell, Abdikadir Muhumed, Isabel Garcia

Abdi's statement-

Abdi left plant on 7/17/14 and came to CMG due to seeing the Rotary Machine Operator Internal Posting. He saw the wage was starting at \$12.00. Abdi was upset because he had been doing MO duties for the last few months and was still at \$9.79. Abdi didn't understand why he wasn't given the position since he had been doing the MO duties. He didn't tell Isabel that he was coming to CMG and didn't feel he could talk to her. Abdi also stated that he didn't feel he needed to talk to Isabel due to the fact that Omar Sanchez was told by Isabel what to tell Abdi most of the time. (Omar was coaching Abdi on MO duties). Abdi thought he was the Rotary MO since his review in January 2014. He received a perfect score of 5.0. He also finished reading the MO training guide but hadn't been notified to take the quiz or finish the checklist.

Abdi also made the comment that he feels Isabel doesn't like him because he called in a few weeks ago and when he returned to work the next day he was scheduled off and felt he was being punished for call in. Abdi was explained to by Isabel that she will do that often if an employee calls in one day, she will schedule off the next day so if they are still feeling ill, they get another day to recoup and it doesn't count against their unexcused or vacation days.

Abdi was asked if he wanted to continue the training for the MO position and he declined. He said that he doesn't need any more training and can run the machine but would need a back-up MO. He thought it would be better to go back to the line and filling the hopper. He was asked why and he stated because he didn't want to get yelled at anymore. Abdi stated that Omar would yell at him a lot. Abdi was approved to come to work 10 mins late for a week due to his car situation and Omar would yell and make rude remarks to Abdi. Abdi stated he is willing to walk away from the MO position because he doesn't want Isabel and Omar to yell at him. Abdi felt it wasn't worth it anymore and just wanted to fill the hopper. He stated he was not upset and has no hard feelings.

Isabel's statement-

Abdi was offered a back-up MO position during his review in January 2014. He started training for the back-up MO at that time. Sivorn Kim and Abdi were both training but Abdi and Sivorn got into a few arguments and were coached by Isabel that they are team and they need to work together. Isabel told Abdi to learn as much as he can because he is very smart and a good worker. Omar started training Abdi at that time.

Isabel gave Abdi the MO book to read. Abdi finished the MO book while Isabel was on vacation. When Isabel returned neither Abdi nor Isabel communicated to one another that he had finished the book. Abdi did not finish his quiz but continued to train as back up MO. Abdi started to become defensive towards his employees and was not listening when he made a mistake. Isabel felt that Abdi needed to learn more and told him to continue to learn and not to ruin his opportunity. Isabel told Abdi that he needs to learn to listen and take feedback.

Isabel was asked what Abdi needed to do to complete the back-up MO position. Isabel stated there are three things-1. Be here and ready to be on the line at 5:30am, 2. Don't get defensive and learn, 3. Don't play around. He also needed to 1. Read book, 2. Do checklist, 3. Do quiz.

The meeting was finished with Abdi and Abdi went back to work. Hugh addressed the situation with Omar and advised Isabel that Omar needs to be addressed. Isabel stated that she would send Omar to CMG to have Hugh speak with him. Then Isabel started to speak of Abdi's issues again. Hugh brought up the fact that he could understand Abdi's frustrations about being told he was going to start training for back up MO in January and 6 months later there is a posting put up with a lot higher wage. Abdi should have been spoken to about the position before the posting went up. Then Hugh brought up what the topic of the typical training time an employee would go through and made the comment that has a company we should review this. Isabel stood up and started crying and made the comment that "if wanted to replace her as a supervisor.....may I be excused?" Hugh asked her to please stay and talk. He knows nothing about replacing her as a supervisor but asked her a couple of times to please come back and sit and talk. She just stated that she wanted to be excused and Hugh explained that she was doing the same thing that she wanted to reprimand Abdi for doing on Thursday 7/17/14. Isabel stated again that she wanted to go and Lisa told her that was fine.

Isabel and left and Lisa asked what was going on. Both Hugh and Kelsey didn't know what had happened. Hugh had brought up the subject about coming up with a plan of action on the length of time of training and Isabel just jumped up in tears and wanted to leave. Lisa stated she was going to speak to Alfonso and Kristi about the situation.