



Disciplinary Report Form

Employee name: Angelica Xiong	Hire Date:	Job title: Production
Department: Bench	Shift: 1st	Supervisor:

Offense track: Performance issue Work rule violation **Work rule violated, if any:**

Type of offense: Absenteeism Tardiness Leaving work area without permission Misuse of property/equipment Damaging/Losing property/equipment Using property/equipment for personal use Leaking confidential information Theft or fraud Lying or cheating Falsifying company documents Unsafe behavior Eating in undesignated areas Smoking in undesignated areas Posting items without permission Fighting or creating conflict Spreading gossip Using vulgar language Rudeness Abusiveness Horseplay Indecent behavior Bringing weapon onsite Bringing illegal drugs/alcohol onsite Failing to follow instructions Poor work quality Poor work quantity Refusing to work Sleeping on the job Poor hygiene Poor housekeeping Disregarding dress code Other

Eating in undesignated areas Tardiness
 Failing to follow instructions Rudeness
 Disregarding dress code Fighting or creating conflict

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.)
 Angelica has brought food into the locker rooms. she has worn head phones in production area. was told not to by supervisor and was caught again the next day. Angelica has been tardy on 11 separate occasions. Tardiness must improve immediately.

Completed by: Taylor Bousness **Date:** 1/28/15

(Shaded area to be completed by Human Resources only.)

Progressive step: <input type="checkbox"/> Oral warning* <input type="checkbox"/> Suspension (unpaid) <input type="checkbox"/> Release <input type="checkbox"/> Written reprimand <input type="checkbox"/> Discharge <input type="checkbox"/> Suspension (paid) *File apart from personnel files and copies thereof Find written warning	Previous warnings: Type: Offense: Date: Type: Offense: Date: Type: Offense: Date: Written warning - 1/20/15
--	---

Consequence if incident occurs again:
 Assignment will be ended

Human Resources Signature(s): [Signature] **Date:** 1/28/15

Employee statement: I agree with the incident description above. I disagree with the incident description above. **Date report presented to employee:**

Employee comments: (Attach sheets if necessary.)

* Angelica refused to sign this document.

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:** 1/29/15

Taylor Bousness 1/29/15