



Disciplinary Report Form

Employee name: Daniela Carrasquilla	Hire Date: 7/11/2017	Job title: Packaging
Department: Production	Shift: 1st	Supervisor: Miguel Q.

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

Type of offense: Absenteeism Tardiness Misuse of 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 Spreading gossip Using vulgar language 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 Disruption in the work place Threatening or creating conflict w/ coworkers

Tardiness

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.)

Daniela has been tardy every day and has been spoken to several times about this. Time management needs to improved immediately.

Completed by: Kate Ritter **Date:** 7-31-17

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

Progressive step: Oral warning* Suspension (unpaid) Written reprimand Release Suspension (paid) *File apart from personnel files and copies thereof

Previous warnings: Type: Offense: Date: Type: Offense: Date: Type: Offense: Date:

Written #1.

Verbal

Consequence if incident occurs again: Final

Human Resources Signature(s): Kate Ritter **Date:** 7-31-17

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.)

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: Daniela Carrasquilla
Witness signature (if any): Maria Chalez Zacañas
Signature of person presenting report: [Signature]

Date: 7/31/17
Date:
Date: 7-31-17