



Reichel Foods, Inc.

Employee Warning Notice

SQ0014FO

R: 2

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Employee Information

Date: 1/16/2015
Employee Name: Daniel Brooks
Job Title: Sanitation
Manager/Supervisor: Anthony Dablik

Type of Warning

Verbal Warning
Written Warning
Final Warning

Type of Offense

Tardiness/Leaving Early
Absenteeism
Violation of Company Policies
Substandard Work
Violation of Safety Rules
Rudeness to Customers/Coworkers
Other

Details

Description of Incident (Describe incident and list the date, time, and any witnesses present)

Daniel Brooks was instructed to go to the warehouse to help clean. I instructed him on how he needs to stay busy and help out his co-workers. Daniel insisted on arguing about helping out and kept asking when he could go home. I told Daniel that when his job tasks were finished I would send him. Daniel then took extra time changing his PPE and also was talking with other employees stating that he thought this to be unfair. Daniel has only been working a 7hr shift so far and has had a break in the middle. He has been talked to many times about staying on task and minimizing his PPE change times.

Plan for Improvement:
Daniel will listen and follow direction given from his supervisors and will minimize his PPE change times. Daniel will also try to improve his attitude while working and show a positive attitude for his co-workers/supervisors.

Consequences of Further Infractions:

Daniel will receive a final warning and may face suspension as well.

1-19-15
DMS

Acknowledgement of Receipt of Warning

By signing this form, you confirm that you understand the information in this warning. You also confirm that you and your manager/supervisor have discussed the warning and a plan for improvement. Signing this form does not necessarily indicate that you agree with this warning.

Employee Signature

[Signature]

Date

1-16-15

Manager/Supervisor

[Signature]

Date

1-16-15

Witness Signature (if employee understands warning but refuses to sign)

Date

Anthony Dahlke

From: Anthony Dahlke
Sent: Saturday, January 17, 2015 4:37 AM
To: Jamie Sorensen; Darryl Conley
Cc: Anthony Dahlke
Subject: Daniel Brooks

Tonight I wrote Daniel up for rudeness to co-workers and supervisors and also for substandard work. I had instructed Daniel to go help out in the warehouse while the MV1 room was being foamed with CLO2. Daniel came back in to the break room and said that he had been told that everything was done in the warehouse. I then went and asked both Scott and Willie if the list I had given them was complete and of course it was not done yet. I then went back to the break room and instructed Daniel to go back out to the warehouse to help with the tasks that needed to be completed before I was going to send anyone home. This was at around 2:00 am or so. When the MV1 room was done foaming and needed to be rinsed I told him to go back to the room and finish rinsing. Daniel kept asking me what time I would be sending him home since he came in at 7pm to work. I told him that there is no set time but as soon as I did not need him in the rooms to help out, that I would send him home along with the rest of the crew that came in at 7pm. Daniel continued to argue with me about how much work he had done in the MV1 room and how everyone else was not doing their share of the work. I told him that I would talk to the other employees about this but still continued to instruct him to change his PPE and go to the MV1 room. I then went to the office where both Brian and Kanneka were and asked them about everyone working in the room. Both Brian and Kanneka stated that Daniel was working very slowly and that what he said was not true, instead it was the other way around. Both Brian and Kanneka had told me that he had a very poor attitude tonight and that several times he had argued with other employees about doing some of the work. Afterwards, I went back to the break room to find Daniel still changing out his PPE and he was also now talking to Bernard and a few other employees saying "Tony is abusing his power and acting like a dictator." He also said things like he was just going to go clock out and go home and that he did not want to go back to the MV1 room to work. Once the MV1 room was about to be fogging Daniel again left the room and came straight to the office and this time had all of his gear off saying that he had worked his 8 hours and was going to go home. I asked him to stay and close the door so we could talk and Daniel gave me attitude again saying directly to me that I was abusing my power. I then told Daniel that because of his attitude and the way he was talking to the other employees that I was going to have to write him up since this would not be tolerated. Daniel told me to "go ahead" and that he didn't care and then when I was done with the write up he told me that he was going to go to CMG to fight the write up and refused to sign it. I had Brian in the room as a witness and had Brian sign the write up as such. This email is to document the actions of Daniel and to show the disrespect he showed towards me and his fellow co-workers.

Thanks,

Anthony Dahlke

Sanitation Supervisor

Reichel Foods

anthony@reichelfoods.com