



**EMPLOYEE WARNING NOTICE FORM**

Employee Name: Duer Buop

Date: 12/1/17

Manager Name: Kelsey Sikkink

First Warning                       Second Warning                       Other-Written

**1. Your behavior/actions have been found unsatisfactory for the following reasons:**

- Tardiness
- Damaged Equipment
- Absenteeism
- Policy Violation (Workplace and Forklift Safety)
- Falsifying Company Documents  
*12/1/17*
- Insubordination
- Failure to Follow Procedure (Injury management procedure)
- Failure to Meet Performance Standards
- Other- Threatening and rudeness to co-workers, creating conflict in the workplace.

**1. Details of Unsatisfactory Behavior/Actions:** Duer stated in a Facebook message on the CMG Facebook page that he was hurt at work in August and in November by another employee. His statement was that the driver of the forklift(Christofar Atak) hit his leg and back with a forklift on purpose. After reviewing Christofar’s statement and witness’s statements it was seen that Duer put his leg out in front of the forklift to be hit and threatened to take Christofar out to the parking lot to fight. This event occurred in August. Then in November Christofar was moving a pallet with the forklift and sounded horn to make his co-workers aware he was coming through. After Christofar viewed his surroundings and seen it was clear he proceeded to his destination. At that moment it was seen that Duer jumped out in front of the forklift. Christofar did come to a complete stop and was not aware if Duer was hit or not. Both events were reported to their supervisor but Duer declined to complete the Injury Management Procedure and stated he would not fill out the Scoop or write a statement about the situation. Duer was seen and heard threatening Christofar and practicing unsafe behavior in the workplace. He also made a false accusation and did not report that he was injured or would follow procedure to report the incident. He also stated to his supervisor that he wanted to transfer to 1<sup>st</sup> shift because he didn’t want to work with Christofar to his supervisor. When he came to the CMG office and wrote another message on Facebook he stated it was because of his transportation and he didn’t want to drive at night when it snows.

11/03/07

PM PM  
between 3:50 - and 4:05

① the first incident I'm driving the forklift from warehouse to production area and he shrink wrap the pallets. # L-2. I hung couple time but he dont listen and I stopped completely. he hit the forklift by his feet.

② the second incident I'm driving the forklift was double stack pallet of cracker to production area and saw me driving the forklift and he jumped between the forklift and salami pallet and forklift

CHRIS ARAK

①

My name is Muna Shobie  
INCIDENT date November 2017  
I, Muna, was working my shift  
when noticed both employees arguing  
from a little far place/view and  
I came to intervene. I asked why they  
were arguing and Chris told me  
that he used horned forklift  
and Duer Buop to move out of the  
way and he ignored me. Now he's  
complaining I pushed him with the  
forklift. I spoke with the  
Duer Buop say Chris pushed me  
forklift but to me Muna what  
I see was Chris was has two  
pallet of cracker and used horn and  
Duer Buop isn't moving that time  
Duer Buop he started threatening  
~~to the other employee that he~~  
knows him what he need for me  
and is ok. Muna I will fight with  
him outside to the work if he  
say that I asked him Duer Buop  
to come with me to office  
to speak with Cham. He  
refused at first. Then I  
Reported the incident to Cham

②

to solve the situation.  
~~I know~~ I know some of the  
other employees were aware  
of the incident, but no one  
else was with me when I was  
talking to the Duer Buop  
if you have any questions  
please don't hesitate to  
contact me sincerely yours  
Mung Shoble

## Line Two ③

Duer Buop when he is working line two he was giving me hard time one day I ~~talk~~<sup>tell</sup> Cham and that day he was saying Chris hit me my leg in forklift and I was not say anything to you Sup. Cham and Muna I asked again why you not say and he say I don't have health care I tel him if you don't have health care you need to tell us if something happen to you we right incident report and you can see a doctor for the company. and that time Cham was there and I don't know the ~~the~~ what time Chris hit the forklift

Chan Chagor  
~~When the incident happend, I was the one who  
witnessed it but it looks like it was  
an accident and because chris look around  
first and noticed that there was nobody around  
but Duer happend to be there but he didnt  
get hit happend~~

When the incident happend i was the one who  
witnessed it but it look line .it was an accudent  
because chris look around first and noticed that  
there was nobody around but Duer happend to  
be there behind Chris but he didnt get hit

Chan Chagor

11-29-17

11/29/17

Here is my statement

On 11/03/17 , Duer has complaint to me about Christ has been tried to hurt him , First at line 2 he said Christ hit him on his left leg( the first one he never report to me about the accident ) he went to me when the 2<sup>nd</sup> incident happen. So the 2<sup>nd</sup> incident he stated that Christ tried to hit him with cracker pallet while he was crossing out the label on meat box.

I called Christ to talk about that incident, Christ stated that he always honks every time when he moves a round, but Duer He didn't hear and always went by the forklift to do his job.

I had both to write their statement about the incidents but Duer refused to write the statement and went back to work, and Christ said he will but never return the statement to me.

That was my fault also that did not fill out the incidents right away .

Later on at Night Duer came to me and asked me to transfer him to morning shift right away because he felt not safe if he continuer to works on 2<sup>nd</sup> shift. I told him to go to CMG office and fill out the transfer request. Since that day (11/03/17) until now, I never hear anything from both of them.

Cham

second incident CHIN saw the  
Incident.

# CHRIS-AIAK  
11/28/017

11/28/17

Name - Duer Brap

Re: Accidents

①

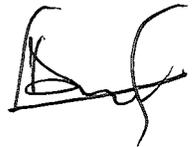
The first accident happened on August at the second week of my starting work in the Recliner food storage plan

- Christopher Atak run on my back wheel with fork lift and one of my left wheel got hurt.

② Second Accident.

It was on November 3<sup>rd</sup> the same person got me was marking the labels of boxes meats, and came behind me with loading jaw cracker and hurt me on my back, even now I am still hurt. Christopher Atak was planning to killed me.

Duer Brap



**2. The following immediate corrective action must be taken by the employee.**

**Failure to do so will result in further disciplinary action up to and including termination.**

If further infractions occur a final warning or assignment could result depending on the event.

Employee Signature:  Date: 11/1/17

Note: Your signature on this form means that we have discussed the situation(s).

Manager's Signature:  Date: 12/1/17