

EMPLOYEE WARNING NOTICE FORM



Employee Name: Jose Coronado Sr

Date: 8/10/21

Supervisor Name: Sam Chea

Hire Date: 6/10/19

- | | | |
|--|--|---|
| <input type="checkbox"/> Verbal Warning | <input type="checkbox"/> Written Warning | <input checked="" type="checkbox"/> Final Warning |
| <input type="checkbox"/> Coaching/Counseling Session | <input type="checkbox"/> Assignment End | <input type="checkbox"/> Termination |

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

- | | |
|---|---|
| <input type="checkbox"/> Tardiness | <input checked="" type="checkbox"/> Insubordination |
| <input type="checkbox"/> Damaged Equipment | <input type="checkbox"/> Failure to Follow Procedure |
| <input type="checkbox"/> Absenteeism | <input type="checkbox"/> Failure to Meet Performance Standards |
| <input type="checkbox"/> Policy Violation | <input type="checkbox"/> Poor Work Quality |
| <input type="checkbox"/> Falsifying Company Documents | <input checked="" type="checkbox"/> Other Creating conflict with supervisor |

2. Details of Unsatisfactory Behavior/Actions:

On 8/11/21, Jose's wife was speaking to the supervisor, Isabel G. Jose was not happy with how the situation his wife brought up was being handled and made a threat towards Isabel G stating, "I won't hit a girl but bring your husband in". Isabel told Jose to return to his job duties but he refused and continued to argue with Isabel. This is inappropriate behavior and the situation did not involve Jose. If a situation occurs again, Jose's assignment will end.

Documentation from supervisor-She said she was asking Maribel to help with orics 6 and Maribel kept asking her where Esperanza was and why she had to do it and no one else.

Isabel said she kept arguing with her so she just started to walk away. As she was walking away Jose says "I told you not to talk to her." Isabel said she stopped and went back to the line to asked Jose about what he had said – like what did he mean by "I told you not to talk to her?"

Isabel said Jose then said, "where is your husband?" When Isabel asked him why he was asking her where her husband was he said, "because I don't hit women." Isabel said she told him to just keep doing what he was doing and she started to walk back to the office. Maribel followed Isabel and said (in front of Mike) if Jose is in trouble so is Isabel she said "fuck you and shut up." Isabel said she never said fuck you or shut up.

3. Prior Warnings:

n/a

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

Assignment end

Employee Signature: _____ Date: _____

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

Manager's Signature: _____ Date: _____

Kelsey Sikkink

From: Lisa Campbell <Lisa@reichelfoods.com>
Sent: Tuesday, August 10, 2021 2:42 PM
To: Kelsey Sikkink
Cc: Mike Schumacher
Subject: Isabel's statement

Isabel was in my office

She said she was asking Maribel to help with orics 6 and Maribel kept asking her where Esperanza was and why she had to do it and no one else.

Isabel said she kept arguing with her so she just started to walk away. As she was walking away Jose says "I told you not to talk to her." Isabel said she stopped and went back to the line to asked Jose about what he had said – like what did he mean by "I told you not to talk to her?"

Isabel said Jose then said, "where is your husband?" When Isabel asked him why he was asking her where her husband was he said, "because I don't hit women." Isabel said she told him to just keep doing what he was doing and she started to walk back to the office. Maribel followed Isabel and said (in front of Mike) if Jose is in trouble so is Isabel she said "fuck you and shut up." Isabel said she never said fuck you or shut up.

Witnesses:

Biruh saw the altercation but did not hear any of the conversation.

Cecillia walked in at the end and could hear it was loud but didn't hear what was all said.

Delphine (MST) does not understand English very well she is French – she was the one standing next to Isabel in the video.

Isabel said she has had previous issues with Jose as well. She said on Sunday he was telling her she wasn't in change Sam is so Jose was refusing to listen to her directions. Isabel also said she has talked to him about longer breaks and then he mocks her but speaking loudly in the breakroom about how he needs to watch his break time because the supervisors don't do anything.

I'm not sure why we haven't received previous e-mails regarding these recent issues I will ask her for documentation.

Let me know what you would like to do.

Thank you!

Lisa Campbell

Human Resources Manager

Reichel Foods, Inc. | 3706 Enterprise Drive SW | Rochester MN, 55902 | Phone: 507.289.7264 | Fax: 507.289.6552 | www.reichelfoods.com

Kelsey Sikkink

From: Lisa Campbell <Lisa@reichelfoods.com>
Sent: Tuesday, August 10, 2021 7:36 PM
To: Isabel Garcia
Cc: Kelsey Sikkink; Mike Schumacher
Subject: Re: Jose Coronado

Follow Up Flag: Flag for follow up
Flag Status: Flagged

Thank you for the documentation.

Lisa Campbell
Human Resources Manager
Reichel Foods, Inc.

On Aug 10, 2021, at 7:32 PM, Isabel Garcia <IsabelG@reichelfoods.com> wrote:

On Sunday 08/08/2021 Jose was scheduled to be at the MV 1 hooper. But since the MV1 didn't run after all we only had the MV2 so I had to move people around. When Jose Coronado got to work I greeted him good morning, and said we only run one line the MV2 so can you do the window? He turned around and stared at me without saying anything and I asked him are you OK he said why am I gonna be in the slicing room and I said no the window transfer, I replied back by saying oh sorry I was not specific sorry for misleading you. He responded with, I am not going back to the slicing room I have talked to Sam. I answered that's fine I'm not asking you to go to the slicing room. He answered, even if you send me, you're not in charge. I replied by saying that's fine then I turned and continued with my duties.

Yesterday 08/09/2021

I asked him to monitor his breaks because he has been taking long breaks.

Jamie is witness to his long breaks.

Later after his break he comes into the office and told me OK I am done with my break I am going back so you can check and see how long I took..

I don't think this was called for

Then on the 2nd break he was out in the lunchroom and speaking really loud to Leo, saying he needed to go back because supervisors were watching him. Heard him from the office so I asked him if there was an issue? we could talk in the office... his response was I am not talking to you and I have the right to say what I want and walked away..

Tuesday 08/10/21

'Mike asked how much product the orics 6 had done so far?

Then when I saw on the camera the line was running and the pack off area was making WIP trays. So I went in and checked where the pack off area people were Maribel and Esperansa were not there.

I asked Maribel if everything was ready and she said no.

I don't want to work in the Orics 6 I don't want the lead position and she asking for Esperansa. I told her Esperansa it's on her way we need to get the line going. I was helping but she kept yelling I don't want to work in orics Than I just decided to go get Sam or Jamie and when I was walking by the Metal detector Jose started yelling at Maribel. "I told you don't listen to her go back to MV 1. I then turned around and asked him, what are you saying? He said I am not talking to you I'm talking to her and pointed at Maribel.

I responded,as her supervisor, I am asking her to do something so you can go back to where you are working and let her work. After I turned around, he threatened, bring me your husband. I turned and asked, what? He repeated again, bring me your husband. I asked why do you want my husband he said because I don't punch girls . I asked why are you bringing my husband into this, what is your issue? Again he said, bring him over I don't punch girls. Of which sounded like a threat. That tells me that he wanted to punch me.

Kelsey Sikkink

From: Lisa Campbell <Lisa@reichelfoods.com>
Sent: Tuesday, August 10, 2021 5:31 PM
To: Mike Schumacher
Cc: Kelsey Sikkink
Subject: Re: Isabel's statement

Sounds good just let me know tomorrow.

Lisa Campbell
Human Resources Manager
Reichel Foods, Inc.

On Aug 10, 2021, at 4:20 PM, Mike Schumacher <mikes@reichelfoods.com> wrote:

I can follow up but regardless I want you there 😊

Mike Schumacher
Operations Manager
Reichel Foods, Inc.
Ph. 507-289-7264 Ext. 253
Fax 507-289-6552
mikes@reichelfoods.com

From: Lisa Campbell <Lisa@reichelfoods.com>
Sent: Tuesday, August 10, 2021 3:57 PM
To: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>
Cc: Mike Schumacher <mikes@reichelfoods.com>
Subject: RE: Isabel's statement

Mike - would you follow up with Isabel tomorrow regarding making sure she is also being respectful and equal to all employees. We don't want employees to feel like they are being pointed out or treated differently we are all on the same team.

If you would like me to sit in with you or I can speak with her – just let me know!

Thank you!

Lisa Campbell
Human Resources Manager

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From: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>
Sent: Tuesday, August 10, 2021 3:46 PM
To: Lisa Campbell <Lisa@reichelfoods.com>

Cc: Mike Schumacher <mikes@reichelfoods.com>

Subject: RE: Isabel's statement

Hi,

I spoke to Jose and Maribel. They both feel they did nothing wrong and Jose denies some of the comments that came up.

Maribel-

Would like to resign from being a lead due to feeling she takes on a lot of responsibilities on her own with no help. She has requested in the past to Isabel but Isabel threatens her with her reviews and if she resigns she won't see an increase on her review.

On Maribel's last review she only received a \$.50 increase and knows from others talking that they received a \$2.00 increase. Maribel questioned Isabel on the amount of increase and was told my Isabel that she should take it or leave it.

There was a time that Maribel was returning from break and Isabel said in Spanish to her-"Oh your going back to work Miss Boss?".

Maribel was told my Isabel that Espranza won't work with her because Espranza doesn't like Maribel. Maribel questioned Ezpranza about this and Ezpranza said she never said anything like that.

It has been noticed that many new employees are getting weekends off and the staff were told only 3 employees would be scheduled off for the weekends. Maribel and Jose took a pic of the Sunday schedule and there was numerous employees off. Maribel at one point tried to submit a TOR for a day off to Isabel and Isabel told her not to even turn it in. It wouldn't be approved anyways.

Maribel is moved by Isabel to different areas and doing jobs on her own. Other employees get frustrated with Maribel if she isn't working at their speed so Maribel feels Isabel is using her.

Jose told Isabel that other employees leaving their lunchboxes on the break tables to save a spot is unfair. Maria O came up to Maribel and asked if they should get Jose a skirt. Maribel asked her why is she saying that and Maria said she was told that Jose is the one that told on them. Jose only told Isabel so Maribel feels Isabel told Maria.

Maribel was in tears and feels for the last two years as being a lead she has taken numerous negative comments or remarks by Isabel. She has tried to step down from lead but is threatened by not receiving an increase. Maribel knows her reactions are not always professional or respectful but she feels it is a reaction from her unprofessional supervisor. Maribel tries to come to work and do her job but has felt that she is getting bullied or pushed out by Isabel. She doesn't understand why but this is how she said she feels.

Jose-

Jose made the comment to Maribel not to talk to Isabel because of all the issues she had and wanted her to talk to Jamie. That is what he meant by it.

Jose did ask where is your husband but did not say "because I don't hit women" but said "because I don't argue with women". Isabel started swearing at Jose in spanish and calling him a little girl. She then said he talks to much.

Jose said that Maribel was asking Isabel for help and Jose did not say anything to Isabel. It didn't matter because Isabel started yelling at him and swearing at him in Spanish.

Jose was told my Rahmo that Isabel asked her that if she is bothered by Jose that she should make a complaint against him. Rahmo came up and told Jose what Isabel had said to her and that Rahmo does not have any issues with Jose.

Jose was talking in the break room to Leo. Isabel came out of the office and Jose if he had anything to say to her. Jose said no I am talking to Leo. Isabel told Jose that he could come to the office if he had anything to say to her and he again told her that he wasn't talking to her at all but having a conversation with Leo.

Jose has brought up his concerns about how Isabel is constantly watching him on the floor and during break. He has walked out of the bathroom and Isabel was standing there telling Jose he was 5 mins late. Jose felt like she was watching him to get him in trouble.

Jose knows he is on a fine line with issues in the past so he is following all the rules as well as watching his break times. He also does not like Isabel jumping in on his conversations or trying to start altercations between her and him or him and other employees. He understands that she is his supervisor and has kept his mouth shut plenty of times when he hears her saying inappropriate things in Spanish to other employees. He has no problem listening to her direction but he feels she is belittling him and does not think it right for her to call him names or tell other employees confidential things.

Maribel and Jose disagreed with the last chance warning and made the comment that Jose will sign it if Isabel gets one. I explained that we are investigating the situation and will make changes to help everyone work respectfully.

They will return tomorrow and I told them I would fill you in on what their statements are. Jose and Maribel wanted me to make sure to tell you that he did not threaten or say he doesn't hit women. They both stated that Isabel started the altercation and finally yelled at Maribel to get to Mike's office and complain to him. They both admit they were heated but did not threaten or make any rude comments to her. Jose understands that it was very inappropriate to bring Isabel's husband up at work.

I took their statements and let them know that I would be reporting to you and we would figure out where to go from here. I also let them know that Isabel will not be the supervisor in their room but Jose is concerned because he rotates all over the place. I told him that she is still his supervisor and if they do communicate, he will be expected to communicate with respect. If he feels uncomfortable then he should speak to Sam or Jamie. I let Maribel know this as well.

Do you have any questions? How would you like me to proceed?

Thank you,

Kelsey Sikkink
Account Manager
507.923.0366 Direct

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www.corpmgmtgroup.com
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