



Reichel Foods, Inc. Employee Warning Notice

Employee Information

Date: 9/20/2021
Employee Name: James Diar
Job Title: Sanitation
Manager/Supervisor: Anthony Dahlke

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)

During a confrontation with Tadros Deng on 9/20/2021 around 11:10am, James and Tadros had been arguing with each other and both used profanity towards each other. Both employees were shouting at each other and had to be separated. Attached is a copy of the email sent as documentation of the event that took place.

Plan for Improvement:

Profanity is not allowed to be used here at Reichel Foods. James will refrain from the use of profanity and will show respect towards all his co-workers at all times. Any issues that may occur between James and another employee will be reported right away to the Supervisor to resolve the issues.

Consequences of Further Infractions:

If further infraction occur, progressive disciplinary action will be taken which may include up to termination of position.

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.

James Diar 9/20/21
Employee Signature Date
Anthony Dahlke 9/20/21
Manager/Supervisor Date
Moses Codi 9/20/21
Witness Signature (if employee understands warning but refuses to sign) Date

Anthony Dahlke

From: Anthony Dahlke
Sent: Tuesday, September 21, 2021 12:36 AM
To: Kelsey Sikkink; Lisa Campbell; Jamie Sorensen
Cc: Moses Godi
Subject: Tadoros Deng and James Dlar

Tonight at 11:10pm, James was sent to help Tadoros on the MV1 conveyor #1 with removing the side guards. James approached Tadoros and made a joke about cleaning that Tadoros did not like. Tadoros then told James that he did not want his help on the MV1 line since that was his assigned area to work. James told Tadoros that he was sent there to speed up the process. This was confirmed by Moses the lead of the room that he had asked James to go help Tadoros. Tadoros then continued to work but came back towards James to continue the conversation about James helping him on the line. Both employees do not remember all the words that was said between the two of them, but Loc Lam who was a witness to the conversation right on the other side of the conveyor, remembers hearing both employees using profanity towards each other. Towards the end of the two of them arguing, they were shouting towards each other and both Loc and Moses tried to separate them. Moses was eventually successful in getting James to leave the room with him and come speak with me about the situation. During my investigation into the situation with Moses present, James admitted to the use of profanity and said that Tadoros also used profanity towards him. I informed James that any situation between employees need to be reported right away and most importantly that the use of profanity is not allowed here at Reichel Foods. James will be receiving a Verbal Warning for the use of profanity towards another employee.

I spoke with Tadoros about the situation separately from James with Moses present, Tadoros was still very upset over the situation. Tadoros gave a different version to the events than what Moses, Loc and James gave. Tadoros denied using any profanity at all and said that James approached him and kept bothering him while he was trying to work. He said that he told James to leave him alone and that he tried to continue to do his work but James kept speaking to him and coming closer to him. I looked at the camera and attached the video of the situation. From the view point of the camera, Tadoros approaches James several times and looks directly at James to speak and makes several gestures. James also make several gestures and steps closer to Tadoros in conversation. From listening to all the witnesses and all sides of the story, it is believed that both parties used profanity and that Tadoros will also receive a Verbal Warning for the use of profanity towards another employee. This has now also been the second time that Tadoros has been involved in a confrontation with a co-worker and profanity was used. The earlier confrontation took place in the MV2 room with Tiberius Momanyi in August. Both employees were spoken to and informed that any repeat incident would result in disciplinary action regardless of it being with any other employee. When I spoke to Tadoros again after he took a few minutes break to calm down, he was still upset and because of his behavior the best decision was to send him home for the rest of the night. Tadoros said he was even more upset about being sent home and said that it wasn't fair that he was being sent home. It was explained to him that he was given time to calm down and that if he could not do so and would be a risk to have more confrontation with other employees that this was the reason he was being sent home. He asked to speak with HR about the situation.

I have attached the video of the confrontation between the two employees. I will be issuing James his Verbal Warning before the end of the shift. Kelsey would you want to give Tadoros his Verbal Warning or I can give it to him when he returns to work tomorrow night?