

On 8/5 Am. Soon After arrival of Latina in room but
Not sure of the time, when, Omar asked me a
question of how Latina was Sanitizing
Seeing that she is alone as GMP monitor, I
called her over to us to see of what she has
been doing. I was immediately concerned when
she said she had sanitized both lines, I asked if
MV1 (cor.) was 1st and Rotary (Nuts + Cara) was 2nd. I then did
not see a concern as long as she picks a line from
then on as I explained cross-contamination issues +
she said she knew about that. I later had time
to converse w/ Kendra about the situation but not
finding her in the her. office I went back in my rm.
I ran into Rhoda in the hall + ran it past her. She
said she needed to write down times, etc. So I
figured that is why she got involved later. Then
In the hall Latina verbally ^{harassed} abused me about all
the people involved then after " + raising her voice she
walked away (Something about Debbie this, ??? Rant/Rave).
I feel she (Latina) Blew it way out of proportion.
she was in training, not fully understanding the
position and never working alone at it, I felt also
I needed to carry through with it, being my room
+ all.

Christina

7/5 am After Latina Sanitized both lines
as GMP Monitor, The conversation we three.
(OMAR, Latina, & Myself) had was normal/fine,
We both explained to her and she took in the
info. fine.

It was about 1-1/2 hrs later she
confronted me in the hall with Roda and started
off by saying step by step what went on, and
when it got to her saying Debbie came to her
about the situation, I could tell it was like a
lecture, saying thank you to Roda for informing
her but she didn't need it I just told her
why I got Roda involved but she didn't
want to listen and walked away. Christine

Kelsey Sikkink

From: Kendra Adams <Kendra@reichelfoods.com>
Sent: Tuesday, July 09, 2013 8:32 AM
To: Kelsey Sikkink; Hugh Fendry
Cc: Kristi Gorden; Lisa Campbell; Karin Grzanek
Subject: RE: Christine Richardt & Latina Collins

Thanks Kelsey. I will send them over. Please see my response below to your question.

Thanks,
Kendra

From: Kelsey Sikkink [<mailto:Kelsey@corpmgmtgroup.com>]
Sent: Tuesday, July 09, 2013 8:27 AM
To: Kendra Adams; Hugh Fendry
Cc: Kristi Gorden; Lisa Campbell; Karin Grzanek
Subject: RE: Christine Richardt & Latina Collins

Hi Kendra,

Will you please send both of them over to the CMG office after their shift today and I will sit down with them as well.

Is Latina still in training and who is in charge of training her? Did Christine do the right thing by asking Latina how she sanitized the lines(1st and 2nd to omit cross contamination)? [Kendra] Latina has completed training. Someone brought it to Christine's attention that there was some concern with how she was sanitizing (which I encourage people to speak up and challenge when there is a question). So yes, Christine did the right thing by following up.

Per the documentation it sounds to me that Christine was doing her job and Latina took offense to it which she shouldn't. Also by Latina confronting her in the hallway with other employees should have been done in your office in confidentiality.

Please send both of them to the CMG office after their shift and I will update you after our meeting.

Thank you,

Kelsey Sikkink

CMG Office Manager

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"your workforce management & staffing experts"

Kelsey Sikkink

From: Kendra Adams <Kendra@reichelfoods.com>
Sent: Monday, July 08, 2013 4:17 PM
To: Hugh Fendry; Kelsey Sikkink
Cc: Kristi Gorden; Lisa Campbell; Karin Grzanek
Subject: Christine Richardt & Latina Collins
Attachments: DOC130708.pdf; DOC130708.pdf

Hugh/Kelsey,

Just wanted to give you a heads up about these two; they seem to have gotten into a little predicament on Friday that I just learned about today. I have attached what Christine could comment about the situation (not very detailed). Latina also stopped in to talk to me today as well.

Just a little history:

[Latina] has seemed to have some conflict with others in the past. The impression I get, is she feels like others are "bossing" her around that don't have the authority to do so. She is very respectful and kind when speaking with me. I have had several others in the department comment that is not always the case. Latina has also expressed concerns about interactions with Isabel Martinez.

[Christine] has primarily had conflict with Isabel Martinez. Things have worked themselves out on their own for the most part. When Christine threw in the "harass" word today, I asked her to write up a statement about what happened.

I have instructed both of them to take any further complaints to CMG because other than me telling them that I expect them to work out most issues amongst themselves and that they need to work as a team; I don't know what else to do. I feel that both of them, Christine has gotten a lot better, spend a lot of time in my office summarizing every conflict they have on the floor with someone. I don't want to discourage them from sharing information with me, but I'm afraid that I have done all I can to resolve these issues without crossing the Supervisor/employee professionalism line.

I'm not sure if this is something to pull the 2 into a room together over, but right now it seems like a lot of "she said.. he said...". I'll let you make that decision- just looking for some suggestions!

Thank you!

Kendra Adams

Quality Assurance Supervisor
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