

Caitlin Scholl

From: Caitlin Scholl
Sent: Monday, February 29, 2016 12:25 PM
To: 'Dan'
Subject: RE: 5466 Information Request for UI Claim
Attachments: Notice of position change- Natalie Hitchcock (Duhon).pdf; Notice of termination- Natalie Hitchcock (Duhon).pdf

Hi Dan,

Here are the responses to the questions asked for more information regarding Natalie Hitchcock's unemployment claim.

You stated that the client discharged the claimant because she stated that she was going to leave the company. You then stated that the reason for the discharge was insubordination. How exactly is this insubordination?

In the claimant's employee file, it was marked that Natalie was terminated due to insubordination. Please see the attached email from the client site when they informed our recruiter here at CMG that Natalie was no longer working for them. The client considered the reason for termination as insubordination due to the fact that Natalie was being onboarded for a permanent position with site and did not intend to give any notice despite the fact that she knew she was leaving the company. The client claims that they found this behavior by the claimant to be disrespectful.

What instruction did the claimant refuse to follow by stating she was considering quitting?

The claimant did not refuse to follow instruction. She was participating in onboarding for a permanent position despite knowing that she was never going to work long enough to take that position. The client site expected her to communicate any resignation or intent to resign before allowing the company to onboard her for a position that she did not have interest in.

Why was her statement that she was thinking of quitting discharge worthy?

I would like to state that the claimant was not 'thinking of quitting'. When the client found out that she was quitting 'through rumors around the site', she confirmed the information, stating that she had found another job, had already accepted that job, and knew when her last day was going to be. The client made the decision to discharge the claimant due to the fact that they were onboarding her for a position that she was not planning on staying for.

The claimant stated that she quit this job to accept another job, and she was looking for a new job because her position was changed from working as a customer service representative to working on the production floor. She stated that she was told her work in customer service had been good, and the decision to change her job was a business decision and not related to her performance.

Please see the attached email from the client site. The claimant's position was changed from customer service to Cell Flow Coordinator. We received this information September 4, 2016.

Why was the claimant's job changed?

The client site did not provide us with information regarding the reason why the claimant's job was changed.

Thank you, please let me know if any other information is needed.

Caitlin Scholl
Corporate Management Group, Inc.
Administrative Assistant

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Fax: 303-736-7767
Email: Caitlin@corpmanagementgroup.com



"your workforce management & staffing experts"

From: Dan [mailto:cdledeputy.dp3342@state.co.us]
Sent: Thursday, February 25, 2016 1:29 PM
To: Caitlin Scholl <Caitlin@corpmanagementgroup.com>
Subject: 5466 Information Request for UI Claim

This is a request for more information concerning an unemployment-insurance claim.

Claimant Name: NATALIE M HITCHCOCK
Last four digits of SSN: 5466
Employer name: CORPORATE MANAGEMENT GROUP INC
Employer account number: 624474005

A response needs to be received [VIA RETURN EMAIL] by 2/29/2016 1:30 PM Mountain Time. This information is needed to make a determination, and failure to respond by the specified date and time will result in a determination based on the information already on file which could potentially be unfavorable.

Due to division policies, a full social-security number cannot be provided by e-mail. If one is needed, please respond to this e-mail with a telephone number, and we will provide one as soon as possible.

A UI Integrity federal mandate has been implemented. This mandate requires that all employers and their vendors provide all details and documentation of a protestable issue upon first notice of the claim filed or face penalties for failure to do so.

Answers are required to all of the questions below.

You stated that the client discharged the claimant because she stated that she was going to leave the company. You then stated that the reason for the discharge was insubordination.

How exactly is this insubordination?

What instruction did the claimant refuse to follow by stating she was considering quitting?

Why was her statement that she was thinking of quitting discharge worthy?

The claimant stated that she quit this job to accept another job, and she was looking for a new job because her position was changed from working as a customer service representative to working on the production floor. She stated that she was told her work in customer service had been good, and the decision to change her job was a business decision and not related to her performance.

Why was the claimant's job changed?

Thank you.

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Dan 3342
Colorado Department of Labor and Employment, Division of Unemployment Insurance
Fax: +1 303 318 7984
<http://www.colorado.gov/cdle/ui>
CDLE: "We Keep Colorado Working"

This is an authorized communication from the Colorado Department of Labor and Employment, Division of Unemployment Insurance (UI). Email contact with UI is another valid way to provide additional information regarding job separations when so requested by the Division. We will never ask you to provide social security numbers, dates of birth, or UI PIN numbers by email. Please do not use full social security numbers, dates of birth, or UI PIN numbers when responding to us by email. We hope that you will find this additional method of providing information beneficial as we continue our efforts to better serve all of our customers.

This electronic mail transmission may contain confidential or legally privileged information, intended only for the person or persons named. Any use, distribution, copying, or disclosure by another person is strictly prohibited.

Caitlin Scholl

From: Lis Porreco
Sent: Monday, February 29, 2016 11:53 AM
To: Caitlin Scholl
Subject: FW: Natalie Duhon

From: Michele DeGroen [mailto:michele.degroen@trelleborg.com]
Sent: Wednesday, October 14, 2015 2:49 PM
To: Lis Porreco <Lis@corpimgmtgroup.com>
Subject: RE: Natalie Duhon

Quite honestly I'm very disappointed in Natalie and have conveyed as much to her. Her supervisor pulled us out of onboarding orientation and asked her (based on a rumor he heard) if Friday was to be her last day with Trelleborg. She acknowledged it was. He then asked her if she planned to give any notice or was she going to tell us on Friday to which she replied, I was going to tell you on Friday.

We did our best to find a place for Natalie when she was moved out of Customer Service due to some internal personnel changes, I would have expected her to come to me or her supervisor and tell us she wasn't happy in the new position and let us know she was looking for something else. To sit in onboarding, fill out the paperwork and know the entire time she isn't staying....very disappointing and if I'm being honest, disrespectful of mine and Trelleborg's time.

I don't know how you want to note it in her file but she is moving on to another position, office related, with another agency.

Let me know if you have questions.

Michele

From: Lis Porreco [mailto:Lis@corpimgmtgroup.com]
Sent: Wednesday, October 14, 2015 2:40 PM
To: Michele DeGroen <michele.degroen@trelleborg.com>
Subject: RE: Natalie Duhon

I will let her know. Is there any feedback I can put in our system?

From: Michele DeGroen [mailto:michele.degroen@trelleborg.com]
Sent: Wednesday, October 14, 2015 2:39 PM
To: Lis Porreco <Lis@corpimgmtgroup.com>
Cc: Marie Lehnerer <Marie.Lehnerer@trelleborg.com>
Subject: Natalie Duhon

Lis,

Natalie will not be converting to our payroll and her assignment is being ended effective immediately.

Thank you.

Kind regards,

Michele deGroen
Human Resources Generalist
Trelleborg Sealing Solutions Denver

Trelleborg Sealing Solutions
Tel: +11 (0)303 328 0204
Fax: +11 (0)303 465 5547

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The only way to make sense out of change is to plunge into it, move with it, and join the dance.
Alan Watts

Caitlin Scholl

From: Lis Porreco
Sent: Monday, February 29, 2016 12:15 PM
To: Caitlin Scholl
Subject: FW: Natalie Duhon

From: Michele DeGroen [mailto:michele.degroen@trelleborg.com]
Sent: Friday, September 04, 2015 11:37 AM
To: Paola Tarango <Paola@corpmanagementgroup.com>
Cc: Elisabeth Porreco <Lis@corpmanagementgroup.com>; Irene Rival <irene@corpmanagementgroup.com>; Sean King <Sean@corpmanagementgroup.com>; Marie Lehnerer <Marie.Lehnerer@trelleborg.com>
Subject: Natalie Duhon

Hi Paola,

Just wanted to give you a heads up, we have moved Natalie to a new position. Her new title is Cell Flow Coordinator. There is no salary change at this time.

Thank you.

Michele deGroen
Human Resources Generalist
Trelleborg Sealing Solutions Denver

Trelleborg Sealing Solutions
Tel: +11 (0)303 328 0204
Fax: +11 (0)303 465 5547

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