

Kelsey Sikkink

From: Kelsey Sikkink
Sent: Tuesday, April 30, 2013 3:34 PM
To: 'Isabel Martinez'; 'Rick Nelson'; 'Cameron Johnston'; 'Kyle Peterson'; Kendra Adams
Cc: 'Kristi Gorden'; 'Lisa Brogan'; 'mikes@reichelfoods.com'; 'Isabel Rangel'; Karin Grzanek
Subject: Isha Mohamed/Roda Lako

Hi

Isha came to the CMG office and spoke to me. She stated that she was told to ask RL if she needed help so IM did. RL told IM that she needed her to help her with the MV2 machine. IM started to wash up some caramel. RL told IM that IM was supposed to be cleaning the catch tray. IM said, "No I am not supposed to clean that." IM knew that the MO was going to clean it and IM was instructed by Kendra not clean the catch bath because IM was not trained on it. I asked IM if she told RL this and she said no. I also asked IM if she told RL that the MO was already going to clean the catch bath and again she said no. IM said that RL knew that IM could not clean the catch bath and the MO was going to clean the catch bath. I asked her how RL was supposed to know if IM did not communicate with her?

IM understood and will communicate better with her co-workers.

I have only received IM side of the story as Roda did not come to the CMG office. I have left her a message and waiting to hear back. I will keep you updated.

Thank you,

Kelsey Sikkink

CMG Office Manager

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Kelsey Sikkink

From: Karin Grzanek <Karin@reichelfoods.com>
Sent: Thursday, May 02, 2013 3:18 PM
To: Kelsey Sikkink; Kristi Gorden
Cc: Lisa Campbell; Kendra Adams
Subject: RE: Roda Lako/Isha Mohamed

Hi Kelsey,

I had some discussion with Kendra on this and her comments are below:

I think there is a miscommunication. I also think it stems from a couple different issues: 1. Roda feels obligated to help out and Isha is going by what I said; they are not supposed to clean the depositor nozzles/catch pan. 2. Isha's cultural communication comes off pretty bluntly, which I can see where it could be perceived as rude. Roda has some broken English as well. It sounds like Isha is doing what she is supposed to, but Roda may feel that she isn't because she isn't going over and above what is expected of her-

There haven't been any on-going issues between the two of them this week and they are working in different areas. I don't believe any disciplinary action needs to take place based on the information provided by Isha, Roda and Kendra. We can get them together next week when Kendra is back and make sure this miscommunication hasn't caused any resentment.

Thanks,
Karin

From: Kelsey Sikkink [<mailto:Kelsey@corpmgmtgroup.com>]
Sent: Wednesday, May 01, 2013 3:03 PM
To: Karin Grzanek; Kristi Gorden
Cc: Lisa Campbell; Kendra Adams
Subject: Roda Lako/Isha Mohamed

Hi

I just spoke to Roda Lako regarding the situation between her and Isha. I explained what Isha said regarding washing the catch bath(Isha did not communicate to Roda that Isha was not trained to wash the catch bath and that Isha had already asked a MO Raul. Instead Isha just told Roda, "I am not doing that") and Roda understood but Roda's concern was that Isha has been putting her hands in the air and stating very loudly "I am not doing that. It is not my job". Per Roda this has happened quite a few times. Roda stated that her and Deb have missed some of their breaks because they both stay and help Lorena out cleaning up when the production workers are on their breaks. Roda was not complaining about missing her breaks as she knows cleaning is very important to keep the public safe. Her issue is that when Lorena does ask for help, Isha raises her hands in the air and states it is not her job and heads out to break with the production workers.

Talking to Roda, I believe that she is telling the truth and had Deb involved with the Isha incident on April 30th. Roda explained that the GMP monitors all help out in all areas if needed. Roda stated that her, Deb and Tony all helped each other out with no problems. Roda made the comment that she will not speak to Isha unless she has someone with her. She said Isha's yelling and throwing her hands in the air are very upsetting and disrespectful to Roda in front of everyone.

I do think I should talk to Lorena and Deb regarding Isha's behavior as well. I wasn't for sure if you wanted to wait until Kendra returned to find out what she would like to do.

The other thing is that I asked Roda if she had dates and times of Isha's behavior but she couldn't recall. I asked Roda to come to the CMG office tomorrow after her shift to let me know if there were any issues and if so maybe possible look at the camera.

Let me know your thoughts!

Thank you,

Kelsey Sikkink

CMG Office Manager

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