

Termination letter for Maryam

To whom this all concerns:

This is in regards to Maryam Adam, she has worked in my department for at least 2 months almost 3. When she first started she was put with Blanca Batres. She trained with her for 3 weeks. Towards the end of those 3 weeks they were fighting and coming to me all the time complaining of each other. My department is small so I cannot just split people up, I do not have the staff numbers to allow me to do this. They were both told that if they cannot treat each other as adults and at least tolerate each other at work that it would probably end up in termination of both their jobs because it was affecting their work. They had two days to think about this because it was the weekend and when they returned on the following Monday they had til Wednesday to act on it. They both became upset with me during the 3 days because I needed a part built ASAP and they were the only 2 that were not busy and I had to put them on it together. It ended up to where Blanca was terminated and I wasn't sure at that point on whether I wanted Maryam to stay either. However, I decided to give her the benefit of the doubt and give her a chance to train with someone else. She was put with one of the best workers. She was given one week and I tested her and she was not where she should have been to be able to infuse a part without supervision. It has now been two weeks later and she is still not even close to where she should be. She complains about all her co-workers and has asked several times to be transferred, however I could not transfer out of the department per my boss because of the staffing issues. She had recently went to my boss and asked him and he sent her back my way. She said she wanted to transfer to finishing so I talked with the finishing dept. lead and he said he did not have the time for someone who was unable to get along with others. I also am at that point with her. I do not feel like this is the place of employment for her. It is very important for people to be able to get along with a lot of people and work as a team here, and she has proven that she cannot. This is where I have come to the conclusion to terminate her. I feel that I have given her numerous chances.

Thank-You,

Kathy St. Pierre  
Night Department Lead in PreFab