

DOCUMENTED CORRECTIVE ACTION

Employee Name: First & Last Name Badge #: 00000 Date: May 13, 2022

Position Title: Print Type Setter II Business Unit: Name Hire Date: Feb 4, 2022

NATURE OF CURRENT INCIDENT:

On May 9, you were tardy again. You cannot perform what you are being paid to do when you are not here; and this is happening too often.

STATUS: ☐ VERBAL* ☒ WRITTEN WARNING ☐ FINAL WRITTEN WARNING

* Verbal warnings are considered less formal than written warnings. At the supervisor's discretion verbal warnings may be noted here, but it is not a requirement. Verbal warnings are just that – they do not require an employee signature.

PRIOR CORRECTIVE ACTION RECORD:

Date of Violation	Nature of Rule Violated	Action(s)
May 8, 2022	17 minutes late	Verbal Warning
May 7, 2022	13 minutes late	Counseling
March 19, 2022	33 minutes late	Counseling

CORRECTIVE ACTION(S) TAKEN IN CURRENT INCIDENT:

Following your hire in February this year, I coached you several times about the need to be here on time. Still, you sporadically continued to come into work late, and on March 19 your recurring infractions made it necessary for me to specifically counsel you on your tardiness issues. To be clear the counseling was not disciplinary – but designed to generate a two-way dialog, and voluntary compliance. I had hoped the informal counseling sessions would have resulted in your taking the need to be on time more seriously. However, the very next day after your May 7 counseling meeting, you came in late again. As a result, of your May 8 tardiness, your behavior forced me to give you a Verbal Warning. In that meeting, you expressed understanding that failure to arrive at work on time would result in additional disciplinary action in keeping with policy. Still – the very next day, May 9th, you were late again, and your excuse of heavy traffic is not acceptable as a reason to be late. That has generated the need for this Written Warning.

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