

MONTEFIORE



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DISCIPLINE NOTICE

ASSOCIATE NAME Frank Robert MMC DATE OF HIRE 07/11/2005
(last name) (first name)

DIVISION Weiler DEPARTMENT Food & Nutrition JOB TITLE Mashgiach

OFFENSE (S)

PROVIDE BRIEF DETAILS OF OFFENSE (S) Violation of Policy VII - I, Rules & Regulations

You have demonstrated inappropriate behavior in violation of Policy VII - I, Medical Center rules & regulations. It was reported that on Saturday 11/7/09, you told a visitor our kitchen is not kosher and he should not eat in it.

Your behavior is a violation of the Policy VII - I, Medical Center Rules and Regulations because "inappropriate behavior toward or discourteous treatment of patients, colleagues, visitors & volunteers or any other person" is a violation of policy.

Furthermore, your actions violated policy because you caused "interference with access to medical Center services or causing a loss of services by medical Center".

In addition, Security reported that on 11/16/09 you were inappropriate and verbally abusive to staff in the ER {see attached report}. This type of behavior is also a violation of Policy VII -I.

As an associate with Montefiore Medical Center, you are expected to be courteous, respectful & professional.

As your supervisor, I remain available to assist you in your efforts to comply with Montefiore Policy.

Future violations of Montefiore Policy may result in further disciplinary actions up to and including termination.

CORRECTIVE ACTION IMPOSED FOR CURRENT OFFENSE (S)

(place an "X" in appropriate box)

COACHING

- VERBAL WARNING WRITTEN WARNING
 SUSPENSION-_____ WORKING DAY(S) OFF WITHOUT PAY TERMINATION

LIST EFFECTIVE SUSPENSION DATE(S) OR TERMINATION DATE _____

ISSUED

(WAIVED) _____ date _____
(associate's signature)

[Signature] 12/2/09 _____ date _____
(management representative signature issuing discipline)

[Signature] 12/2/09 _____ date _____
(management witness signature)

[Signature] 12/2/09 _____ date _____
(print name of union representative or indicate if associate waived representation)