

MONTEFIORE



Distribution:  
Associate  
Dept. File  
Personnel File  
Div. Human Res.

**DISCIPLINE NOTICE**

ASSOCIATE NAME Frank Robert MMC DATE OF HIRE 7/11/2005  
(last name) (first name)

DIVISION Moses DEPARTMENT Food & Nutrition JOB TITLE Mashgiah

Job Performance/Insubordination

PROVIDE BRIEF DETAILS OF OFFENSE (S)

On Saturday, November 1, 2008, you interfered with the feeding of all the patients in the hospital for breakfast. You stopped the workers from preparing the meal and would have stopped any patient from receiving their nutritional morning meal, and from serving any customer in the cafeteria. The workers improvised and used outside equipment to prepare the meal. This created a Department of Health issue. Your job as a Mashgiah is to inform your Supervisor if there is any problems with the Kosher standards. You are not to interfere with the food preparation or service while in progress. Your job is to observe and report to management any problems with the Kosher dietary standard so we can make the proper adjustments.

Failure to improve will result in further disciplinary action up to and including termination  
We encourage Robert to contact the Montefiore Employee's Assistance Program and arrange for an appointment

**CORRECTIVE ACTION IMPOSED FOR CURRENT OFFENSE (S)**

(place an "X" in appropriate box)

- COACHING
- VERBAL WARNING
- WRITTEN WARNING
- SUSPENSION \_\_\_\_\_ WORKING DAYS (S) OFF WITHOUT PAY
- TERMINATION

LIST EFFECTIVE SUSPENSION DATE(S) OR TERMINATION DATE

**ISSUED**

Refused to sign  
(associate's signature)

[Signature]  
(management representative signature issuing discipline)

[Signature]  
(management witness signature)

CHRISTINA SMITH  
(print name of union representative or indicate if associate waived representation)

\_\_\_\_\_  
(date)  
11/6/08  
(date)  
11/6/08  
(date)