

Wednesday, 12 June 2019

Mr Ricardo Briones
9 Tomki Street
Carramar, NSW, 2163
DELIVERED BY HAND:

Dear Ricardo

REFERENCE: Outcome of disciplinary meeting

The purpose of this letter is to formally advise you that we have reached a conclusion regarding recent allegations of misconduct that was brought to our attention.

It was alleged that on or around 28 May 2019, you were engaged in a physical / verbal altercation with another work colleague. This occurred within the pre-delivery area at Smithfield and was witnessed by Shane Allsopp and found on video surveillance.

A subsequent disciplinary meeting was held on 11 June 2019 where you were given the opportunity to respond to the allegations that were given to you prior to our meeting and you responded by stating you had an altercation with Qasm however you raised your hands in self-defence and, you were unaware that you were in front of necessary computer equipment which appeared to be the instigating factor in this issue.

Having spoken to witnesses on the day and reviewing the video surveillance, I am of the view you did not put your fists up in self-defence and could have easily walked away when Qasm had his back towards you. I believe you knowingly continued to act in a violent and threatening manner. Additionally, I do not believe you did not know you were unaware you were sitting in front of the computer terminal, nor I am convinced he forcefully pushed you out of the way.

Regrettably, AAG have elected to issue you a first and final formal warning on this matter and place you on notice that any further instances such as this, may lead to disciplinary action leading up to and including dismissal.

If you have any enquiries in relation to this matter, please feel free to speak to your manager or myself.

Yours sincerely



David Berlusconi
Human Resources Manager