

BDI - EMPLOYEE WRITE UP FORM

Employee: Peter Vigna

Date: 2019-07-15

Department:

Supervisor: Richard Zimmer

Employee Seniority Date: 1970-01-01

Trade level:

Disciplinary action: Y



TYPE OF VIOLATION:

Carelessness
Work Quality
Comeback

WARNING:

Last warning: 1970-01-01
Previous warning: 1970-01-01
Warnings: 1

EMPLOYER STATEMENT:

Had a serious issue with our largest fleet customer Earth Drilling. Potentially will lose the customer over the work quality on this job. On RO 9538, you had reinstalled the fan hub, as well as reinstalled the radiator. The Charge Air mounting bolts that were used were too long, and went right into the rad. They were just long enough to vibrate and the customer got 25 engine hrs on it before it failed in FT McMurray. When the tech got up there and removed the rad for replacement, he also found one of the fan mounting nuts completely loose, almost falling off. This would have went through the rad and caused even more damage. This is going to cost us a new rad, as well as Earth's mechanic time and fly up to repair. More importantly though, this could potentially lose us our biggest customer. This was careless and poor work quality. Because of the location of these items, this wasn't anything that could have been found on a QC unless it was checked over with a mirror. But these are 2 items that shouldn't even need to be checked. There needs to be a standard that we work within and can trust our technicians.

Due to the seriousness of this failure, the amount of damage that resulted, and the poor workmanship, BDI is reducing your wage by \$3.00 / Hr. Next instance of low work quality will be termination.

I HAVE READ THIS "WARNING LETTER" AND I UNDERSTAND IF I HAVE RECIEVED A COPY OF THE SAME

Employee Signature

Management Signature

Witness Signature
Brandell Diesel Inc.