

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. As you know they have had a rad failure. Luckily this was an entire assembly that City Wide had done, so that original failure is not on us. But when they had the Rad and CAC off they found fan mount bolts extremely loose. So this would have eventually taken the rad out regardless. This is a huge issue for BDI, and we can't afford to be having mistakes like this. The bolts are not visible and could not be seen on a QC, but we need to operate a certain level and prevent issues like this. The product we are selling at BDI is technical knowledge and ability. If that isn't upheld, we will not hold onto our customers.

Because of the seriousness of this mistake and other workmanship mistakes we have no choice but to implement a wage reduction. We are reducing your wage \$4.00. BDI is a merit based shop, and we need to pay our technicians at the level they are performing. The wage needs to be earned back by performance and consistency.

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

Employee Signature

Management Signature

Witness Signature