

WENDELL C. HERNANDEZ

Teammate Not Following the Policy

Mimi is new to the company. She is very excited to be involved in new projects and to learn from her teammates. She reads the company policy provided by HR, but she noticed that Matt, a tenured teammate is not following the policy. Matt always goes out during work hours in the afternoon and would return after 1-3 hours. Her Mimi got confused because she read in the policy that an employee is only allowed at most 30 minutes of break in the afternoon. She asked Matt where he was going and Matt told her he normally meets his friends. Matt also told Mimi that it's okay and he just needs to offset the missed hours in the evening. Their supervisor is working remotely and he is busy managing other employees.

1. What is wrong with this situation?

Matt is not adhering to the company policy regarding breaks and should be reported to the supervisor or HR department. Matt justifies his actions by claiming he can offset the missed hours in the evening. However, this doesn't excuse the violation of the established policy. If Matt is allowed to consistently violate the policy without consequences, it may create a sense of unfairness among other team members who are adhering to the rules. Matt's actions may set a precedent for other team members, suggesting that it's acceptable to disregard company policies.

2. What should Mimi do?

She should make sure that the situation is clearly a violation of company policy and the supervisor or HR is not aware of what is happening. She should report this to the supervisor or HR if that is the case.

3. To whom and how should Mimi communicate this?

Directly to the supervisor or HR.