

Re: Pay Discrepancies

Ariel Hasbun <Ariel.Hasbun@theservicecompanies.com>

Fri 1/17/2020 10:31 AM

To: theodoreblanner@gmail.com <theodoreblanner@gmail.com>
Cc: Keenan Sowells <Keenan.Sowells@theservicecompanies.com>
Bcc: Angelina Zervas <Angelina.Zervas@theservicecompanies.com>

Hello Theodore,

I'm the Senior Operations Manager for the San Francisco office. Keenan is not in today but I wanted to go over why he is asking for you to provide details.

In the past few months, we have had Jared and Angelina onsite while we searched for a permanent onsite supervisor when Zachary left. I understand that you have previously brought up the issue of a lunch being deducted from your paycheck, in which Angelina addressed the need to clock in and out for lunches.

From what I have gathered 30 min breaks were added to your punches. I have spoken to Angelina concerning this and confirmed that an email was sent to all staff, a sign is posted in the locker room that states all employees need to clock in and out for lunches, Dan has verbally gone over the break policy with the dinner team and Angelina also spoke to you one on one about this matter.

The break law policy is mandated and you must take a 30-minute break. If you elect to not take a 30-minute break then you are not complying with the law. All staff are offered food onsite.

Is there any date/s that you elected to not take a lunch and lunch was added? If so, which supervisor did you notify on that specific date that you were waiving your lunch?

Is there any date/s that you were denied a lunch by a supervisor, please state the supervisor who did allow you to take a lunch?

Lastly, I've gone to any pending adjustments that have been made to your profile. On Dec 5th and 6th, you were missing 1.5 hours of overtime. Keenan entered this adjustment. It was approved this past Tuesday after payroll was already run and as such will be paid out this coming Friday.

Locker Room Poster States:

Every employee must take a 30 min lunch per California Law. This means you need to clock in and out on the time clock. If you forget to clock out for a 30-minuter lunch it will be automatically deducted from any shift over 6 hours in length. (If you are having issues with the time clock, please, find or text the onsite supervisor's phone and notify them).

Please understand that we are trying to address your concerns but that you must also follow the policy of clocking in and out and take your lunch as required.

Thank you,
Ariel

Ariel Hasbun
Operations Manager

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From: Theodore Blanner <theodoreblanner@gmail.com>
Sent: Thursday, January 16, 2020 8:58 PM
To: Keenan Sowells <Keenan.Sowells@theservicecompanies.com>
Subject: Re: Pay Discrepancies

We have gone over this several times. You have been given all relevant dates several times. You have not utilized the info...several times.

Do not send me emails pretending this is a new problem you knew nothing about.
Thank you.

Theodore Blanner

On Thu, Jan 16, 2020, 10:55 AM Keenan Sowells <Keenan.Sowells@theservicecompanies.com> wrote:

Hello, Theodore

As per our conversation yesterday, 1/15/20, "an internal Stripe Lead informed me that you were upset regarding a pay issue. I understand your frustration in getting these matters resolved. I attempted to get your information regarding these matters. When you responded that you were done with the matter, it makes it difficult to address these matters without your participation.

It is TSC's policy that all employees are paid correctly and on time. If you want this matter resolved please provide all necessary documentation and with the assistance of our office, we will work to correct this and move forward in a positive direction.

Respectfully,

Keenan Sowells
Onsite Supervisor at Stripe
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