

Re: Luis / Julio Ramos uniform issues

Anna Shova <ashova@dropbox.com>

Thu 2/27/2020 7:37 AM

To: Jaime Barnhart <Jaime.Barnhart@theservicecompanies.com>

Cc: Jaime Barnhart <jbarnhart@dropbox.com>; Carl Rebong <Carl.Rebong@theservicecompanies.com>; HS San Francisco <hssf@theservicecompanies.com>; TuckShopOps <tuckshopops@dropbox.com>

Good Morning Jaime!

I wanted to circle back and follow up about your meeting with Luis. How did he take coaching and warning ?

Also, yesterday right after our meeting with you, I saw him working without apron and hat in the kitchen. He saw me coming, i needed to share with him some tasks updates. His reaction was very disrespectful . He raised his voice trying to defend himself, sounded mean and disrespectful - saying he is hot and sorting dishes.

I do not have time to fight with his attitude. I am really looking forward to the new candidate. Please save this note for the future.

Thank you,
Anya

On Tue, Feb 25, 2020 at 10:35 AM Anna Shova <ashova@dropbox.com> wrote:

Sounds good!

Thank you,
Anya

On Tue, Feb 25, 2020 at 10:14 AM Jaime Barnhart <Jaime.Barnhart@theservicecompanies.com> wrote:

Hello Anna,

That should work, I'll plan to meet him at my desk at 3:15pm.

Best,

Jaime Barnhart

Onsite Supervisor at Dropbox

The Service Companies

1800 Owens Street | San Francisco, CA 94158

C: 415-590-0384 O: 415-431-8826 ext 1

E: Jaime.Barnhart@TheServiceCompanies.com



From: Anna Shova <ashova@dropbox.com>

Sent: Tuesday, February 25, 2020 8:54 AM

To: Jaime Barnhart <Jaime.Barnhart@theservicecompanies.com>

Cc: Jaime Barnhart <jbarnhart@dropbox.com>; Carl Rebong

<Carl.Rebong@theservicecompanies.com>; HS San Francisco <hssf@theservicecompanies.com>;

TuckShopOps <tuckshopops@dropbox.com>

Subject: Re: Luis / Julio Ramos uniform issues

Thank you Jaime!

Can we schedule it for tomorrow, Wednesday at 3:15pm please?

Please let me know,
Anya

On Tue, Feb 25, 2020 at 8:25 AM Jaime Barnhart
<Jaime.Barnhart@theservicecompanies.com> wrote:

Hello Anna,

My apologies, I did not present Luis with the warning. We had not set a time to do so, please have him come see me at any time today before 2pm and I will present the warning to him.

I am unsure of his reasoning behind not wearing the uniform, the only thing he mentioned to me when I spoke with him before was that it gets too hot to wear it. Regardless of the reasoning, its an invalid excuse and he needs to wear it either way.

best,

Jaime Barnhart

Onsite Supervisor at Dropbox

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1800 Owens Street | San Francisco, CA 94158

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E: Jaime.Barnhart@TheServiceCompanies.com



From: Anna Shova <ashova@dropbox.com>

Sent: Tuesday, February 25, 2020 8:23 AM

To: Jaime Barnhart <Jaime.Barnhart@theservicecompanies.com>

Cc: Jaime Barnhart <jbarnhart@dropbox.com>; Carl Rebong

<Carl.Rebong@theservicecompanies.com>; HS San Francisco

<hssf@theservicecompanies.com>; TuckShopOps <tuckshopops@dropbox.com>

Subject: Re: Luis / Julio Ramos uniform issues

Good Morning!

Just wanted to follow up about the written warning. How did it go?

I want to share that today Tuesday 2/25 again repeated issue. What is the real problem that he stop wearing uniforms?

Thank you,
Anya

On Mon, Feb 24, 2020 at 11:58 AM Jaime Barnhart

<Jaime.Barnhart@theservicecompanies.com> wrote:

Hello Anna,

Got it, I will add that into his warning.

I have [@Carl Rebong](#) posting some ads today, one of which will be an ad for porters. He will include the previous list of duties you have provided.

Best,

Jaime Barnhart

Onsite Supervisor at Dropbox

The Service Companies

1800 Owens Street | San Francisco, CA 94158

C: 415-590-0384 O: 415-431-8826 ext 1

E: Jaime.Barnhart@TheServiceCompanies.com



From: Anna Shova <ashova@dropbox.com>

Sent: Monday, February 24, 2020 11:21 AM

To: Jaime Barnhart <jbarnhart@dropbox.com>

Cc: Carl Rebong <Carl.Rebong@theservicecompanies.com>; HS San Francisco

<hssf@theservicecompanies.com>; TuckShopOps <tuckshopops@dropbox.com>

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Thank you Jaime!

I appreciate all your help and detailed response.

Definitely lets process written warning. Add to that started last week he is wearing Vans' sneakers. I don't believe that it's appropriate shoe wear as well for this position.

I would love to look for new person as soon as possible. It still will take some time to find, going through the stage and training. Do you need any descriptions or you had my previous notes?

Thank you!

Anya

On Mon, Feb 24, 2020 at 11:13 AM Jaime Barnhart

<Jaime.Barnhart@TheServiceCompanies.com> wrote:

Hello Anna,

I can provide him with written documentation about his blatant disregard for not wearing the uniform, he has been told previously about this problem and does not seem to take it seriously. This warning will count as his first written warning and then if he continues to fail at wearing the appropriate uniform he will be given a final warning and then he won't have any further chances. We can actively try to find a replacement for him, that way you won't be short staffed if and when he ends up needing to be cancelled, but please let me know what you would like for us to do.

Best,

Jaime Barnhart

Onsite Supervisor at Dropbox

The Service Companies

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E: Jaime.Barnhart@TheServiceCompanies.com

From: Anna Shova <ashova@dropbox.com>
Sent: Monday, February 24, 2020 8:07 AM
To: Jaime Barnhart <jbarnhart@dropbox.com>
Cc: Carl Rebong <Carl.Rebong@theservicecompanies.com>; HS San Francisco <hssf@theservicecompanies.com>; TuckShopOps <tuckshopops@dropbox.com>
Subject: Luis / Julio Ramos uniform issues

Good morning!

I am reaching as I do have frustrations of Luis's inconsistency of wearing uniform

The most concerning that when he met me in micro kitchens not wearing apron or hat - there is no reaction from his side .. At least say sorry or so . That's is so disrespectful and irresponsible. He represents our team in wrong way, not mentioning sanitation and health department norms.

Jaime please proceed with written warning.

I am also very concerned about staffing and how team reacts, and I can not now have more people quit

I do want to write Luis up, but it's not about his work quality, at this moment work been consistent

If you have any better suggestions please let me know!

Thank you,

Anya

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Anna Shova
Food and Beverage Operations Coordinator
ashova@dropbox.com
1800 Owens Street, San Francisco


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