

## Fw: Cancelled Job: Staff Request Week of 10/25

Michelle Horne <Michelle.Horne@theservicecompanies.com>

Sun 10/24/2021 9:03 AM

To: HS Human Resources <hshr@theservicecompanies.com>

Hi Team,

Employee is quitting because his ongoing assignment was cancelled. I tried offering him other positions but at this point I don't think I would send him anywhere. Can we get a check cut for him?

Jason Brown 56201

Thank you,

**Michelle Horne**

Senior Operations Manager, Hospitality Staffing Division

The Service Companies  
2900 Monarch Lakes Boulevard - Suite 202 | Miramar, FL 33027

**O:** 916-256-4098 **C:** 858-757-2190

**E:** michelle.horne@theservicecompanies.com

If this is an employee calling out or a client needing to place a last minute order, please call our 24 hour answering service at 800-236-2276 x 2207.



---

**From:** jason brown <rummynoze@sbcglobal.net>

**Sent:** Sunday, October 24, 2021 9:01 AM

**To:** Michelle Horne <Michelle.Horne@theservicecompanies.com>

**Subject:** Re: Cancelled Job: Staff Request Week of 10/25

**VALIDATE:** sanity check; 1) sender email suffix logical?; 2) language spelling/context appropriate? consider clicking if; immediately following a meeting/discussion. Research further if; 1) sent out of the blue even from a trusted person; 2) suspicious link content. **SUSPICIOUS:** create new message to sender, do not reply, and seek validation if suspicious. Trusted sender? add them to our trusted list, <https://tsc.fyi/TrustedSender>

Gosh, you people don't listen. Yes, reach out to HR and have them send my check immediately. I'm done with all this BS.

On Sunday, October 24, 2021, 08:48:48 AM PDT, Michelle Horne <michelle.horne@theservicecompanies.com> wrote:

Hi Jason,

Are you quitting? The Service companies didn't fire you. You are still eligible to pick up any shifts we have available. If you no longer want to work with us I will reach out to HR regarding your final check.

Thank you,

**Michelle Horne**

Senior Operations Manager, Hospitality Staffing Division

The Service Companies  
2900 Monarch Lakes Boulevard - Suite 202 | Miramar, FL 33027

**O:** 916-256-4098 **C:** 858-757-2190

**E:** michelle.horne@theservicecompanies.com

If this is an employee calling out or a client needing to place a last minute order, please call our 24 hour answering service at 800-236-2276 x 2207.



---

**From:** jason brown <rummynoze@sbcglobal.net>  
**Sent:** Sunday, October 24, 2021 8:39 AM  
**To:** Michelle Horne <Michelle.Horne@theservicecompanies.com>  
**Subject:** Re: Cancelled Job: Staff Request Week of 10/25

**VALIDATE:** sanity check; 1) sender email suffix logical?; 2) language spelling/context appropriate? consider clicking if; immediately following a meeting/discussion. Research further if; 1) sent out of the blue even from a trusted person; 2) suspicious link content. **SUSPICIOUS:** create new message to sender, do not reply, and seek validation if suspicious. Trusted sender? add them to our trusted list, <https://tsc.fyi/TrustedSender>

When am I going to receive my final check Michelle?

"Under California employment law, departing employees are entitled to receive their final paycheck almost immediately. Employees who quit must receive their final paycheck **within 72 hours of giving notice that they're leaving**. Employees who are fired must be paid on the same day as termination."

For the record, I was also denied my 10 minute breaks at Bon Appetit too. I would get there at either 5 or 5:15 AM and not have a break until the station was shut down later that morning. This usually didn't occur until either 10:30 AM or 10:45 AM. They just didn't have anybody else to cover for me. Maybe talk to some of the other employees around there and they'll tell you. I should have started smoking. These people were taking breaks all the time and nobody would blink an eye. A ten minute break here and there would have been nice. I'm going to look into this. Bad business practices? Not sure if it's the same company, but didn't Bon Appetit get into a lot of trouble over in Santa Clara for denying their employees breaks or something? Wasn't there a big lawsuit? Anyways, so when can I expect that check? At least have the decency to get it to me sooner than later.

One more thing, I think management over there at Bon Appetit is prejudice against white people. They keep a few on hand to keep up appearances, but the next time you're there take a closer look. Everybody is either Mexican, Black or Asian. Hell, I'd be willing to bet the person they got to fill in for me is a minority. Probably a family member of management. Isn't that Nepotism?

On Saturday, October 23, 2021, 05:07:28 PM PDT, jason brown <rummynoze@sbcglobal.net> wrote:

I did not know that. I just added the number to the contacts on my phone. Is there anybody there to talk to early in the morning or just an answering machine? If it's just a machine then this is really no different than a text IMO. You get the message when you get the message. Was there anything in the handbook regarding this? You know what

this whole situation just sucks. I expected a lot more from both the Service Companies and Bon Appetit, but it's obvious nobody seems to care.

On Saturday, October 23, 2021, 04:49:31 PM PDT, Michelle Horne < michelle.horne@theservicecompanies.com > wrote:

Hi Jason,  
That is not a textable number. That is why we didn't receive it.

Thank you,

**Michelle Horne**  
Senior Operations Manager, Hospitality Staffing Division

The Service Companies  
2900 Monarch Lakes Boulevard - Suite 202 | Miramar, FL 33027

**O:** 916-256-4098 **C:** 858-757-2190  
**E:** michelle.horne@theservicecompanies.com

If this is an employee calling out or a client needing to place a last minute order, please call our 24 hour answering service at 800-236-2276 x 2207.



---

**From:** jason brown <rummynoze@sbcglobal.net>  
**Sent:** Saturday, October 23, 2021 3:59 PM  
**To:** Michelle Horne <Michelle.Horne@theservicecompanies.com>  
**Subject:** Re: Cancelled Job: Staff Request Week of 10/25

**VALIDATE:** sanity check; 1) sender email suffix logical?; 2) language spelling/context appropriate? consider clicking/opening if; immediately following a meeting/discussion. Research further if; 1) sent out of the blue even from a trusted person; 2) suspicious link content. **SUSPICIOUS:** create new message to sender, do not reply, and seek validation if suspicious. Trusted sender? add them to our trusted list, <https://tsc.fyi/TrustedSender>

Here you go. It looks like I was texting the service companies emergency line on Thursday at 3:50 AM. Then again later at 11:17 AM saying I won't be there on Friday morning either. I did state I would be there on Monday at 5AM but I guess that's all turned to shit now.

On Saturday, October 23, 2021, 03:50:54 PM PDT, jason brown <rummynoze@sbcglobal.net> wrote:

Yep, I did call Marco and tell him I had diarrhea really bad on Thursday. Said I wouldn't be there on Friday as well. I think I was talking to you about the numbers to call if I was sick one afternoon too. Guess I just figured I would call Marco instead. My bad. I also did mention that they were putting me in an uncomfortable position by putting me on the schedule each and every Saturday. I think I told him my knees hurt and I need two days off just like everybody else does. This is what my schedule dictates each and every week you sent it to me.

Just checked my phone and it looks like I called the service companies as well, but for whatever reason the texts didn't go thorough. I told you this phone was unreliable sometimes. Here's a picture just so you know I'm not BS you. Let me know if you can read the date, the time etc. I can't find the texts I sent Marco, but I did let him know I had the sick poops. Kind of unfortunate it had to go down like this.

Give me a second for the pictures. I have to download them to another computer.

On Saturday, October 23, 2021, 03:15:06 PM PDT, Michelle Horne < michelle.horne@theservicecompanies.com > wrote:

Hi Jason,

Sorry I only called your cell. I am out for the day so I can't call at the moment. I did not know you called out. Please make sure you are letting us know as we are your employer, and we need to keep communication open between our company and the client. They did not mention you called out sick, simply that they backfilled the position. This usually means they had someone in the hiring process with Bon Appetit and they took over your schedule. There is not much we can do about that. I can reach out and see if there was an underlining issue that they didn't mention. My apologies that the cancellation was so abrupt. This happens in temp staffing unfortunately. Are you open to taking jobs in the Sacramento area? We don't have any early morning schedules, but we can often pay cooks more than what you were making at UOP.

Thank you,

**Michelle Horne**

Senior Operations Manager, Hospitality Staffing Division

The Service Companies  
2900 Monarch Lakes Boulevard - Suite 202 | Miramar, FL 33027

**O:** 916-256-4098 **C:** 858-757-2190

**E:** michelle.horne@theservicecompanies.com

If this is an employee calling out or a client needing to place a last minute order, please call our 24 hour answering service at 800-236-2276 x 2207.



---

**From:** jason brown <rummynoze@sbcglobal.net>  
**Sent:** Saturday, October 23, 2021 2:20 PM  
**To:** Michelle Horne <Michelle.Horne@theservicecompanies.com>  
**Subject:** Re: Cancelled Job: Staff Request Week of 10/25

You have got to be kidding me? They can't seem to keep anybody over there for long periods of time, yet I have shown up for every shift since I started on August 23rd. I've even helped out on the weekends when I was supposed to have the days off. I think I talked you about this one time. How they are putting me in an uncomfortable position each week by putting me on the schedule on Saturdays. Now I have to be the asshole and come up with a reason why I can't be there. I call in sick for two days and now I'm being terminated? Unbelievable. Why is calling in sick supposed to be a negotiation? I shouldn't have to answer phone calls explaining why. Isn't that harassment? You know I really liked this job and would love to go back, but the way things are progressing over there is kind of a mess. The rack I use for bacon is always being stolen. Nobody is cleaning the grill. When I show up on Monday morning none of the meats have been prepared, and if they have been there's always something missing. I've been putting up with a lot of BS and nobody seems to care.

On a side note, why didn't you call my home number? (209-477-6146) You should have this and I know Marco has this number. The cell phone you might have on file is a free government phone and is not very reliable. Like I said

before though calling in sick shouldn't be a negotiation. I'm super dehydrated and have been running to the toilet on a regular basis. Is this not reason enough? Very disappointed.

On Saturday, October 23, 2021, 01:39:52 PM PDT, michelle.horne@theservicecompanies.com

<michelle.horne@theservicecompanies.com> wrote:

Hi Jason,

I just tried calling you but I wasn't able to leave a message. I got an email from UOP. Unfortunately they have backfilled your position and your schedule going forward has been cancelled. They thanked you for all of your hard work. Please reach out to me with any questions.

Employee ID: 56201

Job: Staff Request Week of 10/25

Job Code: 323069

Client: Bon Appetit - UOP

Report to: Jonathan or Marco

Position: Cook: 5 Line

The following Dates:

Uniform: Chef Whites

Location: 901 President's Drive

Stockton CA 95211

---

901 President's Drive

Stockton, CA 95211

From I-5 South

Take exit 476 March Ln

Use the left 2 lanes to turn left onto W March Ln

Turn right onto Pacific Ave

Turn right onto Chapel Ln

Turn right onto Atchley Way

Turn Right onto President Dr.

Destination will be on the left.

\*You are CONFIRMED for this Event. Please reply back via email that you have received this job order.\*

- Not reporting to your confirmed shift for ANY reason may result in further disciplinary action, up to and including termination of employment at any time.

- Please arrive within 15 min. before your scheduled shift. If you are running late, call office at 916-632-1363 or after-hours at 916-634-0383.

-If you are not able to make it to your scheduled shift, you are required to give us 24-hour notice for a cancellation. If you are sick, you are required to contact your Staffing Manager no less than 6 hours before your scheduled shift.

-If you are an Extra or not needed due to overstaffing, you will be paid 2 hours of pay for your time.

- If you are LATE for your shift, need to leave early due to your own circumstances or are requested to leave due to inappropriate conduct or not reporting in proper uniform attire, you will only be paid for the actual hours worked.



Thank you,

Michelle Horne  
Operations Manager



HOSPITALITY SERVICES  
TSC GROUP