

From [REDACTED] >
To: Richard Kahn <[REDACTED]>
Cc: J Epstein <[REDACTED]>
Subject: Re: LSJ_GSJ_COMP_DAYS_120916
Date: Thu, 12 Jan 2017 17:58:16 +0000

Good Morning Rich

This E Mail was forwarded to you Dec 9th with JE's approval, I was disappointed to find that no action had been taken or for that matter even discussed until Jan 6th, now Jan 12th
Other than trying to calm down a very upset housekeeping staff in early Dec and try to explain with Carlos translating and [REDACTED] present how [REDACTED] was tracking Comp days, with [REDACTED] showing housekeeping her log of days, which no one can backup, I have promised nothing other than saying I would try and sort it out to be fair to all. Noting this is not just about Dulce this includes other employees
Again very disappointed how long this has taken to be resolved
Regards
[REDACTED]

Sent from my iPhone

On Jan 12, 2017, at 7:17 AM, Richard Kahn <[REDACTED]> wrote:

can you please inform [REDACTED] and i what you communicated or promised to dulce
thank you

Richard Kahn
HBRK Associates Inc.
575 Lexington Avenue 4th Floor
New York, NY 10022
tel 212-971-1306
fax 646-350-0954
cell 917-414-7584

On Jan 6, 2017, at 11:17 AM, LSJ GSJ <[REDACTED]> wrote:

Good Morning
Dulce has asked [REDACTED] about her Comp Payment
Please advise
Thanks
[REDACTED]

Sent from my iPhone

Begin forwarded message:

From: "jeffrey E." <[REDACTED]>
Date: December 9, 2016 at 11:35:33 AM PST
To: [REDACTED]
Subject: Re: LSJ_GSJ_COMP_DAYS_120916

Ok all

On Fri, Dec 9, 2016 at 3:31 PM [REDACTED] wrote:

Jeffrey

Attached an E Mail from [REDACTED], reference employees with "Comp Day"

We would like to propose the following:

Randy:

12/10/16 - 12/22/16 - will be using 9 Comp Days - leaving 15 Comp Days

He takes 5 more Comp Days Jan 2017 & Paid 10 Comp Days

[REDACTED]:

12/22/16 - 1/2/17 - will use 6 Vacation Days - leaving 1 Vacation Day & 20 Comp Days

He takes 1 Vacation Day & 10 Comp Days Jan/Feb 2017 & Paid 10 Comp Days

Kamoy:

12/10/16 - 12/18/16 - will be using 5 Vacation Days - leaving 15 Comp Days

He takes 5 Comp Days Jan 2017 & Paid 10 Comp Days

Housekeeping, this is not so easy, [REDACTED] has reflected that she has been paying back the "Comp Days" but in doing so Elaina & [REDACTED] now owe LSJ/GSJ days, where Dulce, as you requested has worked everyday that you are on site, working extended periods of time, but only has 3 Comp Days. She does not understand how this happened. [REDACTED] did not explain how she was handling the Comp Days & clearly has not been updating her files in a timely manner

This is hard to explain & does not make sense, so we would like to propose the following

Elaina & [REDACTED] go to a 0 balance for 2017 & Dulce is given a further 5 days Vacation & either given a bonus or paid out the 26 Comp Days.

Moving forward we will manage this differently, but given that no one other than [REDACTED] has been tracking Comp Days, we believe this is fair

Regards

[REDACTED]

--

[REDACTED]