

From: Stephanie Remington <[REDACTED]>

To: J <jeevacation@gmail.com>

Cc: Richard Kahn <[REDACTED]>

Subject: Re: Proposal to Address Discrepancies between Payroll Policy and Practice

Date: Sun, 20 Jan 2019 12:19:42 +0000

Thank you. Will move forward with all.

On Sun, Jan 20, 2019 at 7:06 AM J <jeevacation@gmail.com> wrote:

- with regard past. no question its not their fault. . moving forward you and rich should make a brand new policy . past has no relevance. and your proposal is a great start
- 1 i suggest we really clean up mess , this means new epoxy painted on each area floor. . fixtures new. . junk removed, refresh or repalce buildings. . re level roads and work areas, with roller. and differnet gravel and binders
 2. brokien conduits , wires in landscape should be part of our crews and boshultes responsibility .
 3. you can decide on uniforms. . . re maids. i suggest we get younger maids that can be a part of the project for the next 15 year.
 4. we should help with dolce knees but if she can no longer work at full level. we will need to retire her.
 5. workers are all on new probation. like peters son, bad attitude enough for being let go. it poisons the crew
 - 6 new storage. eating and bathroom facilies especially on gsj needed for staff

On Sun, Jan 20, 2019 at 6:51 AM Stephanie Remington <[REDACTED]> wrote:

Good morning, Rich,

I am expecting my submission for payroll to be challenged, reinforced by a conversation had with Daphne on Friday. The GSJ dock was inaccessible due to being freshly painted, and non-GSJ contractors were scheduled to leave with the barge at 2pm. I needed to make a quick decision, and decided to release the six LSJE crew with the barge at that time. I do not believe they should be penalized for my decision to release them early due to accessibility issues to the island, especially in light of the fact that the practice has been if they work more than half the day, they have been paid for the day.

I intend to submit payroll consistent with the method used by the previous manager given that the transition took place in the middle of this payroll cycle. Details for rationale and proposal for moving forward attached. I suspect we are all close to being in agreement on how to move forward. The questions lie in how to move forward in the interim. As the acting manager, I am asking for your support in both my payroll submission and my proposal to clean up inconsistencies between policy and procedure as soon as possible so we can all be on the same page moving forward. This will also buy me some time to communicate with the crew how their labor hours will be measured going forward. I find it unfair and unreasonable to change the practice without providing them with a clear written policy.

Thank you,
Stephanie

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