

Petition to Reinstate Maria Alvarez's Employment at Saint Mary Medical Center

We, the undersigned Crawford Healthcare, Inc., environmental services (EVS) employees at Saint Mary Medical Center, respectfully petition Crawford Healthcare, Inc.; Steven Heller, district manager; and John Matthews, EVS director, to allow former EVS employee Maria Alvarez to immediately return to work as a housekeeper on the first shift at Saint Mary Medical Center.

We, the undersigned, understand and believe the following:

1. Supervisor Ricardo Galvan ("Ricardo") reassigned Maria Alvarez ("Maria") from an EVS housekeeper on the first shift to an EVS lead on the second shift.
2. Although Ricardo initially asked Maria for her approval to be reassigned to lead on the second shift, Ricardo, soon after, and without Maria's approval, reassigned Maria to work as the lead on the second shift.
3. After Ricardo reassigned Maria to the second shift, he provided Maria only very minimal and insufficient training (for a few days at most) to be the new lead.
4. Although Denise Simon ("Denise"), who was the previous lead on the second shift, was supposed to adequately train Maria to become the new lead, Denise did not take that responsibility seriously. Denise trained Maria very little, if at all.
5. Denise was not interested in training Maria because Denise was a little resentful toward Maria for taking Denise's position as the lead.
6. Maria took her responsibilities as the new lead seriously, and she earnestly tried to ensure that the other EVS employees satisfactorily performed their duties.
7. When Denise was the lead on the second shift, she reportedly would cut Karina Beltran ("Karina") and Cindy Foster ("Cindy") some slack regarding work duties, that is, would not be as strict with Karina and Cindy about work duties as a more serious lead or supervisor would.
8. As a result, within the first few weeks of Maria's reassignment as the new lead, Karina and Cindy, who were Denise's friends, became resentful toward Maria.
9. When Karina and Cindy were slacking off at work on or about January 20, 2013, Maria did what she was supposed to do as the lead. She used her position as the lead to ask Karina and Cindy to carry out their work duties.
10. Because Karina and Cindy were not used to seeing the lead enforce the rules against slacking off at work, Karina and Cindy became angry with Maria. Karina then raised her voice at Maria and was insubordinate.
11. As a result of Karina's and Cindy's disagreement with Maria on or about January 20, 2013, which stemmed from Karina's insubordination, Karina and Cindy retaliated against Maria. They did this by filing a formal complaint against Maria with Ricardo and John. Karina and Cindy also tried to make themselves appear totally innocent and to make Maria appear totally wrong.

12. John then terminated Maria's employment.
13. Terminating Maria's employment because of unfounded allegations by employees who wanted to continue to be free to slack off at work is unfair and unacceptable.
14. Terminating Maria's employment because of false and unfounded allegations (e.g., that Maria contacted co-workers and disclosed confidential information during John's January 28, 2013 investigation) and other pretexts to terminate Maria is also very unfair and unacceptable.
15. Maria, who is a hardworking and conscientious employee, should be allowed to immediately return to work as a housekeeper on the first shift. All the undersigned EVS employees get along well with her, like her, and want to see her return as a contributing member of the EVS housekeeping team at Saint Mary Medical Center.

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