

## Petition to Reinstate Natalia Mendez'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., and Thomas Garcia, EVS director, to allow EVS employee Natalia Mendez to immediately return to work as an EVS tech on the second shift at Saint Mary Medical Center.

We, the undersigned, understand and believe the following:

1. Daniela Ruiz ("Daniela") is the Crawford Healthcare patient satisfaction coordinator whose work responsibilities include providing customer service to patients and their family members but do not include any supervision and monitoring of EVS staff.
2. When Daniela is working *during the second shift*, she acts as if she were a co-supervisor of EVS staff with the actual supervisor on the second shift, Lili Cortes ("Lili").
3. *During the second shift*, Daniela closely monitors particular EVS staff she does not favor, including, for example, walking to the cafeteria to check on particular employees and reviewing video surveillance recordings with Lili in the security office.
4. Daniela, Lili, and Karen Cardona, who is an EVS tech and sometimes an EVS lead, are very friendly with each other and frequently join forces in the EVS office to gossip and talk critically about particular EVS staff who are not on Daniela, Lili, and Karen's list of favorite EVS employees.
5. If an EVS employee is on Daniela, Lili, and Karen's list of favorite EVS employees, then they will be very nice and friendly to the employee, will not talk about the employee in a negative way, will not closely supervise and monitor the employee, and will allow the employee to break workplace rules and policies without any disciplinary actions.
6. Daniela, Lili, and Karen, for example, will allow EVS employees who are on their favorites list to take extended rest and lunch breaks exceeding the 15-minute and 30-minute limits, respectively.
7. Daniela and Lili will allow Karen to clock in for work and then come join them in the EVS office to sit for long periods and continue gossiping about and criticizing the unfortunate victims who are not on their favorites list.
8. However, if an EVS employee is not fortunate enough to be on Daniela, Lili, and Karen's favorites list, then the unfortunate employee will be unfairly subjected to frequent warnings (by Lili), close supervision, monitoring, reviews of video surveillance, selective enforcement of rules based on favoritism, gossip, criticism, accusations, harassment, and other intolerable misconduct.
9. Daniela's, Lili's, and Karen's unfair and discriminatory misconduct described above, including the unequal and selective enforcement of rules based on favoritism, breeds a hostile work environment in which EVS employees invariably suffer intimidation, distrust in management, stress, humiliation, and low morale.
10. Crawford Healthcare on-site managers are fully aware of Daniela's, Lili's, and Karen's unfair and discriminatory misconduct described above.

11. However, Crawford Healthcare on-site managers have not taken disciplinary action to stop Daniela's, Lili's, and Karen's misconduct and, therefore, have condoned it.
12. On June 18, 2014, EVS employee Natalia Mendez ("Natalia") reportedly clocked out at about 7:17 p.m., before taking her lunch break in the cafeteria.
13. The hospital's clock in the cafeteria is not synchronized with the EVS employee time clock. The EVS employee time clock runs about three minutes ahead of the clock in the cafeteria.
14. Because the clocks are not synchronized, Natalia walked quickly from the cafeteria to the EVS employee time clock to clock in at 7:47 p.m.
15. However, because Natalia had left her food containers in the cafeteria, she had to go back to the cafeteria at 7:48 p.m. to get her containers.
16. When Natalia returned to the cafeteria at 7:48 p.m., she saw fellow EVS employee Helena Lopez ("Helena"), who asked Natalia about an important staff meeting that was scheduled for the following day, June 19, 2014, with union representative Valerie Garcia.
17. Natalia briefly spoke to Helena at that time about the important, upcoming staff meeting because Helena, who works in a different area in the hospital, has a different break time and leaves work before Natalia does.
18. When Natalia was in the cafeteria briefly talking to Helena, Daniela walked into the cafeteria to check to see which EVS employees were there and observed Natalia.
19. Natalia then left the cafeteria and went to her work area.
20. On June 19, 2014, Lili asked Natalia, who is unfortunately not on Daniela, Lili, and Karen's favorites list, to come into the EVS office so that Lili could interrogate Natalia about Daniela's observation of Natalia in the cafeteria on June 18, 2014.
21. On June 20, 2014, Natalia spoke to Thomas Garcia ("Thomas"), EVS director, about Lili's interrogation of Natalia on June 19, 2014. Thomas told Natalia not to worry about Lili's questioning and investigation of Natalia. Thomas advised Natalia to ask her supervisor in the future for additional time needed for a legitimate reason related to work.
22. On June 21, 2014, Natalia told Lili what Thomas had told Natalia on June 20, 2014. Lili told Natalia to disregard what Thomas had said to Natalia on June 20, 2014, telling Natalia that Lili was still investigating her presence in the cafeteria on June 18, 2014.
23. On June 25, 2014, Lili asked Natalia to come into the EVS office so that Lili could suspend Natalia's employment.
24. It is not clear whether Lili has suspended or terminated Natalia's employment with Crawford Healthcare.
25. Suspending or terminating Natalia's employment because of Daniela's, Lili's, and Karen's ongoing harassment and discriminatory misconduct, including Lili's unequal and selective enforcement of workplace rules based on favoritism, is unfair and unacceptable.
26. Natalia, who is a hardworking, reliable, and conscientious employee, should be allowed to immediately return to work as an EVS tech.

27. The EVS employees get along well with Natalia, like her, and want to see her return as a contributing member of the EVS housekeeping team at Saint Mary Medical Center.

28. Crawford Healthcare upper management should immediately take steps to stop Daniela's, Lili's, and Karen's ongoing harassment and discriminatory misconduct described above and to ensure that Crawford Healthcare on-site managers do not condone this misconduct in the future.

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