

Notification to employer

Objection to warning

I object to the warning I received on _____ (dd.mm.yyyy) as completely unfounded.

Grounds for objection:

The reasoning continues on the attachment

In addition to the above, the following points apply:

☐

The employer has not specified the time of the alleged neglect.

☐

The employer has not specified the content of the alleged neglect.

☐

The employer has not demanded a change in actions/behaviour after the alleged neglect.

☐

The employer has not specified the consequences if the alleged neglect is repeated.

☐

The employer did not hear the employee before issuing the warning.

☐

The employer did not allow the employee to have an assistant during the hearing.

☐

The employer did not provide orientation/training that could have prevented the alleged neglect.

☐

The employer did not issue the warning within a reasonable time after the alleged neglect.

☐

The employer did not issue the warning in a way that ensures equal and consistent treatment of employees.

Place:

Date:

Employee's signature and printed name:

I have been informed of the above notification.

Place:

Date:

Employer's signature and printed name:

Witnesses, if the employer does not sign to confirm receipt of the employee's notification:

Place:

Date:

Witness's signature and printed name:

Place:

Date:

Witness's signature and printed name:

Two copies of this notification have been made, one for the employer and one for the employee.