Andrew Marshall

Offer of Proof

July 5, 2016 – Ronald Quillens Termination

My name is Andrew Marshall and I am the Operations Manager for AMPORTS. I have been employed in my position for \_\_\_ years. My job responsibilities include oversight for the vehicle prep operations where Ronald Quillens worked.

On February 26, 2016 I received a report that Ronald Quillens was observed sitting in his personal vehicle in the AMPORTS parking lot drinking alcohol during a paid work break. I questioned Ron about this within \_\_\_\_\_ minutes after it was reported to me. He said he was not drinking alcohol in his vehicle during the break. I informed Ron the company would be performing a search of his vehicle. After hearing this he changed his answer and told me he did have a drink/beer? in his car during his break. I let Ron know the company would be we would be taking him for a drug and blood alcohol concentration (BAC) test. I drove and accompanied Ron to the test. For his actions of drinking alcohol on the job and his dishonesty about doing so Ron was issued a ten working day suspension (Exhibit \_\_\_\_)

On \_\_\_\_\_\_\_\_, 2016 I spoke with Ron about his attendance. He had four unexcused absences on a 90 day period which warrants the issuance of a warning letter under the AMPORTS attendance policy. I let Ron he would be receiving a warning letter. Ron said not all of his absences should could because he was a Seventh Day Adventist and his religious beliefs didn’t allow him to work on Saturdays; two of the four absences were on Saturdays. I told Ron if he could provide documentation that could substantiate his being unable to work on Saturdays the company would review that and make a determination for his absences to be excused. Ron never provided any documentation. He was issued an attendance warning letter on May 17, 2016 (Exhibit \_\_\_\_\_).

On May 31, 2016 I received a telephone call from Blanca Figueroa, a lead worker at the vehicle prep facility. Blanca sounded \_\_\_\_\_\_\_\_\_\_. She told me \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. I directed her to \_\_\_\_\_\_\_\_\_\_\_. I contacted General Manager Randy Scott and reported what Blanca told me. Randy and I responded to the facility. I was on the phone with a dispatcher from the Benecia police department as we entered the parking lot to the facility. Ron was in his vehicle but as we arrived he got out of his car and started walking toward the building. I called to him and he stopped walking. I let him know he needed to stay outside and not enter the building. I told him \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. He said \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

I have known Blanca Figueroa for \_\_\_\_\_\_ years. In my experience she has always been truthful. She is \_\_\_\_\_\_\_(level headed/not prone to emotional demonstrations/??\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. In speaking to her about this incident she said she is scared of Ron and he is (unstable/troubled/??)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. I have no reason to doubt Blanca’s statement that Ron told her he was going home to get his gun to shoot Richard Silva and then calling his son to bring him his gun.

Ron was dishonest when he was questioned about drinking on the job in February. I question the truth of his statement he was absent from work in April due to religious reasons. When asked he never provided documentation to substantiate his claim.