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To Gov. Nikki Haley Office

From Donald Bryant

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From: Donald Bryant (# 8146)

Phone: (843) 324-3217

To: Appeal Department

Reason: Final decision for unemployment Disagreement

Date: 04/16/2016

I Donald Bryant a writing this letter because I don't agree with your decision.

I was employed with Gildan since 2/2010. I worked with them from 2/2010-8/2015. I was hired as a supervisor and within a year, promoted to "Area Manager". I was manager over various department including 6 supervisors and approximately 350 hourly employees (Gildan, staffmark, Hammes) employees and were across multiple shifts. I strongly feel that I created a very good working relation with my employees by communicating with them on a management level no matter if not was business or personal. I left my job in 2015 because of mistreatment from the director. This situation is as followed. On 8/27/15, we had an accident in the building involving an employee from a staffing company. Situation as follow, the person was in the process of learning to operate a reach safely. I think the person was only employed there a few weeks. I observed the person operating the equipment and needed further training. On 8/24/15, I reported the situation to my operations manager. At that time, he asked me if I reported it to her manager (Cliff McReynolds), I responded "no" because of a few reasons. (1) He should make himself visible on the floor observing the safety of his employees himself, (2) He needs to make himself visible on the floor himself and (3) He needs to witness her operating the equipment himself so he can make an honest opinion. When the situation was reported to the operations manager on 8/24/15, nothing was done. She continued driving the equipment until she was involved in an accident on 08/27/15. When the accident was reported to me by the safety coordinator, we went to make sure she was ok. She stated to us that she was fine. At that time, he informed her that we have a step by step protocol that must be followed including her being drug tested.

A few minutes later, the director came to the floor to investigate himself. When he questioned her, she stated that she was driving the equipment and steered closer to the yellow beam on the floor to avoid another reach and steered too much and accidentally hit the beam. She not only hit 1 steel beam but could not stop before hitting a 2nd steel beam. The beams are approximately 35x35 and helps with support of the roof. After we verified that she was not hurt, we started walking away. As we walked away, I said "I reported her a few days ago". At that time, Chris Bishop exploded, started to yell, scream and pointing his finger at me as he walked away. It was recorded by the camera if it was not erased. He walked for approximately 25 feet, turned around and came back doing the same thing again. As he got about 15 feet away from me, he stopped and turned and walked away. At that time, I felt threatened and decided it was best for me to leave. I wanted over to Randy Jourdain (Operations manager) on the floor, took off by badge, gave it to Randy and said "I quit". I then walked back to my desk and started getting myself together. I told him that it was getting close time for our 8am meeting so he did not need to sit and watch me because there was nothing that I was going to take that did not

belong to me. I called Wendy Thomas (Human Resource Director) but she was not there or at least not answering her phone at that time. I continued by sending her an email. She called me back about 15 minutes later and I explained to her what happened. Since then, I never heard anything else from her. I called back to Gildan a few weeks later and was told that the Human Resource resigned.

- 1) I strongly feel that this problem with situation is that it I should have been able to get unemployment since 8/7/15, because it was not my fault, Not my employee, I reported that situation to my manager before this happened as well as trying to reduce injury to an employee or employees. It really bothered me that I have been treated in this manner as I was trying to do what's right by reporting this type incident before it became an accident.
- 2) Honestly, this situation still bothers me daily as I try or attempt searching for further employment not to mention that I as well feel that it is being held against me as I seek employment.
- 3) I was trying to promote a safe work environment but I that I am being punish.
- 4) This situation has devastated me in a few ways, (1) my home is in foreclosure, (2) my family and friend helping to support me in many different ways including financially and physically.
- 5) This situation could have been handled very differently if some of the managers would not spend numerous hours outside smoking daily.

PS-I^K now it that I have not responded to the denial letters from unemployment as required but it bothers me daily because I worked on my previous job for 22 years without any incident(s).

Donald Bryant
4/8/16