

hard & soft demolition
structural demolition & earthwork
specialty projects



Date: 12/14/2021
RE: Restroom Breaks, Daily Schedule
From: Stephen Rehrmann
To: Stomper Field Employees

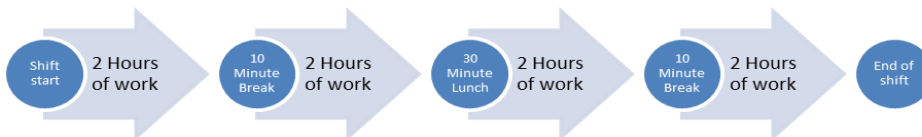
Stomper acknowledges its employees right to legitimate restroom use outside of regular break and meal periods.

However, it has come to our attention that there are a few Stomper employees who are taking advantage of this flexibility by using the restrooms excessively and spending an unnecessary amount of time in the restrooms in order to avoid work. Restroom use abuse is unacceptable and is a form of time theft. It is also unfair to other employees who are doing their jobs. Anyone who is determined by the Company to have committed restroom use abuse will face disciplinary action

Examples include:

- Using the restroom frequently between break periods
- Staying in the restroom for prolonged periods of time during non-break periods (10-20 minutes)
- Using the restroom 10-15 minutes before scheduled break periods, lunch times, and/or end of shift

The typical Stomper workday should look something like this....



*Per your collective bargaining agreement, the second break period can be combined to make the meal period 40 minutes if the entire crew agrees to it.

This schedule provides for ample time to get water and use the restrooms during your break periods. If you require additional usage you may to do so within reason. If there is a medical reason for frequent restroom breaks, please let me know and we seek to make a reasonable accommodation.

If you have any questions, feel free to contact me in the office.

Stephen Rehrmann – (925) 786-5220