

ITEM #66

ADDITIONAL MATERIAL

Regular Meeting

JUNE 4, 2019

SUBMITTED AT THE REQUEST OF

VICE-MAYOR DALE V.C. HOLNESS

Richards, Heidi

From: Sheyla A. Asencios <SAsencios@seiu32bj.org>
Sent: Thursday, May 30, 2019 7:22 PM
To: Richards, Heidi
Cc: Holness, Dale
Subject: Eulen Documents Left at Your Office
Attachments: Eulen letter - Wage Discrepancies - October 13 2016.pdf; Eulen Factsheet.May 2019.FINAL.5.10.19.docx

Follow Up Flag: Follow up
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Hi Heidi,

It was a pleasure meeting you yesterday. I appreciate your attentiveness and assistance.

This morning, I left a hard copy of two documents with the front desk receptionist regarding the Eulen matter. I'm attaching these documents for your reference as well.

The Eulen factsheet depicts instances the company has had charges filed against them for unfair labor practices at the Fort Lauderdale International Airport and other airports in the eastern coast. I have also included a letter dated October 2016, where Eulen issued backpay to workers that came forth claiming wage theft, but did not admit fault, deeming the instances as discrepancies.

Additional evidence is forthcoming.

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

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Best regards,

Sheyla A. Asencios
Political Coordinator – Central Florida
32BJ, Service Employees International Union (SEIU)
c: 407-485-4408
e: sasencios@seiu32bj.org



October 12, 2016

Ms. Tatiana Riesgo
Office of Intergovernmental Affairs and Professional Standards
Broward County
115 South Andrews Avenue, #427/426
Fort Lauderdale, FL 33301

Dear Ms. Riesgo,

We have reviewed the September 12, 2016 letter from Helene O'Brien, which was forwarded to us by your office. The letter identifies five employees and asserts that the payroll records show wage discrepancies in the following amounts allegedly owed:

Charilus Nodieu	\$361.80
Ernise Ducasse	\$147.58
Carline Morancy	\$546.48
Jean Romain	\$610.84
Hermogenes Vasquez	\$208.08

Eulen America has reviewed the time and payroll records for these employees and has concluded that there were isolated and inadvertent discrepancies between the records of hours worked and what was paid. Although Eulen America has been unable to discern the reasons for each of the discrepancies, we are agreeable to giving the employees the benefit of the doubt that they indeed worked the hours reported and relied on in Ms. O'Brien's letter. Accordingly, as an amicable resolution of this matter, and without admitting any wrongdoing on its part, Eulen America proposes to issue checks in the amounts set forth above to the respective employees. Please advise at your earliest convenience if this course of action is agreeable, at which time we will promptly issue checks to the five employees.

Lastly, Eulen America would also like to highlight that it has a long-standing process in place, of which all employees (including those above) are aware, whereby any employee with a concern over his or her pay are expected to contact his or her supervisor, manager, or the office to advise of the issue. Once apprised, the office conducts a contemporaneous review of the time and pay records and, if an employee has not been properly paid, it is corrected immediately. It is unclear why these employees chose not to follow this well-known process in this case. Had they elected to do so, any discrepancies could have been promptly evaluated and discussed at the time and no doubt resolved to everyone's mutual satisfaction.

In any event, in light of these discrepancies, Eulen America has elected to retrain all of its FLL employees, both supervisory and rank-and-file, on the process within which to promptly raise any concerns regarding their pay.

We look forward to hearing from you regarding this matter and for the opportunity to review and rectify the concerns raised.

Regards,

A handwritten signature in black ink that reads "Cindy Tunon". The signature is written in a cursive, flowing style.

**Cindy Tunon, SPHR, SHRM-SCP
Director, Human Resources & Administration**