

Michael Thomas Harbuck  
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xxx-xx-1274 : Claimant ID: 1107397

11/18/2019

North Carolina Department of Commerce  
Division of Employment Security  
Unemployment Insurance

Dear Sir or Madame,

**Statement/Rebuttal Regarding Boyd Honda/Crossroads Group Dicipinary Document  
dated March 21, 2019**

Upon starting at Boyd Honda a young first generation immigrant working with the adjacent dealership in the same workspace did accost and harass me by labeling me as a racist due to my Germanic background and my use/ability of the German language while communicating during private telephone conversations. I believed this at first to be a type of joke, yet this began to be a tiresome and stressfull start to each day. I am unable to say whether ot not any of the other employees were ware of the fact that this was happening regulary, yet with the close proximity of only a few feet, it would have been difficult for no one to have been aware of it. My response was to allow the comment to pass without comment, and to treat those as I want to be treated. Unfortunately, the lack of higher education and a very poorly developed verbal approach to both business and private speaking by the young man, made it absolutely impossible for him to create a sentence without a derogatory and or vulgar word within its structure. Normally I would have to hear the words "fuck" and "nigger" no less than 50 times each day.

Eventually I was so disgusted with the situation that I was unable to simply be nice and smile and was provoked to the point where I felt I needed to voice to this person that this was not correct behavior. My attempt to advise the young man that langauge is important and would be vital to the furtherment of his career had the opposite effect, in fact it appeared to then become a game to see how vulgar and or offensive it was possible to be and how I would react to this pitiful persons need for attention.

To my dismay I was greeted one afternoon with the words "my nigger" and immediately told the young man "you will not use that word in this shop, or I will beat your ass." A bit later I was asked into the office the the hiring manage Mr. Slaughter where I explained the situation exactly as herein and was given a reprimand and told not to threaten employees. Obviously what I said to the young man I did so under stress and provocation and felt genuinely bad for him. It was however very dissapointing that not one iota of understanding was directed at my own greviance due to the vulgar langauge and intentional provocation I had endured for three full months.


With the number of adults and older persons associated the the company and within the

small confines of a shop housing two full seperate compiments of mechanics due to construction, I find it unbeleivable that none of the other mature adults had the inclination to speak with the young man as I had attempted, and tried to be a good example BEFORE I was forced into saying something appropriate for his maturity level and put into such a position .

Secondly, I was told EXPLICITLY that I was NOT required to sign the dicipline form by Mr. Slaughter.

Sincerely,

Mr. Michael Thomas Harbuck

A handwritten signature in blue ink, appearing to read "Michael Thomas Harbuck", with a long horizontal flourish extending to the right.

 COPY

MEET TOOK VTRC IN 2/1M OFFICE  
@ 4:24 pm 3/21/19 with John DeCourcy  
as witness

CROSSROADS AUTOMOTIVE GROUP, INC  
DISCIPLINE AND DISCHARGE DOCUMENTATION FORM

Date: March 21, 2019 Location: BBA  
Name of Employee: Michael Harbuck  
Employee Job Title: Hourly Tech  
Name of Supervisor: Kirk Slaughter  
Type of Notice:  Consultation  Written Warning  Discharge

**Description of Concerns and/or Incidents (attach additional pages if necessary):**  
An investigation was conducted regarding the verbal altercation between you and another employee on Thursday, March 21, 2019. The investigation found that you: 1) were involved in a verbal altercation with another employee and 2) made a threat of physical violence. This behavior is in violation of Boyd's Code of Conduct Policy, which states "While at work or representing the Company, all employees are expected to use appropriate business decorum...The following activities are contrary to the Company's Code of Conduct: 1) Disrupting the work environment by being vulgar, violent, hostile or excessively loud and 2) Fighting on the job, threatening any officer, director, employee, agent or customer of the Company with violence or engaging in any act of violence against an officer, director, employee, agent, vendor or customer of the Company."

**In Cases Other Than Discharge, Corrective Action Expected (attach additional pages if necessary):**  
(Use only when employment is continuing.)  
On March 21, 2019, Kirk Slaughter (Service Manager) met with Michael Harbuck and informed him he was being issued a written warning. Kirk informed Michael that his behavior was not acceptable and would not be tolerated. Kirk informed Michael that he must have immediate and sustainable improvement. Failure to do so could result in further disciplinary action, up to and including termination.

3-21-19 Date      Kirk Slaughter Supervisor Signature      Kirk Slaughter Print Name

I have read this Discipline and Discharge Documentation form and have discussed its subject matter with my supervisor.  
Refused to sign      KS  
Date      Employee Signature      Print Name