

HR STORIES FROM THE FRONT LINES



And the “Excuzzie” Goes To . . .

“It’s not my fault!” This phrase is uttered all too frequently by A-2-Z Resort’s employees and, frankly, poor Judy, A-2-Z’s HR Director, is sick of it!

Judy has reflected on the numerous employee excuses she heard in 2015 and has made a list of the three most outrageous excuses she received as candidates for the 2015 Excuzzie. Cast your vote to help Judy select the winner.

It’s Snowing Meth!

On Thursday, December 10, 2015, Judy sent a successful applicant for a mandatory pre-employment drug screen. When Judy received the results the following Monday, Judy was surprised to learn the applicant tested positive for methamphetamine.

Judy called the applicant and informed him that he did not pass the drug test. “Unfortunately,” Judy said, “I will have to withdraw your offer of employment.”

“I was afraid I wouldn’t pass the drug test, but it’s not my fault,” the applicant said. “You see, I was shoveling snow for my snow shoveling business last Friday and something weird happened. When I was throwing the snow over my shoulder, some snow flew into my mouth and it had a weird taste. It tasted very bitter and medicinal and had a chemical aftertaste. I’m positive it was meth because, on the ground where I was shoveling, I found a plastic baggy with a powdery white residue in it. That’s what made me fail the drug test because I don’t do drugs. Can you please reconsider?”

You Can’t Touch This!

In July of 2015, Judy received a complaint from one of the male trainers (Gary) at the Resort’s fitness center that Mia, the fitness center manager, had been a little too friendly towards him. Specifically, Gary complained that Mia walked up to him and fondled his genitalia during his shift the other day.

Judy called Mia into her office to discuss Gary’s complaint. Surprisingly, Mia actually admitted she did exactly what Gary had said. Baffled, Judy asked, “Why on earth did you do that?”

“It’s a technique I use to motivate the male trainers,” Mia explained. “I’ve found that the male trainers were unwilling to do extra work unless they were given some sort of incentive. When I do that, the male trainers are very eager to do the extra work I need done and, they really enjoy the extra attention. So, no harm, no foul, right?”

Exercising My Second Amendment Right To Bear ... Razor Blades?

In March of 2015, Judy received complaints from several employees in the Resort’s restaurant that one of the female servers (Ann) was abusive towards her coworkers and had a tendency to be a workplace bully. Judy called Ann into her office to discuss the complaints.

As Ann was walking into Judy’s office, Judy saw Ann take something out of her mouth and place it in her pocket. Judy asked Ann, “What did you just take out of your mouth?”

“Don’t you f@#*ing worry about it!” Ann responded angrily, glaring at Judy.

Calmly, Judy said, “Please tell me what you took out of your mouth.”

This time, Ann whipped out a razor blade from her pocket, placed it inside her lip and replied, “See it’s just my razor blade.”

Astonished, Judy asked, “Why do you have a razor blade at work? That’s a weapon and having a weapon at work is against Company policy.”

Ann answered, “For self-defense. I never know when I might need to protect myself.”

Take Home Message

The above are among the most extreme employee excuses that Judy has received, but even in the face of these ridiculous excuses, Judy treated the employee with respect. When you are faced with an outrageous employee excuse, it is important to listen carefully to the employee and, after hearing the employee out, address the situation in a professional manner.

Feedback

Cast your vote! Which of Judy’s nominees should win the 2015 “Excuzzie”? Email your vote to terrytraynor@eplaceinc.com.

Have you heard an even more outrageous excuse from your employees? Tell us about it at terrytraynor@eplaceinc.com.