

On or about Sunday, October 13, 2013, at 7:09 pm, you sent an email. Subject: Not in Monday, to your work peers Dale Piiru, Robert Schwartz, and Robert Lehman, with a cc to ORA timekeeper Marina Cheung (Cheung), and Marcus. Your email stated, "Won't be in on Monday. Not feeling well." You were previously instructed to direct your communication regarding absences directly to your supervisor. You were disrespectful toward Marcus and willfully disobedient by merely copying Marcus.