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Jan O'Brien
BCGEU
4911 Canada Way,
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Re: working towards creating positive work environments

Hello Jan,

Thank you for calling me in order to begin preparations for the preliminary hearing regarding the constructive dismissal I was subjected to while employed by the Provincial Government of BC, scheduled for June 22, 2007 (phone calls on May 24, 2007 and May 29 2007).

Also, thank you for your patience in answering my questions regarding the possible outcomes of the hearing. It is important to me to have an understanding of whether an honest effort can be made to work towards creating a positive work environment. As you can understand, returning to a negative work environment is not acceptable to me. If there is no chance that the BCPSA and the BCGEU can help create a positive work environment, I am not interested in returning to work for the provincial government. Nonetheless, I do feel very strongly that the creation and maintenance of negative work environments is unacceptable and therefore outside pressure may have to be exerted on the provincial government, if an effort is not made to make an honest effort to work towards creating positive work environments.

May I suggest that key to positive work environments is to have goals clearly stated and understood by all members of "the team" and to be results oriented and to be able to consider creative solutions.

Thank you for pointing me to the May 31, 2006 letter sent to me from the Staff Representative from BCGEU local 601, Cheryl Jones, which I received on June 6, 2006. Please note that in her response to my letter of May 25, 2006, she neglected to address my contention of discrimination.

Instead, Cheryl Jones stated that my letters disputing the dismissal for just cause (May 2, 2006, May 11, 2006, May 18, 2006, May 25, 2006) were not valid.

Also, Cheryl Jones stated that the deadline for grieving the dismissal for just cause had passed (I received notification of the dismissal for just cause on April 28, 2006 (therefore I had until May 28, 2006 to respond according to the Master Agreement #13); however she did offer me the opportunity to get a letter from my doctor if there was a medical reason for me not having gotten the grievance in on time. She gave me until June 7, 2006 to have a doctor's letter submitted to her, one day after having received her letter (June 6, 2006) dated May 31, 2006.

This use (misuse?) of creating arbitrary and unrealistic deadlines is similar to the treatment I received from the manager of the Population Section. As the pressure increased to get rid of me, he too would tell me that I had to have a "full report" on his desk in the morning and to change

the colors on the maps, even though the model would have to be rerun and the “full report” and the maps would be of no use. As the pressure increased to get rid of me, this technique was mimicked by a co-worker (with the same classification but less seniority) who would also tell me to have something “on my desk by noon” whereas my requests for essential data and/or explanations of methods were not met. Again, this technique was also used by the BCGEU in order to ensure that I would not be able to work in a positive work environment.

Also, there was no grievance form enclosed in the letter I received on June 6, 2006 from Cheryl Jones dated May 31, 2006. The first time I ever saw a grievance form was on July 11, 2006, three (3) months after the Deputy Minister wrote a letter to dismiss me for just cause. This technique reminds me also of the manager telling me to look in a particular database for a dataset but the dataset was wrong or not there. For example, in December 2005, he told me that he had changed all of the numbers in a report except for two numbers, then telling me to find the two numbers and change them.

Perhaps this bureaucratic bumbling is unintentional.

Also, thank you for letting me know that we are to be “working together” on this [preliminary hearing]. Still, it is important that the BCGEU be able to show that there is truly an intention to represent me fairly.

Wannabe white man or wannabe Indian?

Sincerely,

Warren Munroe

cc. Labour Relations Board