

-----Original Message-----

From: Munroe, Warren LCS:EX [mailto:Warren.Munroe@gov.bc.ca]

Sent: January 4, 2006 8:58 AM

To: Jones, Cheryl

Subject: RE: clarification

Hello Cheryl,

Thank you for your suggestions.

It is my hope that we are all (manager and employees) able to address team building as soon as possible.

The pattern of antagonism that I have experienced to date while working for this section repeats itself only with increased venom. I get yelled at by co-workers (this should not be allowed), I ask to be treated with civility, I get chastised by the section manager (nor should this be allowed).

After the incidents in this summer, where co-workers again yelled at me, and again I asked that we work towards creating a positive work environment, I thought that an effort to create a positive work environment was going to be made. However, the difficulties have gotten worse rather than better.

I have been asking for help for some time. The shop steward has been aware of the difficulties in the section for over a year. Because my co-workers have been yelling at me, last August, I had asked Carol Gore from HR for resources that might help create a positive work environment and she pointed me to many courses and books. I have been attempting to sign up for team effectiveness courses since the summer but they have all been full. I have taken out many books on the subject and they are very constructive; however, as Carol stated, it is important to involve the manager and the other members of the section in the process as well.

I had talked to the section manager about team effectiveness training last September, but was told by him that my request would only make things worse. Although I could not understand this at the time, he was right, it only made things worse.

At a meeting with Carol Gore (she had requested this), a staff rep, the section manager, and myself (October 13), I described some of the difficulties in the section (the yelling followed by being chastised and on one occasion, being threatened with a formal reprimand) and pointed out that it would be important for a facilitator to be aware of the reclassification of the position that I was hired to fill and how the position is not being treated as equal to the other section members but rather as subservient to the others. Indeed, underlying the difficulties, I suspect is the adjustment (or lack of) of the classifications in the section. During the meeting, the manager reacted very negatively to my pointing out the problems in the section and again

became antagonistic.

Over the months following this meeting, tensions in the work place rose dramatically. After the meeting, the manager made an open and concerted effort to discredit me from his office. He was soliciting negative statements about me from co-workers to be sent to the director and the union, and there was mention of the other section members (those who had been yelling at me) feeling unsafe because of me.

It is the creation of a negative work environment, as well as the support of the yelling, and the reaction to my request for team building that I consider inappropriate and a misuse of managerial powers. This behaviour also has confirmed my suspicion that the section manager and some, if not all, my co-workers were indeed trying to bully me out of my job before the October 13th meeting.

I have been told that there will be no effort made to resolve the concern since it has been suggested that there was no misuse of managerial powers. This is unacceptable. Therefore, I have no other choice then to refer this matter to the Deputy Minister or designate.

Regarding what is considered a separate concern, I have a great deal of suspicion about statements that suggest there may be team effectiveness training. There has been no concrete confirmation that the negative work place will be addressed. It is entirely possible that no agreement will be made for everyone in the section to be involved in team effectiveness training and work place (core competencies) skills types of courses. Instead, it is entirely possible that the people who have been doing the yelling will be given responsibility over my work and that it is considered entirely acceptable that people continue to yell at me. I can not allow this to be the outcome not only because it is unfair to me, but it is also unfair to the position and anyone else who might fill it, and to the work to be done by the section. Nor can I rule out the possibility that there is some deep underlying prejudice towards me because I find it hard to understand why I have been the subject of such harassment.

If there were an agreement made for everyone in the section to be involved in team effectiveness training and work place (core competencies) skills types of courses then, perhaps instead of focusing on yelling and reprimanding, we could focus on how we can get the job done as well as possible.

I am continuing to work on a written statement providing full particulars as listed in the 13th master agreement in preparation for a submission by January 11, 2006.

Sincerely,

Warren

-----Original Message-----

From: Munroe, Warren LCS:EX [mailto:Warren.Munroe@gov.bc.ca]

Sent: January 10, 2006 9:21 AM

To: Jones, Cheryl

Subject: RE: clarification

Hello Cheryl,

Just in case you are not aware (my apologies for not being clear) I have until tomorrow, January 11, 2006 to proceed with the grievance.

Please let me know if there is anything I can do to help.

Warren

-----Original Message-----

From: Munroe, Warren LCS:EX

[mailto:Warren.Munroe@gov.bc.ca]

Sent: January 10, 2006 9:21 AM

To: Jones, Cheryl

Subject: RE: clarification

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Warren

-----Original Message-----

From: Jones, Cheryl [mailto:Cheryl.Jones@bcgeu.ca]

Sent: January 10, 2006 9:56 AM

To: Munroe, Warren LCS:EX

Subject: RE: clarification

Importance: High

Warren

I will need you to come in and see me, so I can get up to speed. I do have notes here from you but I want to discuss before a grievance is filed. are you available tomorrow morning, let me know
Cheryl

-----Original Message-----

From: Munroe, Warren LCS:EX [mailto:Warren.Munroe@gov.bc.ca]
Sent: January 10, 2006 10:13 AM
To: Jones, Cheryl
Subject: RE: clarification

Hello Cheryl,

Could you please let me know what it is that you would like to discuss?

Is the write up not clear? Is there something else that I need to do?

Warren

From: Jones, Cheryl [Cheryl.Jones@bcgeu.ca]
Sent: January 10, 2006 10:25 AM
To: Munroe, Warren LCS:EX
Subject: RE: clarification

Warren

If I am being asked to file a complaint letter I need to meet with you, I like to meet with everyone, so I am sure of the details etc, and to know if in fact it is a grievance etc.

So if you come in that would be great
cheyryl

-----Original Message-----

From: Munroe, Warren LCS:EX [mailto:Warren.Munroe@gov.bc.ca]
Sent: January 11, 2006 8:09 AM
To: Jones, Cheryl
Subject: RE: clarification

Good Morning Cheryl,

Do you need more information?

Is it possible to get an extension if needed?

Warren

From: Jones, Cheryl [Cheryl.Jones@bcgeu.ca]
Sent: January 11, 2006 9:18 AM
To: Munroe, Warren LCS:EX
Subject: RE: clarification

I need to talk to you in regards to this, can you call me around 10:30
or come in?
cheyrl

-----Original Message-----

From: Munroe, Warren LCS:EX [mailto:Warren.Munroe@gov.bc.ca]
Sent: January 11, 2006 9:45 AM
To: Jones, Cheryl
Subject: RE: clarification

Hello Cheryl,

Yes, I'll call you at 10:30.

Warren

From: Jones, Cheryl [Cheryl.Jones@bcgeu.ca]
Sent: January 11, 2006 11:10 AM
To: Munroe, Warren LCS:EX
Subject: RE: clarification

I have left a message with the employer to postpone I will let you know
as soon as I do
cheyrl

From: Jones, Cheryl [Cheryl.Jones@bcgeu.ca]
Sent: January 11, 2006 11:45 AM
To: Munroe, Warren LCS:EX
Subject: RE: clarification

we have an extension until January 30, I will the information you sent
today and get back to you early next week
cheyrl

From: Jones, Cheryl [Cheryl.Jones@bcgeu.ca]
Sent: January 25, 2006 9:27 AM
To: Munroe, Warren LCS:EX
Cc: Paxman, Marvin LCS:EX
Subject: re complaint

warren

I had asked Ron Storm to assist you in reviewing your complaint I understand that did not go well.

I have reviewed all the information you have provided, and would like you to call me at 388-9948 tomorrow when we can talk. I am in meetings all day, and should be here no later than 9 tomorrow
talk to you soon
cheyrl

-----Original Message-----

From: Munroe, Warren LCS:EX [mailto:Warren.Munroe@gov.bc.ca]
Sent: January 26, 2006 9:41 AM
To: Jones, Cheryl
Subject: RE: re complaint

Hello Cheryl,

I have been able to add dates and make edits to the document.

Attached you will find a copy of the page in the grievance submission (32:15 b) that explains the submission.

Is there a standard form (template) for the submission to the Deputy minister that I could refer to?

Thank you for your help on this,

Warren

From: Jones, Cheryl [Cheryl.Jones@bcgeu.ca]
Sent: January 27, 2006 9:57 AM
To: Munroe, Warren LCS:EX
Subject: RE: re complaint

Hi

Wayne

I did up a letter I would like to fax to you so you can read it, let me know your number and I will fax over

cheryl

-----Original Message-----

From: Munroe, Warren LCS:EX [mailto:Warren.Munroe@gov.bc.ca]
Sent: January 27, 2006 10:41 AM
To: Jones, Cheryl
Subject: RE: re complaint

Hello Cheryl,

Sorry, I thought it had already gone out. Yes, please go ahead with sending the letter.

..it is very much appreciated.

Warren

From: Jones, Cheryl [Cheryl.Jones@bcgeu.ca]
Sent: January 27, 2006 10:44 AM
To: Munroe, Warren LCS:EX
Subject: RE: re complaint

will go on Monday
cheryl

-----Original Message-----

From: Munroe, Warren LCS:EX [mailto:Warren.Munroe@gov.bc.ca]
Sent: January 27, 2006 11:35 AM
To: Jones, Cheryl
Subject: RE: re complaint

Hello Cheryl

Just in case there is no offer of assistance from the employer towards helping create and positive work environment, I am preparing to advance the grievance to the Deputy Minister by the end of the day Monday, January 30, 2006.

As you have stated in your letter to the Director of BC Stats, I would like confirmation that team effectiveness training courses (or any courses/resources aimed at creating a positive work environment) will be made available for all the section members including the manager. I have asked to take these course myself but I am convinced that Carol Gore of Human Resources is correct that it is necessary for all members of the team to be involved including the manager.

Following our conversation over the phone yesterday, I have made adjustments to the written statement to be sent to the Deputy Minister. For example, I have put the chronological list of events into an Appendix. Therefore the grievance focuses right away on the manager's reaction to my requests for help from Carol Gore of Human Resources in creating a positive work environment.

It is my sincere hope that the employer will agree to assist in creating a positive work environment before the end of the work day on Monday, January 30, 2006, otherwise, I will have no other choice than to proceed with the grievance.

Thank you for all your help,

Warren

From: Jones, Cheryl [Cheryl.Jones@bcgeu.ca]
Sent: January 27, 2006 11:41 AM
To: Munroe, Warren LCS:EX
Cc: Paxman, Marvin LCS:EX
Subject: RE: re complaint

Warren
you either give them an opportunity or not, I have indicated to you what you should do, if you are going to give deadlines before I have even had the letter sent out, then there is no need to contentious
I am not going to be caught in a trap.
You decide if the letter is going, or your complaint, it is not a grievance.
cheryl

-----Original Message-----
From: Munroe, Warren LCS:EX [mailto:Warren.Munroe@gov.bc.ca]
Sent: January 27, 2006 1:12 PM
To: Jones, Cheryl
Subject: RE: re complaint

Hello Cheryl,

I am not aware of any trap.

I thought that I made it clear that I needed to know if there is going to be an effort made to help create a positive work environment before the end of the day on January 30, 2006 because that is the end of the extension. That is why it is important to get a reply as soon as

possible.

Perhaps it would be appropriate to ask for another extension?

Warren

From: Jones, Cheryl [Cheryl.Jones@bcgeu.ca]
Sent: January 27, 2006 2:02 PM
To: Munroe, Warren LCS:EX
Subject: RE: re complaint

What was clear was, you agreed to put in writing from the original complaint to confirm what you wanted, we put in that there would be information coming you agreed with the letter the letter would go to the employer today or Monday then you send me an email that says, if you do not have the information by Monday you are proceeding. that is not the intent of the letter, to give them 8 hours to put something together

The trap is if I had sent the letter, your limitations are not reasonable, so the employer thinks they can move forward, yet if they do not meet your ultimatum then you file, I look like I am pulling a fast one and you did make it clear, but what you did not make clear was you wanted it done by Monday January 30th, today is Friday we do not even know if the employer is in, anyway it does not matter you also, after reading the letter, and agreeing to it, you emailed me with your demands, such as specific training,.all section managers including manager, etc, and then you say if it is not done or confirmed you have re written your complaint and will go forward.

I have spent lots of time on this I had a steward lined up, which when he called you, did not go well, whatever, you let me know what you are doing, and until it is clear I will not be forwarding the letter until I know exactly what your intentions are.
There is no need for another extension
let me know on Monday what you want to do
cheryl

-----Original Message-----

From: Munroe, Warren LCS:EX [mailto:Warren.Munroe@gov.bc.ca]
Sent: January 27, 2006 3:06 PM
To: Jones, Cheryl
Subject: RE: re complaint

Hello Cheryl,

It is obvious that there is a problem, therefore please request an extension so that we can figure this out.

Warren

From: Jones, Cheryl [Cheryl.Jones@bcgeu.ca]
Sent: January 30, 2006 10:21 AM
To: Munroe, Warren LCS:EX
Subject: RE: re complaint

Warren

Further to your email
there is no problem, you need to decide if you are proceeding with the complaint. My recommendation is that giving the employer the opportunity to address concerns as per the letter I did on January 26, 2006, however you have the right to continue your complaint and therefore I will need an answer no later than 3 pm today, and a copy of your revised statement. It needs to be noted that the union will advance your complaint, but my recommendation remains the same.
Let me know
cheryl

From: Jones, Cheryl [Cheryl.Jones@bcgeu.ca]
Sent: February 1, 2006 10:45 AM
To: Munroe, Warren LCS:EX
Subject: dec 1 email

Warren

can you forward me your email you sent the employer on December 1st
thanks
cheryl

-----Original Message-----

From: Munroe, Warren LCS:EX [mailto:Warren.Munroe@gov.bc.ca]
Sent: February 3, 2006 8:04 AM
To: Jones, Cheryl
Subject: FW: Personal harassment

Hello Cheryl,

Sorry for the delay, my daughter (8 yrs old) has the chicken pox

and I was at home for the last couple of days.

Here is the email that you asked for.

Warren

From: Jones, Cheryl [Cheryl.Jones@bcgeu.ca]
Sent: February 3, 2006 9:41 AM
To: Munroe, Warren LCS:EX
Subject: RE: Personal harassment

Warren

I am not sure what this is for

I understand you forwarded your complaint to the Deputy

and we also have done so

We will hear from the deputy in the time frame as per the agreement

cheryl