



February 28, 2006

Via Courier

Warren Munroe
902 Lucas Avenue
Victoria, BC V8X 4M7

Dear Warren Munroe:

Re: Suspension without Pay for Refusal to Report to Work

This letter is sent further to our meeting of February 21, 2006, to discuss an incident that occurred in the workplace on February 15, 2006. BCGEU Shop Steward Marvin Paxman, BCPSA HR Consultant Carol Gore, and your manager, Dave O'Neil were also in attendance at that meeting.

You were asked on February 21 to explain why you refused to attend a meeting called by your manager, David O'Neil on February 15. You provided no rationale for your behaviour beyond repeating previous allegations of misuse of managerial authority by David O'Neil. Your explanation did not alter the employer's view that you are obligated to perform the duties of your position as defined in your job description, including reporting to work daily, attending meetings as required and taking direction from your manager. Your allegations have been investigated as per the procedures defined in Article 32.15 of the Master Agreement. The Deputy Minister of Labour and Citizens' Services upheld the earlier finding of no misuse of managerial authority.

Upon completion of the meeting February 21, you were directed to return to work, but you refused, saying, "I'm not going to go back. Do what you have to do." You did not return to the work site; in fact, you left the building shortly thereafter.

The employer finds your insubordinate behaviour unacceptable and worthy of discipline. A number of factors have been assessed in determining the quantum of discipline, including but not limited to your length of service and disciplinary history. You are hereby issued a five-day suspension without pay to be served Tuesday, February 28 through Monday, March 6, 2006, inclusive.

Subsequent to the suspension, you are required to report to work at 8:30 a.m., Tuesday, March 7, 2006, prepared to undertake the full duties and responsibilities of your position

Ministry of
Labour and Citizens'
Services

BC STATS

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Victoria, BC V8W 9V1

Telephone: (250) 387-0359
Facsimile: (250) 387-0380

Location:
1st floor, 553 Superior St.
Victoria, BC

- gordon
- 18
- suspended 2 days
for refusal
- mty 21
- letterhead
- pay after March 6

Not Discussed
Rebuttal 10

Rebuttal 11
will not work
in my
Rebuttal 12
given the work
- long - letter

Rebuttal 13
- Abuse of
power

Rebuttal 14
- no case
- pay

- 2 -

as an Economist N24, Population Analyst. You will report to David O'Neil, Manager, Population Statistics, completing work assignments and attending meetings as he directs.

It is important for you to understand, Warren, that any additional misconduct will subject you to further discipline, up to and including dismissal from the public service.

Yours truly,

A handwritten signature in cursive script, appearing to read "Don McRae".

Don McRae
Director, BC Stats

cc: Personnel File
David O'Neil, Manager, Population Statistics, BC Stats
George Heyman, President, BCGEU
Carol Gore, HR Consultant, BCPSA