

William Warren Munroe
902 Lucas Avenue,
Victoria, BC V8X 4M7

March 6, 2006

Dear Don McRae,

Re: Refusal to help create a positive work environment.

I did refuse to attend a meeting February 15, 2006, and was then told by the section manager to leave my office and the building. These meetings had a history of dysfunctionality. Indeed I had been yelled at by one of the people who would be at this meeting. I had been asking that there be a resolution to the dysfunctionality, characterized by intimidation and antagonism, for several months.

Indeed, my request for help in addressing the dysfunctionality at these meetings and within the section in general, in order to work towards creating a positive work environment resulted in increased antagonism from the section manager. The section manager was involved in soliciting letters from the people in the section in order to discredit me, to be sent to you and cc'ed to the BCGEU.

Responding to a letter requesting a meeting February 21, 2006 with yourself, the section manager, a Human Resources representative, and the shop steward, I requested mediation of some sort to address the impasse, a transfer, or at least the opportunity to sit on a committee with the goal of finding ways to addressing dysfunctionality at the earliest opportunity (I found out on Feb. 13, 2006 that the section manager had made a complaint about me to HR in March of 2005). I again offered to drop the grievance procedure in favor of a positive solution but this was considered administratively difficult.

The management's response was to offer "family in crisis" services. I did not, nor do not, think that this would adequately address the difficulties. The specifics of the history of dysfunctionality were not discussed nor was there any discussion regarding the specifics of why I refused to attend the meeting. However, I did state that I refuse to work in an intimidating and antagonistic work environment. You may not think that my concerns are justified, but then again, you did call me an idiot loud enough for people in the hall to hear when I first started working with BCStats.

I very much look forward to going to work in a positive work environment. Please make every effort to address the dysfunctionality in the most constructive manner possible.

Thank you,

Warren

cc. George Heyman, President, BCGEU