



File: 0280-30
Ref: 44369

APR 1 1 2006

Mr. Warren Munroe
763 Beach Road
Qualicum Beach BC V9K 1S2

Dear Mr. Munroe:

I have received a recommendation that you be dismissed from your employment as a Population Analyst with the Ministry of Labour and Citizens' Services. Your dismissal was recommended as a result of your insubordinate behaviour, your failure to follow direction, and your failure to accept any responsibility for what you perceive as a dysfunctional workplace.

Upon review of your four years of service with this Employer, I note a previous five-day suspension on February 28, 2006 for insubordination.

In a letter from the Employer, received by you on March 30, 2006 you were directed to return to work immediately. In that letter you were put on notice that any further insubordination would lead to a recommendation for your dismissal. As of this date, you still have not returned to work.

In reviewing all of the circumstances, I have concluded that your behaviour and continued insubordination has rendered the employment relationship no longer viable.

Accordingly, pursuant to my authority under the *Public Service Act*, you are hereby dismissed from employment with the Public Service, effective immediately.

Yours sincerely,



Gordon Macatee
Deputy Minister

cc: George Heyman, President, BC Government Employees' Union

Ministry of
Labour and Citizens' Services

Office of the Deputy Minister

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