

Excerpt from Journal of events surrounding firing.

February 6, 2006 – Dave O’Neil returns from vacation.

February 7, 2006 – no team effectiveness training

I ask Dave O’Neil about team effectiveness training courses and for a meeting with the rest of the section. Dave says “there will be no courses as there is no need for them.”

February 9, 2006 – the rest of the people in the population section are not interested in courses.

I ask the director about the courses but he is out.

February 10, 2006 – The director tells me that there will be no courses

...until the outcome of the grievance. I offer to drop the grievance in favour of team effectiveness training. He said that the grievance was being taken up by the union. Again I offered to phone the union to drop the grievance and that I did not want to bring any action against the manager but rather we needed help and I would drop everything in favour of work place skills courses. This he said was not doable.

February 13, 2006 – request transfer

I ask director for a transfer and state that team effectiveness training courses or mediation is necessary before I will meet with the rest of the section. I explain that the harassment has been both overt and subtle, i.e. Jennifer snickering. I find out that Dave O’Neil had gone to Human Resources about me in March 2005.

February 14, 2006 – Again I request help

I emailed the director about the importance of courses or mediation and that I can not continue to work in an intimidating antagonistic work environment. It is important that trust be rebuilt and we can not continue as though nothing is wrong.

February 15, 2006 – Dave O’Neil fires me, but later I am told he can’t...someone else will be doing the firing.

Meetings which the manager, Dave O’Neil, had used as an example of how bad a person I am, including accusing me of making the other attendee feel unsafe, were moved up at least one month with no explanation, and I refused to attend until mediation were agreed upon. With Marvin (shop steward) present, Dave told me to leave my computer on, to turn in my security pass, and leave the building. He escorted me out of the building after I had gathered my belongings and returned my security pass. This is another example of how incredibly antagonistic the manager was towards me.

Marvin and I were under the impression that I had been fired. While I was in the locker room Marvin came to see me and said “good news, (I) had not been fired” and that “the manager did not have the power to fire me.” Someone else would have to do the firing.

February 21, 2006 – Meeting where I ask again for team training, mediation, or transfer

Meeting with director, manager, and Carol Gore (HR) and Marvin Paxman (shop steward). I offer to drop the grievance in favour of mediation or courses, ask for a

transfer, or an opportunity to participate in a committee with the goal to address problems at the earliest possible opportunity instead of allowing problems to escalate. I am offered family services which I do not feel will address the problems adequately (I am the one being yelled at for no reason and I am not yelling).

February 28, 2006 – Suspended

I was suspended for three weeks, the last week without pay, and told to return to work on March 7, 2006.

March 6, 2006 –Positive work environment please

I sent a letter to the director asking for a positive work environment.

March 9, 2006 – BCGEU will not help

I spoke with Marvin about grieving the suspension.

I was told that it could take 9 to 12 months to resolve. I said that I could not return to work until the negative work environment was addressed and asked if there was financial assistance available to people in this circumstance.

Marvin called back after checking with Cheryl Jones (BCGEU staff rep) to say that there is no assistance available and that I had to get back to work as I would be dismissed with just cause and not ineligible for employment insurance. Given the circumstances I move my family back to Qualicum Beach.

March 10 ?, 2006 – Shop Steward will forward my case

Marvin called to say that the union was on my side and would do everything they could to get me back to work.

March 20, 2006 – I send a letter to BCGEU to grieve personal harassment and suspensions.

March 28, 2006 – The Director phoned me at home, a contravention of Article 8.12 (a)

He said that if I did not get to work he would recommend that I be dismissed. I told him to put this in writing. Because I did not want anyone phoning my home to threaten me, where my children might answer the phone and take the message, I told the Director to use the postal service and to never phone my house again.

March 31, 2006 – Management to accept it's role

I sent a letter to the director pointing to the need for management to accept it's role in creating and maintaining a negative work environment as the first step towards working towards creating a positive work environment.

April 6, 2006 – copy of letter from BCGEU will not proceed after shop steward assured the petitioner of union support

April 28, 2006 – Registered letter dated April 11, 2006 from Deputy Minister claiming dismissal for just cause