

Notes regarding discussion with D. M.cRae, February 10, 2006 - No Team Work

Thank you for coming by my workspace to discuss the status of my request for help in working toward creating a positive work environment.

You have said (as I understand it) that there will be no effort made toward team effectiveness training or mentoring until the grievance (Article 32.15 ) has taken its course.

I offered to drop the grievance in favour of an constructive solution if it were forth coming. Also, I did not intend that my request for help would result in the grievance procedure but rather I had always wanted to pursue a positive solution.

You replied that my offer to drop the grievance did not matter because the grievance had been taken up by the union.

I offered to call the union to drop the grievance if there were going to be an effort made to address the dysfunctionality. Also, it is important to address team work because the section is dysfunctional and that I too could also learn.

You replied that you were not suggesting that this be done.

I said that I had two options then, either to quit or to move to another part of the government where my talents could be used. I described how I may not be considered a good person to work with because of the difficulties in the section, but that I have shown that I can work with people effectively using the estatsBC project as an example.

You had to leave because work had to be done on another project, time was short and I offered to discuss this next week if you had the time.

My thoughts:

There is an inconsistency here.

I was told that the Article 32.15 grievance procedure was separate from my request for help with team building ( Dec. 12, 2005 findings meeting and also written up in the email from Marvin Paxman Dec. 20, 2005)

Now it appears that there is definitely a connection between the grievance procedure and team building.

Since there is no timely effort going to be made to address the problems in the section, I would like to request to be moved out of the section so that someone else can move in to work on the projects.

Warren