



March 8, 2006

Via Courier

Warren Munroe
902 Lucas Avenue
Victoria, BC V8X 4M7

Dear Warren Munroe:

Re: Refusal to Report to Work

This will acknowledge receipt of your letter faxed to my office Tuesday, March 7, 2006, in which you reiterated charges that you have been subjected to intimidation in the workplace. These allegations were investigated and determined by Deputy Minister of Labour and Citizens' Services Gordon Macatee to be unfounded. The results of the Deputy Minister's review as per Article 32.15(c) of the Master Agreement were forwarded in writing to the BCGEU February 24, 2006.

In my letter to you of February 28, 2006, you were informed of the requirement to report to work at 8:30 a.m., Tuesday, March 7, 2006. You did not do so. You are hereby directed to attend a meeting with your manager David O'Neil and me, scheduled for Thursday, March 9, 2006, to explain why you are absent from work without approved leave. The meeting will be held in the Shawningan Room, 3rd Floor, 940 Blanshard Street, beginning at 3:30 p.m.

In accordance with your rights under Article 10.8 of the Collective Agreement, I recommend that you invite your shop steward to accompany you to this meeting, as discipline may result.

On February, 17, 2006, I asked shop steward Marvin Paxman to suggest that you avail yourself of the confidential BC Employee and Family Assistance Program (BCEFAP). In our meeting February 21, 2006, I offered to fund professional mentoring/coaching to assist you in addressing your problems interacting with your manager and coworkers, but you declined. The employer is now formally referring you to BCEFAP. Details of this referral will be shared at the meeting Thursday afternoon.

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You will continue to be off pay while you are absent without leave.

Yours truly,

*Margaret Johnson on behalf
of*

Don McRae
Director, BC Stats

cc: David O'Neil, Manager, Population Statistics, BC Stats
Carol Gore, BCPSA HR Consultant
Marvin Paxman, BCGEU Shop Steward
George Heyman, President, BCGEU
Personnel file