



March 9, 2006

Warren Munroe
902 Lucas Avenue
Victoria, BC V8X 4M7

Dear Warren Munroe:

Re: Formal BCEFAP Referral

Further to my letter to you dated March 8, 2006, the employer is very concerned about your refusal to report to work based on claims of misuse of managerial authority that the Deputy Minister of Labour and Citizens' Services has determined to be unfounded. Last month BCGEU shop steward Marvin Paxman made you aware of your access to the BC Family and Assistance Program (BCEFAP). In a meeting February 21, 2006, you declined a branch offer to fund professional coaching sessions for you.

In light of your continued reference to unsubstantiated claims of intimidation and harassment by your manager and coworkers, the employer is making a formal referral to BC Employee and Family Assistance Program. We are happy to arrange an appointment for your initial assessment with a counselor at Brown Crawshaw, our BCEFAP provider. Alternatively, you may make the appointment yourself by calling the toll free number in the enclosed brochure.

The initial assessment and another five counseling sessions will be provided as part of this formal referral. If you wish to continue the counseling, you may elect to use the six sessions to which each eligible employee is entitled annually, making a total of 12 sessions inclusive of the initial assessment available to you at no charge. Additionally, as this is a BCEFAP referral, you will be permitted paid time off work to participate in the program. During the period of participation, you are required to report to 553 Superior Street and perform the duties of your position as a Population Analyst with BC Stats during all regularly scheduled hours of work exclusive of the time spent in counseling sessions.

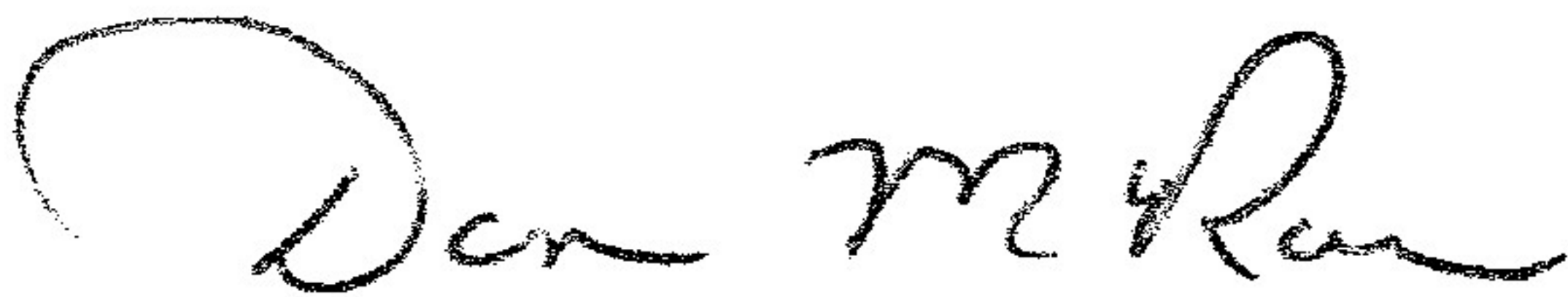
Please be assured that any information exchanged during these sessions will be kept strictly confidential. Neither I nor anyone else at the Ministry of Labour and Citizens' Services will receive any personal information that you share with the counselor. The only information the employer receives is whether or not you are attending sessions as scheduled and participating in the BCEFAP program as directed.

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I strongly encourage you to accept this offer of assistance.

Yours truly,

A handwritten signature in cursive script, reading "Don McRae". The signature is fluid and elegant, with a large initial "D" and a stylized "McRae".

Don McRae
Director, BC Stats

cc: Personnel File