



March 20, 2006

Via Courier

Warren Munroe
902 Lucas Avenue
Victoria, BC V8X 4M7

763 Beach Rd
Qualicum Beach, BC
V9K 1S2

Dear Warren Munroe:

Re: Employer's Direction to Return to Work

This correspondence is further to my letter to you dated March 8, 2006, in which you were directed to meet with your manager David O'Neil and me at 3:30 p.m. on Thursday, March 9, 2006, to explain your absence from work without approved leave. You failed to follow this direction, and the purpose of this letter is to put you on notice that any further insubordination will lead to a recommendation to the Deputy Minister that you be dismissed from your position with the provincial government.

The allegations made in your March 7, 2006, letter to me regarding an intimidating and antagonistic work environment have been investigated in depth under Article 32.15 of the Collective Agreement and have been found at two levels of investigation to be unsubstantiated. In our meeting February 21, 2006, and again in a letter to you dated March 8, 2006, the Employer offered you professional mentoring/coaching services to help you address problems you have interacting with your manager and coworkers. You declined our initial offer and did not respond to the second.

On February 28, 2006, you were suspended for five working days for insubordination and directed to return to work Tuesday, March 7, 2006. You did not return to work and, further, failed to attend the meeting March 9, 2006, to explain your absence from the workplace. I am directing you to report to work immediately upon receipt of this letter, to assume your full duties and responsibilities as a Population Analyst (N24) with the Population Section of BC Stats, reporting to your manager David O'Neil.

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Ministry of
Labour and Citizens'
Services

BC STATS

Mailing Address:
PO Box 9410 Stn Prov Govt
Victoria, BC V8W 9V1
Telephone: (250) 387-0359
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Location:
1st floor, 553 Superior St.
Victoria, BC

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Warren, it is important for you to understand that, in the absence of a plausible excuse, failure to report to work will result in a recommendation to the Deputy Minister of Labour and Citizens' Services that you be dismissed from the public service.

Yours truly,

A handwritten signature in black ink, appearing to read "Don McRae". The signature is fluid and cursive, with a large initial "D" and "M".

Don McRae
Director, BC Stats

cc: Personnel File
David O'Neil, Manager, Population Statistics, BC Stats
George Heyman, President, BCGEU
Carol Gore, Hr Consultant, BCPSA