

BCGEU

B.C. Government and Service Employees' Union

A component of NUPGE (CLC) www.bcgeu.bc.ca

March 22, 2006

PRIORITY COURIER

William Warren Munroe
763 Beach Road
Qualicum Beach, BC V9K 1S2

Dear Mr. Munroe

Re Letter dated March 20, 2006

I received the above noted letter on March 21, 2006. I tried to contact you by phone at 1-250-704-1382 yesterday with no answer and today the phone number is out of service.

In your letter you have stated that you wish to grieve the suspension. It is imperative that you contact me by phone.

In a letter from the Employer to you on February 28, 2006, it states that on February 15, 2006, with your shop steward Marvin Paxman present, you refused to attend a meeting that your Manager, Dave O'Neil requested your attendance. You were sent home for refusal to attend the meeting. On February 21, 2006 you were called to a meeting with your steward Marvin Paxman present. You were directed to return to work and refused by stating, "I'm not going to go back." You did not return to work and in fact left the building. You were notified that the Employer found your insubordinate behaviour was unacceptable and worthy of discipline. For that reason you were issued a five day suspension without pay to be served from February 28, 2006 to March 6, 2006.

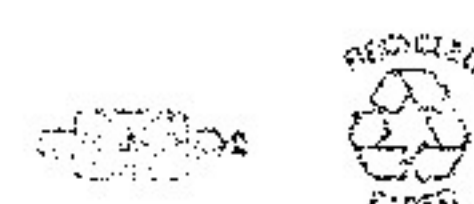
During this time frame the Deputy Minister wrote to me indicating the Article 32.15 was investigated. He did not find evidence of "misuse of managerial/supervisory authority."

On March 2, 2006 your steward Marvin Paxman, contacted our office indicating that you had been suspended and had no intention of returning to work. Marvin stated he made a strong last ditch effort to get you to compromise, but you refused. He spoke with you on the phone, as he was concerned and you indicated your were feeling better and looking for other work. Marvin indicated the action of the Employer were steps to termination which you understood.

A letter was also sent to you on March 2, 2006, Priority Post, from Jenny Ewing Staff Representative, which included the response to your complaint from the Deputy Minister and information from Marvin that you had been suspended February 15, 2006. You were urged to contact me as soon as possible to arrange a meeting.

You have not contacted me to do so.

2994 Douglas Street, Victoria, BC V8T 4N4
Telephone: (250) 388-9948 Facsimile: (250) 384-8060
<http://www.bcgeu.ca>



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As per the Article 8.9 (a) of the 13th Master Agreement, a dismissal or suspension grievance is to be filed within 30 days of the date on which the dismissal, rejection on probation, or suspension occurred, or within 30 days of the employee receiving such notice. Your suspension began February 15, of which 30 days are up, but the notice to you by the Employer is February 28, 2006, therefore we have until March 31, 2006, to file a grievance. ||

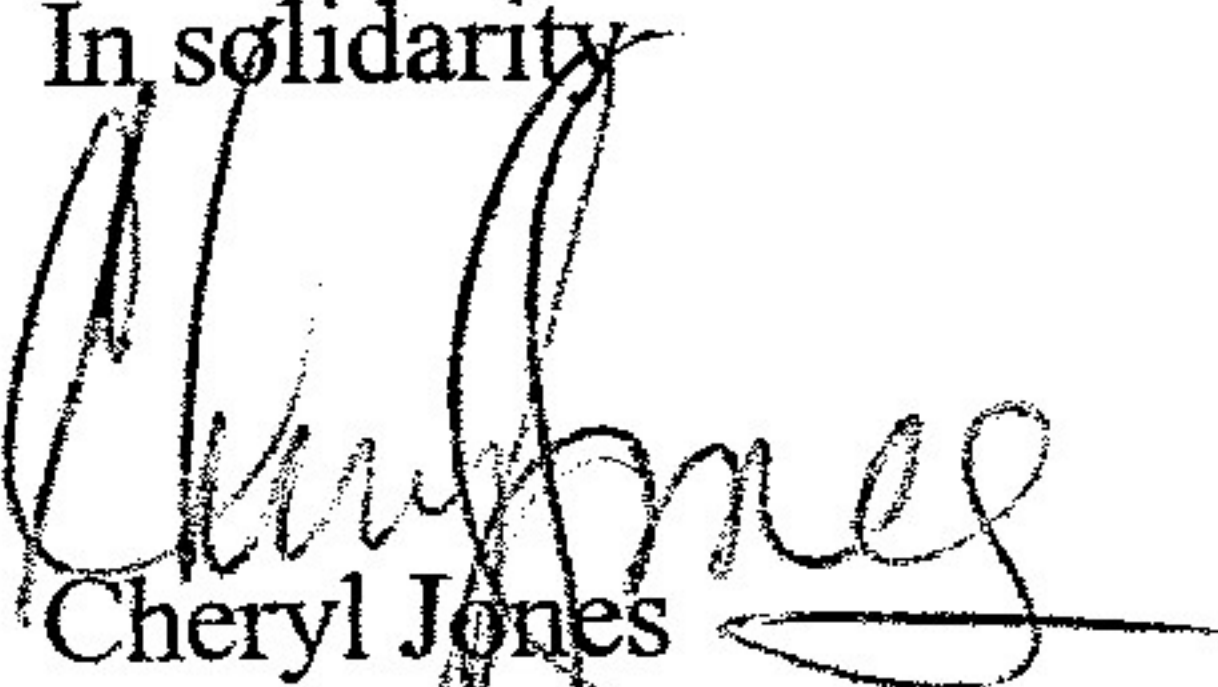
I am out of the office for the week of March 27 to March 31st. You will need to contact me at 388-9948 and ask for Lynn Gudjonson and she will relay your message, I will then contact you. It is very important that you contact me.

Further to the Employer's letter dated March 20, 2006, it is imperative you contact the Employer to return to work. If you do not return to work the Employer is very clear, it will result in a recommendation to Deputy Minister of Labour and Citizens' Services that you be dismissed. ||

Further, in your letter you request you want to be reimbursed for moving expenses. I am not aware of how you incurred moving expenses, nor the date of which you moved here, but as per the Collective Agreement I do not believe there is an avenue to recoup these costs. You need to be much more specific in regards to dates.

Therefore in order for the BCGEU to assist you, please contact me no later than March 31, 2006.

In solidarity



Cheryl Jones
Staff Representative

CJ/lg
cope 378
ltr munroe3

Encl

cc Marvin Paxman, Steward