

BCGEU

B.C. Government and Service Employees' Union

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

April 6, 2006

**PRIORITY POST**

Warren Munroe  
763 Beach Road  
Qualicum Beach BC  
V9K 1S2

Dear Mr. Munroe

**Re Your Grievance**

On March 21, 2006, the BCGEU received your letter dated March 20, 2006, where you requested a grievance be filed on your behalf.

I asked Mr. Paxman to file a grievance and he did on March 30, 2006, and it was signed off by the Employer the same day.

The BCGEU couriered you a letter on March 22, 2006, requesting that you contact me by March 31, 2006 to file a grievance. You did not call but a grievance was filed only to protect the times lines, listed in the Collective Agreement.

Your grievance is in regard to being sent home On February 15, 2006.

In the presence of Marvin Paxman, Shop Steward, you refused to attend a meeting that your Manager, Dave O'Neil requested your attendance. You were sent home when you ignored Mr. O'Neil and refused to attend the meeting.

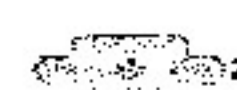
On February 21, 2006 you were called to a meeting with your Shop Steward, Marvin Paxman, present. You were directed to return to work and refused by stating, "I'm not going to go back."

It was only after the meeting of February 21, 2006 the Employer found you insubordinate and you received a five day suspension.

On March 2, 2006, Marvin Paxman, Shop Steward, contacted you and tried to have you return to work.

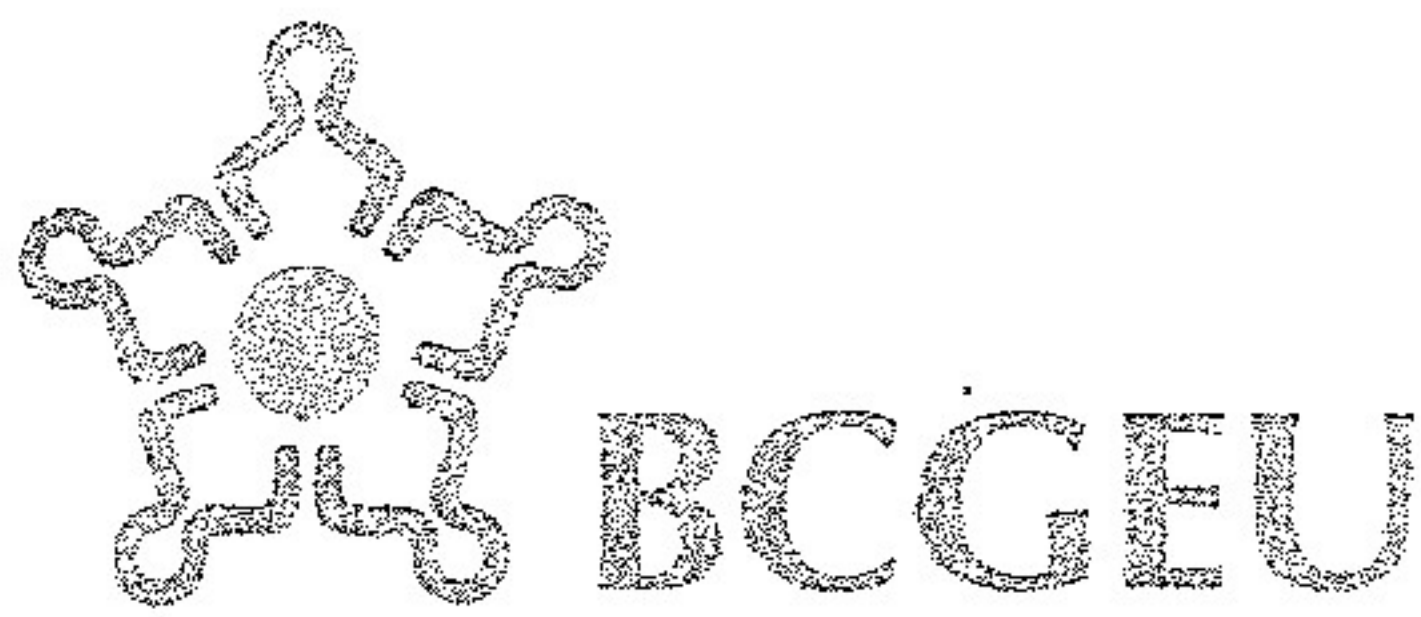
On March 20, 2006, the Employer formally stated, ***"..you were suspended for five working days for insubordination and directed to return to work Tuesday March 7, 2006. You did not return to work and further failed to attend the meeting of March 9, 2006, to explain your absence from the workplace. I 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."***

2994 Douglas Street, Victoria, BC V8T 4N4  
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To a negative work environment





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The Employer also stated, *"... 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."*

With regard to your grievance, as per the Arbitration of William Scott, the Employer has followed the steps of progressive discipline, and you have chosen to ignore the Employer's request to report to work.

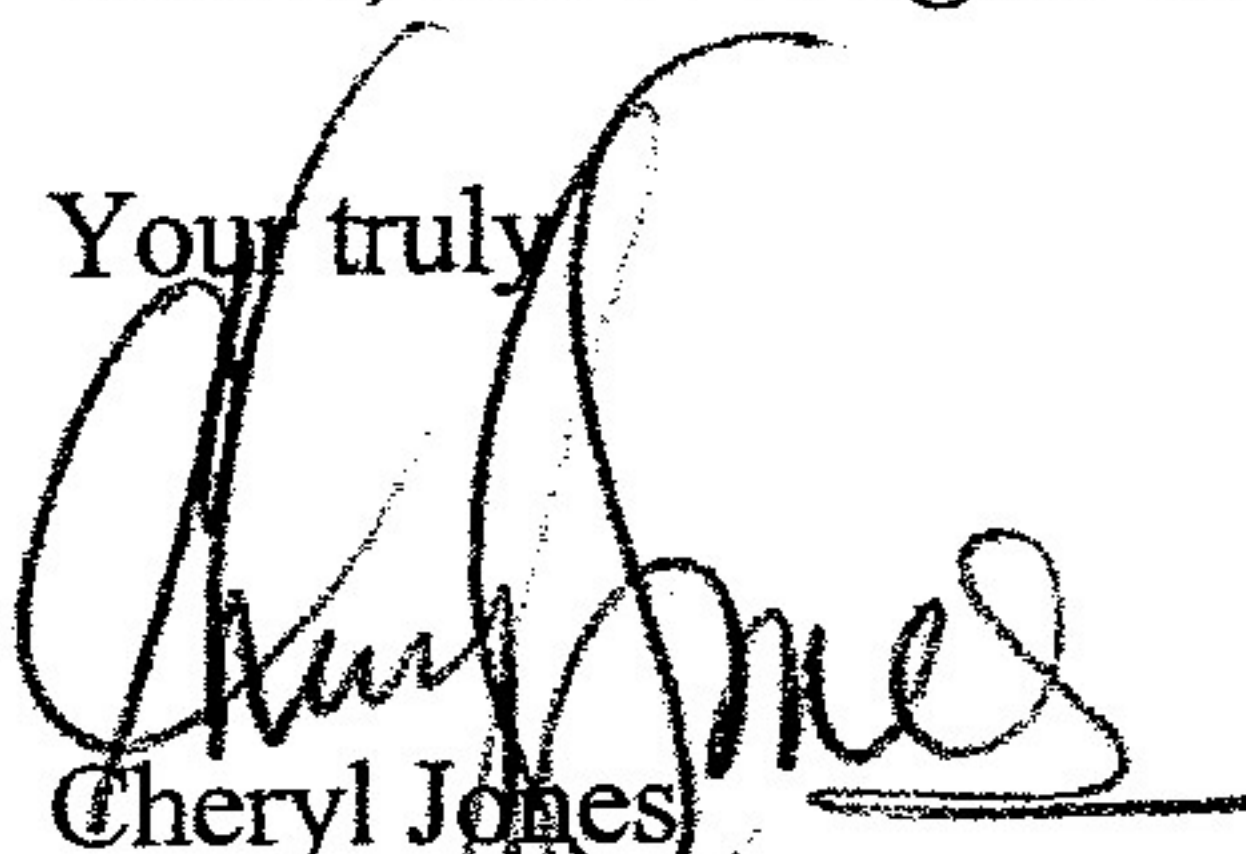
The Employer has done the following:

1. A meeting was called with the Steward present on February 21, 2006, to explain why you refused to attend a meeting called by your Manager. You were directed to report to work and you stated, *"I'm not going to go back. Do what you have to do."*
2. A letter of Suspension on February 28, 2006, for five days and requesting you report to work on March 7, 2006.
3. You were requested to attend a meeting on March 9, 2006 to explain your absence and was again directed to report to work immediately.
4. March 20, 2006 a letter was sent to you re Employer's direction to return to work, and it was clearly stated, if you did not attend, a recommendation would be forwarded to the Deputy Minister of Labour and Citizens' Services for your dismissal.

Therefore, the Employer has followed the progressive discipline guidelines of the William Scott Arbitration, and your grievance is denied. It is imperative you report to work before your employment is terminated, due to abandoning your position.

This decision is subject to your right to appeal, within ten (10) days of receipt of this letter, pursuant to Article 11(b) of the BCGEU Constitution. Reasons for your appeal must be in writing and directed to the attention of **Secretary, Grievance Appeal Committee, BC Government and Service Employees' Union, 2994 Douglas Street, Victoria, BC V8T 4N4.**

Your truly



Cheryl Jones  
Staff Representative

CJ/lg  
cope 378  
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