

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca

May 10, 2016

PUBLIC DOCUMENT

Cory Langford

M. Ed. M. Sc. Bargaining Unit Chair, Vocational Faculty, BCIT
3700 Willingdon St.
Burnaby BC V5G 3H2

Dear Mr. Langford,

Ref. The Report of Corruption in SCBC

Please, find **the Report of Corruption in the Supreme Court of British Columbia**. I have already reported this issue to Burnaby RCMP and Vancouver Police. Please read the report and let me know, if you are **willing to NOTIFY** the members of the BCGEU regarding this issue; so that, they **CAN protect** themselves against the ongoing **corruption in the Supreme Court of British Columbia**, if the Police **IGNORES** the issue.

Sincerely,

Ron Korkut
Ethics First

Encl. My letter to James Cai dated May 5, 2016. The Report of Corruption and relevant legal documents.

Hi Cory,

Please let me know if you will respond to my question regarding sharing the "The Report of Corruption" between the union members, so that they can protect themselves against the UNUSUAL practice of LAW in the Supreme Court of British Columbia?

Ron Korkut

From: Cory Langford
Sent: Thursday, May 12, 2016 7:47 PM
To: Ron Korkut <Ron_Korkut@bcit.ca>
Subject: Re: CORRUPTION SCBC

Please let me know if have received the Report of Corruption.

Ron Korkut

Hi Ron,

Your package was put on my desk, so I do have it but I have not had the time to have a look at it.

Cory

From: Ron Korkut
Sent: Thursday, May 12, 2016 11:05 AM
To: Cory Langford
Subject: CORRUPTION SCBC

Cory please let me know if you will respond to my request.

Ron Korkut

From: Cory Langford
Sent: Monday, June 27, 2016 9:41 AM
Subject: UPDATE from Chair - Questions on Funding Announcement.

Cory, I have not received any response to my question yet. Please answer my question. I am not able to share information with my coworkers regarding the CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA, under the circumstances. Would you mind looking into this issue. Otherwise, the members of the union may fall victim to the same LEGAL CHICANERY that is being perpetrated in the Courts.

From: Cory Langford

Sent: Tuesday, October 04, 2016 9:42 AM

Subject: Selection committee rep. - Associate Dean, BCIT International

Cory, there are more serious issues than insufficient washroom cleaning. As member, I have a DUTY TO INFORM THE UNION MEMBERS ABOUT THE CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA. It is your job to help me. You are not responding to my letters. PLEASE, DO WHAT YOU ARE SUPPOSED TO DO. Thanks.

Ron Korkut

Ethics First

From: Cory Langford

Sent: Tuesday, November 22, 2016 11:11 AM

Subject: New Cleaning Contract

Dec. 8 2016

Hi Ron,

It is important that you attend the meeting. We don't have the right to refuse to meet with the employer when they call a meeting and if we do they tend to escalate the issue very quickly. Rather than the issue becoming more serious, I would urge you to attend the meeting and have the discussions with them as that is the best course of action.

Cory

Dec. 8 2016

Hi Cory,

The issue is already very SERIOUS ISSUE. As an employee of BCIT, I have a RIGHT and DUTY to inform my co-workers regarding THE CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA, in order to prevent HARM to them. Nevertheless, my supervisors James Cai and Wane Hand restricted my RIGHT and DUTY to notify my co-workers sending me an email. I asked them to give me an authorized decision since email is not a LEGAL DOCUMENT. They declined to sign their decisions. Then I reported the issue to Ana Lopez. She failed to respond. That is the ISSUE. If you are interested in resolving this issue, please let me know, if one of the above persons will sign the decision on the restriction of my RIGHT and DUTY to inform my co-workers. You must understand that I am entitled to have an authorized decision regarding this issue that is extremely sensitive from the PROTECTION OF THE PUBLIC.

It is IMPOSSIBLE to argue with a person who is reluctant to sign his or her decision made in GOOD FAITH, therefore, it is NOT APPROPRIATE for me to attend the meeting you are urging me to attend. If the LAW requires to take disciplinary action against an employee who is trying to NOTIFY HIS CO-WORKERS REGARDING THE CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA, BCIT should NOT hesitate to proceed. THAT IS FINAL.

Ron Korkut

Ethics First

Dec. 13 2016

Hi Ron,

I am running between meetings, but I wanted to make sure you are going to be attending the meeting today. It is very important that you are there. Not showing up to this meeting will almost definitely propel the institution into taking some rather serious disciplinary actions. You don't want to be disadvantaging yourself by not attending.

Cory

Dec. 13 2016

Hi Cory,

I am not after taking any advantage of a meeting that has no tangible reason. I have to repeat: As an employee of BCIT, I have a RIGHT and DUTY to inform my co-workers regarding THE CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA, in order to prevent HARM to them. Nevertheless, my supervisors James Cai and Wane Hand restricted my RIGHT and DUTY to notify my co-workers sending me an email. I asked them to give me an authorized decision since email is not a LEGAL DOCUMENT. They declined to sign their decisions. Then I reported the issue to Ana Lopez. She failed to respond. That is the ISSUE. If you are interested in resolving this issue, please let me know, if one of the above persons will sign the decision on the restriction of my RIGHT and DUTY to inform my co-workers. You must understand that I am entitled to have an authorized decision regarding this issue that is extremely sensitive from the PROTECTION OF THE PUBLIC.

It is IMPOSSIBLE to argue with a person who is reluctant to sign his or her decision made in GOOD FAITH, therefore, it is NOT APPROPRIATE for me to attend the meeting you are urging me to attend. If the LAW requires to take disciplinary action against an employee who is trying

to NOTIFY HIS CO-WORKERS REGARDING THE CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA, BCIT should NOT hesitate to proceed. THAT IS FINAL.

Ron Korkut

Ethics First

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca

November 21, 2016

PUBLIC DOCUMENT

Stephanie Smith, President
BCGEU
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mrs. Smith,

Ref. The Report of Corruption in SCBC

I am a member of BCGEU, teaching at BCIT. I am also, a victim of a potentially fatal hit and run crime. Therefore, I have a DUTY to bring my offender to JUSTICE; otherwise, **it is impossible to prevent hit and run crime**. I have struggled to discharge my DUTY for over seven years. Nevertheless, the Chief Justice of the Supreme Court of British Columbia, **Christopher E. Hinkson** declared me “vexatious litigant” and obstructed my access to Court Services.

The DUTY of justices is to serve the cause of JUSTICE; not to protect the criminals by *aborting* the legal actions of the victims of crime. Obviously, a justice who protects the CRIMINALS is more dangerous OFFENDER than the actual criminals who commit the crimes. For a reasonable person, this is a **perfect example of CORRUPTION**.

Under the circumstances, it is my DUTY to inform the PUBLIC to protect their security. To discharge my DUTY, I attempted to notify my colleagues regarding the Corruption in the Supreme Court of British Columbia. Nevertheless, the administration threatened me with the **termination of my employment and restricted my RIGHT to communicate with my colleagues** regarding this issue. Nevertheless, the Dean of the School of Construction, **Wayne Hand** failed to sign his decision. That is a perfect indicative of the fact that Mr. Hand is aware of his WRONG regarding his decision to restrict my right to inform my colleagues.

I reported this issue to Vice President **Ana Lopez**, but she failed to respond to my complaint. I also informed My steward, Cory Langford. He also is not responding to my letters and emails.

Therefore, I decided to raise the issue to your attention. I would like to meet with you to discuss the possibilities of **informing** the union members so that, **they can protect themselves** against the ongoing legal chicanery in the Supreme Court of British Columbia.

Sincerely,

Ron Korkut
Ethics First

Encl. The Report of Corruption, Declaration of Indemnity, My letter to Jack Davidson, CD legal documents.

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

January 15, 2017

PUBLIC DOCUMENT – Second Notice

Stephanie Smith, President
BCGEU
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mrs. Smith,

Ref. The Report of Corruption in SCBC

I am a member of BCGEU, teaching at BCIT. I am also, a victim of a potentially fatal hit and run crime. Therefore, I have a DUTY to bring my offender to JUSTICE; otherwise, **it is impossible to prevent hit and run crime**. I have struggled to discharge my DUTY for over seven years. Nevertheless, the Chief Justice of the Supreme Court of British Columbia, **Christopher E. Hinkson** declared me “vexatious litigant” and obstructed my access to Court Services.

The DUTY of justices is to serve the cause of JUSTICE; not to protect the criminals by *aborting* the legal actions of the victims of crime. Obviously, a justice who protects the CRIMINALS is more dangerous OFFENDER than the actual criminals who commit the crimes. For a reasonable person, this is a **perfect example of CORRUPTION**.

Under the circumstances, it is my DUTY to inform the PUBLIC to protect their security. To discharge my DUTY, I attempted to notify my colleagues regarding the Corruption in the Supreme Court of British Columbia. Nevertheless, the administration threatened me with the **termination of my employment and restricted my RIGHT to communicate with my colleagues** regarding this issue. Nevertheless, the Dean of the School of Construction, **Wayne Hand** failed to sign his decision. That is a perfect indicative of the fact that Mr. Hand is aware of his WRONG regarding his decision to restrict my right to inform my colleagues.

I reported this issue to Vice President **Ana Lopez**, but she failed to respond to my complaint. I also informed My steward, Cory Langford. He also is not responding to my letters and emails.

Kathie Cobban asked me to attend a meeting regarding this issue. I explained the reason for not attending the meeting as follows:

It is IMPOSSIBLE to argue with a person who is reluctant to sign his or her decision made in GOOD FAITH, therefore, it is not appropriate for me to attend the meeting you requested. If the LAW requires to take disciplinary action (or termination of employment) against an employee who is trying to NOTIFY HIS CO-WORKERS REGARDING THE CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA, please do not hesitate to proceed. That is final.

I have received one-day suspension notice signed by Wayne Hand and scheduled on January 13, 2017. I went to the campus to work. Nevertheless, he threaten me with an email to remove me from the campus, as follows:

I want to make it very clear that **you must not attend at any BCIT campus** on the day of your suspension. If you do not comply with this direction, **you will be subject to removal from campus** and further disciplinary action.

Therefore, I was not able to work.

This matter is a vitally important PUBLIC ISSUE, therefore, please respond to my complaint.

You must understand that your failure to respond is tantamount to your failure to inform the members of the union regarding the following harms inflicted on the PUBLIC and disregarding my complaint regarding Wayne Hand's conduct:

1. **ICBC SELLS insurance under the THREAT** of taking driver's licence. Selling any goods or services **under threat** is NOT LAWFUL; because, it violates the RIGHT to buy or refuse to buy a product.
2. **ICBC provides insurance benefits to hit and run criminals and criminally negligent drivers** under cover of "accident insurance" and let them be free. Providing financial benefits to hit an run criminals is a perfect example of **aiding and abetting hit and run crime**. Therefore, hit and run crime so rampant.
3. **ICBC ASSUMES the liability of 49,000 hit and run crimes**, in British Columbia every year. In those crimes, **8** peoples die and **2,200** others get injured and maimed. Criminally negligent drivers **kill 172** peoples every year. By selling compulsory insurance, ICBC forces the diligent drivers to pay all the damages made by the **hit and run criminals** and **criminally negligent** drivers, at least one billion dollars a year. This is a perfect example of a **racketeering business**; because, it is in contradiction with the Criminal Code of Canada, Section 252.
4. **IN THE SUPREME COURT OF BRITISH COLUMBIA:**
 - a. The **LAWYERS PERVERT ESTABLISHED FACTS** and **APPLICABLE LAW, to defeat the cause of JUSTICE**.
 - b. The **JUSTICES DISMISS the legal actions** of the victims of crime and **protect the criminal OFFENDERS. It is impossible to serve JUSTICE, under those conditions.**

The MEMBERS OF THE UNION MUST BE WARNED AGAINST THE ABOVE PERILS.

Sincerely,

Ron Korkut
Ethics First

Encl. Wayne Hands letter dated Jan. 11, 2017
www.ethicsfirst.ca

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

January 24, 2017

PUBLIC DOCUMENT – Third Notice

Stephanie Smith, President
BCGEU
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mrs. Smith,

Ref. The Report of Corruption in SCBC

I am a member of BCGEU, teaching at BCIT. I am also, a victim of a potentially fatal hit and run crime. Therefore, I have a DUTY to bring my offender to JUSTICE; otherwise, **it is impossible to prevent hit and run crime**. I have struggled to discharge my DUTY for over seven years. Nevertheless, the Chief Justice of the Supreme Court of British Columbia, **Christopher E. Hinkson** declared me “vexatious litigant” and obstructed my access to Court Services.

The DUTY of justices is to serve the cause of JUSTICE; not to protect the criminals by *aborting* the legal actions of the victims of crime. Obviously, a justice who protects the CRIMINALS is more dangerous OFFENDER than the actual criminals who commit the crimes. For a reasonable person, this is a **perfect example of CORRUPTION**.

Under the circumstances, it is my DUTY to **inform** the PUBLIC to protect their **security**. To discharge my DUTY, I attempted to notify my colleagues regarding the Corruption in the Supreme Court of British Columbia. Nevertheless, the Dean of the School of Construction, **Wayne Hand**, **restricted my RIGHT to communicate with my colleagues** regarding this issue. He failed to sign his decision; because, he was aware of his WRONG.

I reported this issue to Vice President **Ana Lopez**, but she failed to respond to my complaint. I also informed my steward, Cory Langford. He did not respond to my letters and emails, as well.

Kathie Cobban asked me to attend a meeting regarding this issue. Since **it is impossible to have productive discussion** with a person who is not willing to sign his decision, I did not attend the meeting.

On January 19, 2017, I received a suspension notice of ten-days, signed by **Wayne Hand** and scheduled on January 20, 2017. And he threatened me with the termination of my employment, if I don't accept to meet with him. I responded as follows:

It is **IMPOSSIBLE** to have a productive discussion with you; because, you are reluctant to **SIGN** your decision made in **GOOD FAITH**. Therefore, it is **NOT** appropriate for me to attend the meeting you requested on February 3, 2017. If the **LAW** prescribes termination of employment where an employee attempts to **NOTIFY HIS CO-WORKERS REGARDING THE CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA**, please do not hesitate to proceed. That is final and **FIRM**.

My primary concern is **NOT** losing the job I love; but, the **PROTECTION OF THE MEMBERS OF THE UNION**. Therefore, I would like to meet with you to discuss the possibilities of informing the members of the union, so that **they can protect themselves** from the perils of the **CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA**.

If you stay **silent**, the following **HARMS** will be inflicted on the Public, including the members of the union:

- 1. ICBC SELLS insurance under the THREAT** of taking driver's licence. Selling any goods or services **under threat** is **NOT LAWFUL**; because, it violates the **RIGHT** to buy or refuse to buy a product.
- 2. ICBC provides insurance benefits to hit and run criminals and criminally negligent drivers** under cover of "*accident insurance*" and let them be free. Providing financial benefits to hit and run criminals is a perfect example of **aiding and abetting hit and run crime**. Therefore, hit and run crime so rampant.
- 3. ICBC ASSUMES the liability of 49,000 hit and run crimes**, in British Columbia every year. In those crimes, **8** peoples die and **2,200** others get injured and maimed. Criminally negligent drivers **kill 172** peoples every year. By selling compulsory insurance, ICBC forces the diligent drivers to pay all the damages made by the **hit and run criminals** and **criminally negligent** drivers, at least one billion dollars a year. This is a perfect example of a **racketeering business**; because, it is in contradiction with the Criminal Code of Canada, Section 252 and contract law.
- 4. IN THE SUPREME COURT OF BRITISH COLUMBIA:**
 - a. The LAWYERS PERVERT ESTABLISHED FACTS** and **APPLICABLE LAW**, to **defeat the cause of JUSTICE**.
 - b. The JUSTICES DISMISS the legal actions** of the victims of crime and **protect the criminal OFFENDERS**. Since they are aware of their **WRONG**, they decline to sign their orders. **It is impossible to serve JUSTICE, under those conditions**.

BCGEU has DUTY TO WARN ITS MEMBERS AGAINST THE PERILS OF THE CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA.

Sincerely,

Ron Korkut
Ethics First

Encl. Wayne Hand's letter dated Jan. 19, 2017, and my response.
www.ethicsfirst.ca

Campbell, Brian Brian.Campbell@bcgeu.ca via bcgeu2.onmicrosoft.com

Jan 25, 2017

to ron

Hi Ron,

Thank you for meeting with me yesterday, I have submitted grievances on your suspensions.

I do want to make it clear that as your Union representative I strongly recommend that you attend the meeting that BCIT has scheduled on February 3, 2017. The letter that was issued to you by BCIT clearly states that failure to attend this meeting will result in the termination of your employment with BCIT. I will attend the meeting with you so you have representation with you.

Please let me know if you want me to attend the meeting with you.

In Solidarity,

Brian

Brian Campbell

BCGEU Staff Representative

BC Government and Service Employees' Union

Lower Mainland Area Office

Suite #130 – 2920 Virtual Way, Vancouver, BC V5M 0C4

Phone: 604.215.1499 | Toll Free: 1.888.238.0239 | Fax: 604.215.1410

Ron Korkut <ronkor51@gmail.com>

Jan 25

to Brian

Hi Brian,

The reason for I sought help from the union was to find out under what AUTHORITY Wayne HAND was acting when he restricted my RIGHT to communicate with my CO-WORKERS. If you cannot help, please let me know.

Ron Korkut

Ethics First

On Jan 25, 2017 10:57 AM, "Campbell, Brian" <Brian.Campbell@bcgeu.ca> wrote:

Hi Ron,

Thank you for meeting with me yesterday, I have submitted grievances on your suspensions.

I do want to make it clear that as your Union representative I strongly recommend that you attend the meeting that BCIT has scheduled on February 3, 2017. The letter that was issued to you by BCIT clearly states that failure to attend this meeting will result in the termination of your employment with BCIT. I will attend the meeting with you so you have representation with you.

Please let me know if you want me to attend the meeting with you.

In Solidarity,

Brian

Brian Campbell

BCGEU Staff Representative

Campbell, Brian

Jan 27 (12 days ago)

to me

Hi Ron

The employer does have the right to call you in to meeting to discuss what you do on their property, and that is what this is about.

So I want to advise you to attend the meeting with BCIT on February 3.

In Solidarity

Brian

Ron Korkut <ronkor51@gmail.com>

Jan 27 (12 days ago)

to Brian

Hi Brian,

Do I have I RIGHT to communicate with my co-workers and inform them regarding the perils of the corruption in the Supreme Court of British Columbia or not? PLEASE ANSWER MY QUESTION. Meeting is not the issue, because I have already made the RIGHT, FINAL and FIRM DECISION. It is impossible to have a productive meeting with a person who is reluctant to sign his decision on the restriction of the freedom of speech. Please, consult with the union lawyer.

Ron Korkut <ronkor51@gmail.com>

Feb 2 (6 days ago)

to Brian

Hi Brian,

I have another complaint regarding my employer. See attachment.

Attachments area

Brian Campbell

BCGEU

Suite #130 – 2920 Virtual Way

Vancouver, BC V5M 0C4

Dear Mr. Campbell,

Ref. Tampering with employee accounts without court order.

I would like to notify BCGEU that **Mirela Pop**, BCIT, payroll manager tampered with my payroll account and made a payment of \$2251.36, to a third party WITHOUT A COURT ORDER, between October 4 and November 15, 2013. **Kathy Kinloch**, BCIT, President approved her conduct. I launched a legal action against Kathy Kinloch and Mirela Pop (FILED: JUNE 11, 2014, NO. S143003). **Nevertheless, Justice Patrice Abrioux**

dismissed my legal action without referring to any AUTHORITY and, without signing his ORDER in compliance with the procedural norms. (Aug.19, 2014)

Since there is no difference between THEFT and taking money from an employee account without a COURT order, it is necessary to notify the union members regarding this issue. If you need further information, please let me know.

Sincerely,

Ron Korkut

Ethics First

Ron Korkut <ronkor51@gmail.com>

Feb. 8, 2017 6:23 PM

to Brian

Hi Brian,

It was impossible to talk to you on the phone, because I was asking for my RIGHTS, you kept telling me what RIGHTS the employer have. You are supposed to answer my question and defend my RIGHTS; NOT the employer's. Therefore, I will complain about your conduct. Please, let me know, if you are willing to respond my letters or not.

Ron Korkut

Campbell, Brian

Feb. 9, 17 10:08 AM

to Oliver, me

Hi Ron

I am cc'ing Oliver Demuth in this email as he is this offices area A/ Coordinator if you would like complain about my conduct Oliver is who you can contact.

I will answer any of your letters that are directly related to your termination/ labour relationship issues at BCIT, and issues that the union have jurisdiction to help with.

If you wish to grieve your termination please come to the office on Friday around 11 am , if that works for you, if not please let me know a more convenient time for you to come here.

I will clarify our conversation yesterday, I was explaining to you that the employers reasons for terminating you are based on you not attending meetings they asked you to attend. It is not based on your right to communicate.

I hope that clarifies the situation please let me know if Friday is a good time for you.

Thanks

Brian

Ron Korkut <ronkor51@gmail.com>

Feb 9 (6
days
ago)

to Brian

Hi Brian,
It is not appropriate for me to discuss the RIGHTS of the employer, without knowing my RIGHTS as a worker. Please answer my question, FIRST. See the attached letter.
Ron Korkut

Ron Korkut <ronkor51@gmail.com>

Feb. 15 10:22 AM

to Brian

Hi Brian,

Please, let me know if you will respond to my letter dated Feb. 9, 2017.

Ron Korkut

Ethics First

200227

Mr. Demuth,

This is a reminder that you have not answered my question yet. Please let me know:

As a member of BCGEU, employed by BCIT, do I have a RIGHT to communicate with my co-workers regarding an issue that may cause harm to them, out of work hours?

In solidarity

Ron Korkut

Ethics First

On Mon, Feb 27, 2017 at 2:44 PM, Demuth, Oliver <Oliver.Demuth@bcgeu.ca> wrote:

Dear Brother Korkut.

Per my letter of February 16, 2017, I am continuing to review the grievances and I will contact you either tomorrow or the following day for your input. I will be happy to discuss your question with you at that time and, if it is relevant to my assessment of the grievances, I will address your question within that context as well.

Last Friday I received a message that BCIT had called the Union to report that you had filed a complaint with the Association of Professional Engineers and Geoscientists against Dean Wayne Hand. BCIT said that they view the complaint as deviation from the grievance procedure.

I have no further information regarding BCIT's allegation, and Katie Cobban, the employer representative assigned to your grievances, is out of the country for a few weeks. However, I will take this opportunity to remind you that under Article 7.12 of the collective agreement between the parties any attempt by you to pursue the grievances through another channel will result in the grievances being considered to have been abandoned.

I look forward to discussing these matters with you either tomorrow or the day after. Please advise if there is a number you prefer me to call, or we can meet in person to discuss.

In solidarity,

200227

Mr. Demuth,

Please, note the question I asked you is absolutely related to the termination of my employment. You should confirm with Wayne Hand that there was no issue other than his RESTRICTION OF MY COMMUNICATION WITH MY CO-WORKERS.

Therefore, I expect you to answer my question. My complaint to APEGBC is not for seeking help for my dismissal. Therefore, please do not attempt to evade your duty to protect my RIGHTS, in every occasion. As a professional person, I have a DUTY to report any unprofessional conduct to the association for the protection of the public.

Obviously, disregarding the fundamental RIGHT TO FREE SPEECH is not an acceptable professional conduct. Furthermore, an attempt to silence a whistleblower is an aid to PUBLIC OFFENDERS. My phone number is 778 378 9009, but I prefer written communication; because, this is a VITALLY SIGNIFICANT PUBLIC ISSUE.

In solidarity

Ron Korkut

Ethics First

March 28, 2017

Dear Brother Korkut.

I am continuing my assessment of your grievances as discussed in my attached letter of March 1, 2017.

Unfortunately, it is taking longer than I anticipated and I still have to obtain additional documents from the Employer to review.

In expect I will be able to complete my assessment by next week and then will contact you to discuss.

In the meantime, if you have any additional information you would like me to consider to please forward it to me.

In solidarity,

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

February 2, 2017

PUBLIC DOCUMENT

Brian Campbell
BCGEU
Suite #130 – 2920 Virtual Way
Vancouver, BC V5M 0C4

Dear Mr. Campbell,

Ref. Tampering with employee accounts without court order.

I would like to notify BCGEU that **Mirela Pop**, BCIT, payroll manager tampered with my payroll account and made a payment of \$2251.36, to a third party **WITHOUT A COURT ORDER**, between October 4 and November 15, 2013. **Kathy Kinloch**, BCIT, President approved her conduct. I launched a legal action against Kathy Kinloch and Mirela Pop (FILED: JUNE 11, 2014, NO. S143003). **Nevertheless, Justice Patrice Abrioux dismissed my legal action without referring to any AUTHORITY and, without signing his ORDER in compliance with the procedural norms.** (Aug.19, 2014)

Since there is no difference between THEFT and taking money from an employee account without a COURT order, it is necessary to notify the union members regarding this issue. If you need further information, please let me know.

Sincerely,

Ron Korkut
Ethics First

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

February 9, 2017

PUBLIC DOCUMENT

Brian Campbell
BCGEU
Suite #130 – 2920 Virtual Way
Vancouver, BC V5M 0C4

Dear Mr. Campbell,

Ref. Termination of Employment

Thanks for confirming that you will answer my questions regarding the termination of my employment.

My question is:

As a member of BCGEU, employed by BCIT, do I have a RIGHT to communicate with my co-workers regarding an issue that may cause harm to them, out of work hours?

If I have the RIGHT, **Wayne Hand** has **no authority** to direct me to a meeting to negotiate my fundamental RIGHT of FREE SPEECH. Therefore, the termination of my employment is NOT REASONABLE.

Please, **do not keep telling me** that: “The employer does have the right to call you in to meeting to discuss what you do on their property.” I understand that and believe they do. Nevertheless, if I have the RIGHT OF FREE SPEECH on their property, the employer has no authority to call me into a meeting to discuss my RIGHTS.

The issue is NOT my failure to attend an unproductive meeting; because, it is **IMPOSSIBLE for me to discuss my FREEDOM OF SPEECH** with a person who restricts it and refuses to SIGN his decision. That is the point **you are NOT willing to understand**. Therefore, I would like to resolve this issue in **writing**. It is inappropriate for me to sit with a person and negotiate my FREEDOM OF SPEECH.

Please, answer my question above, in writing, first; then, we can discuss the issue of **tampering with my payroll account**.

Sincerely,

Ron Korkut
Ethics First



B.C. Government and Service Employees' Union

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

File No: 135442

February 16, 2017

Ron Korkut
5249 Laurel St
Burnaby, BC V5G 1N1

Dear Brother Korkut

Re One day and ten day suspensions grievance/ your dismissal

I now represent you on behalf of the Union with regard to the above noted matters.

The Union will file a grievance on your behalf to contest your dismissal by BCIT on February 8, 2017.

In the next two weeks I will conduct an assessment of the merits of all the grievances filed on your behalf (the "Grievances"). If you have any documents or correspondence you feel I should consider please forward that to me as soon as possible.

In the course of my review I will very likely wish to speak with you about your position regarding the Employer's decisions to suspend and dismiss you. I will contact you to set up a meeting for that purpose, or I would be pleased to correspond in writing if you prefer.

I remind you that under the Collective Agreement between the Union and BCIT any attempt by you to resolve the Grievances through any other channel outside of the grievance procedure will result in the Grievances being treated as abandoned.

7.12 Deviation from Grievance Procedure

The Employer agrees that, after a grievance has been initiated by the Union, the Employer's representatives will not enter into discussion or negotiation with respect to the grievance, either directly or indirectly, with the aggrieved Employee without the consent of the Union.

In the event that, after having initiated a grievance through the grievance procedure, an Employee endeavours to pursue the same grievance through any other channel, then the Union agrees that, pursuant to this article, the grievance shall be considered to have been abandoned.



B.C. Government and Service Employees' Union

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

Page 2

I strongly encourage you to refrain from attempting to resolve the Grievances through any means other than with the direct assistance of the Union and through the grievance procedure.

I will very likely be contacting you again within the next two weeks, but please feel free to contact me before then at 604 215 1499, or by email at oliver.demuth@bcgeu.ca.

In solidarity

A handwritten signature in black ink, appearing to read "Oliver Demuth". The signature is fluid and cursive, with a long horizontal stroke at the end.

Oliver Demuth
Assistant Coordinator

OMG/gc
MoveUP
Korkut lttr to grvr 135442



B.C. Government and Service Employees' Union

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

File No: 135643

February 17, 2017

Ron Korkut
5249 Laurel St
Burnaby, BC V5G 1N1

Dear Brother Korkut

**Re Your Grievance, Local 703
Collective Agreement, Article 9.2**

This is to acknowledge receipt of the above-referenced grievance which was presented at Step 2 on February 16, 2017. The Employer has 14 days to reply to this grievance, and this reply is usually forwarded to the assigned Staff Representative at the Area Office. If by chance the Employer sends the response to you, please contact me right away.

Please ensure that I have all notes and documentation from the Step 2 meeting and any other relevant information needed for the grievance file.

In solidarity

A handwritten signature in blue ink, appearing to read "Shannon Murray".

For Shannon Murray
Staff Representative

SMM/mp
MoveUP / FA-575

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

February 20, 2017

PUBLIC DOCUMENT

Oliver Demuth
BCGEU
Suite #130 – 2920 Virtual Way
Vancouver, BC V5M 0C4

Dear Mr. Demuth,

Ref. Your letter dated Feb. 16, 2017

Brian Campbell failed to answer my question. Since you are representing me, it is your **DUTY TO ANSWER** the following question regarding the termination of my employment:

As a member of BCGEU, employed by BCIT, do I have a RIGHT to communicate with my co-workers regarding an issue that may cause harm to them, out of work hours?

If I have the **RIGHT**, **Wayne Hand** has **no authority** to direct me to a meeting to negotiate my fundamental **RIGHT** of **FREE SPEECH**, and accuse me of **INSUBORDINATION**. Therefore, the termination of my employment is **WRONGFUL**.

Please, **answer my question** and note that I have no intention to resort to any other channel at the present; because, I trust that my union will do whatever is necessary to resolve this issue within the bounds of the Law.

Sincerely,

Ron Korkut
Ethics First



B.C. Government and Service Employees' Union

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

File No: 135442 & 135643

March 1, 2017

Ron Korkut
5249 Laurel St
Burnaby, BC V5G 1N1

Dear Brother Korkut

**Re Your suspension and dismissal grievances
BCGEU Grievances No. 226535 and No. 226536**

I have reviewed the above noted grievance files.

Additional Documents and Information

It seems some relevant documents are not yet in my possession. Can you please send me copies of all emails between you and the Employer related to your suspensions and dismissal.

Please let me know if you disagree with any of the facts the Employer has alleged in its correspondence and discussions with you regarding your suspensions and dismissal.

If available, please provide more details about the Employer's tampering with your payroll account e.g. if the Employer advised you beforehand, the name of the third party the money was transferred to, etc.

In addition to what I have specifically requested, please send me any other documents or information in your possession which you believe may be relevant to the grievances.

Your Question Regarding Communications With Co-Workers

In your letter to me dated February 20, 2017 you asked:

As a member of the BCGEU, employed by BCIT, do I have a RIGHT to communicate with my co-workers regarding an issue that may cause harm to them, out of work hours?

As a general rule, employees have a right to communicate with their co-workers outside of work hours. However, that right is not unlimited.

If an employee's communications with co-workers interferes with the legitimate business interests of an employer, that right may be limited.



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Page 2 of 2

When in dispute, the question of whether an employee's communications with their co-workers may be limited by an employer is determined by an arbitrator.

Next Steps

I will review any further information you send to me.

I will contact Katie Cobban when she returns to work and ask if the Employer has any additional information or documents to disclose, and I will review anything I receive.

Thereafter, I will assess whether the Employer had just cause to discipline you. In so doing I will consider whether the Employer exceeded its authority to limit your communication with co-workers.

I will contact you once I have completed my assessment. I anticipate it will take a few weeks to complete. If you have any questions or concerns in the meantime please feel free to contact me.

In solidarity,

A handwritten signature in black ink, appearing to read "Oliver Demuth".

Oliver Demuth
Assistant Coordinator

OMD/de/MoveUP
KORKUT ltr to gr 135442 135643

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

March 2, 2017

PUBLIC DOCUMENT

Oliver Demuth
BCGEU
Suite #130 – 2920 Virtual Way
Vancouver, BC, V5M 0C4

Dear Mr. Demuth,

Ref. BCIT - WRONGFUL DISMISSAL, Your letter dated March 1, 2017

Thanks for confirming that I have a RIGHT to free speech, at BCIT.

FOR A REASONABLE PERSON, THE CONCLUSION IS:

“Since Ron Korkut has a **RIGHT to communicate with his co-workers**, regarding an issue that may cause harm to them, out of work hours, **Wayne Hand** has **no authority** to:

1. **Restrict** his RIGHT to free speech,
2. **FORCE** him to a meeting *to negotiate his RIGHT*,
3. **Accuse** him of **insubordination**, *for not attending to an unnecessary meeting* and,
4. **Terminate** his employment.”

Therefore, **please**, advise Wayne Hand to **follow** the rule of LAW and correct his WRONG.

All the documents regarding the restriction of my FREE SPEECH is at www.ethicsfirst.ca and www.justsociety.info (Responsible persons/BCIT) and you also have them in my file on a CD.

Kathy Kinloch and Mirela Pop’s **tampering** with my employee account and embezzling my \$2251 **without a court order** is not an important issue for me. Nevertheless, you should notify the members of BCGEU, for their protection.

In solidarity,

Ron Korkut
Ethics First

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

March 11, 2017

PUBLIC DOCUMENT

Oliver Demuth
BCGEU, Assistant Coordinator
Suite #130 – 2920 Virtual Way
Vancouver, BC, V5M 0C4

Dear Mr. Demuth,

Ref. BCIT - WRONGFUL DISMISSAL,

Yesterday, on the phone, you told me that BCIT would **not change its stance regarding my employment**. Your statement is an indicative of where you stand as a union representative. Therefore, I am obliged to remind you the following:

Your DUTY is NOT to:

1. Tell me that Wayne Hand has a right to call me to a meeting.
2. Discourage me by telling that Wayne Hand would not move.
3. Drag on the issue by introducing undefined procedures, such as step 3 or step 100.
4. Complicate the dispute by introducing irrelevant persons, such as Kathy Cobban, and irrelevant issues, such as my complaint to APEGBC.

Your DUTY is to:

Protect my fundamental RIGHT TO FREE SPEECH at BCIT and get me back to work.

You already know, the dispute is between **I** and **Wayne Hand** who signed the termination notice. Therefore, you are supposed to get in touch with **Wayne Hand** and tell him that:

“Ron Korkut has a **RIGHT to communicate with his co-workers**, regarding an issue that may cause harm to them, out of work hours; therefore, you had **no authority** to:

1. **Restrict** his RIGHT to free speech,
2. **FORCE** him to a meeting *to negotiate his RIGHT*,
3. **Accuse** him of **insubordination**, *for not attending to an unnecessary meeting* and,
4. **Terminate** his employment.”

Duly, urge him to **follow** the rule of **LAW** and correct his **WRONG**. **That is it!**

If you are not willing to do it, let me know your supervisor's name.

In solidarity,

Ron Korkut
Ethics First
CC. Ted Simmons, Chief Instructor; **Stephanie Smith**, President BCGEU



B.C. Government and Service Employees' Union

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File No: 135442 & 135643

March 29, 2017

VIA EMAIL: kcobban@bcit.ca

Katie Cobban
Labour Relations Consultant
BCIT
3700 Willingdon Avenue
Burnaby, BC V5G 3H2

BY EMAIL TO THOSE NOTED

No. of Pages – 1

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Dear Ms. Cobban

**Re BCGEU – and – BCIT
Two Grievances for Ron KORKUT
Collective Agreement Articles 9 & 9.2
Grievance form # 226535 & 226536/ BCIT Reference #17VOC01
Arbitration**

Please be advised the Union is moving the above-stated matters to arbitration.

Yours truly,

Oliver Demuth
Staff Representative

OMD/amc
MoveUP

cc: **Ron Korkut, Grievor**

Suite #130 – 2920 Virtual Way, Vancouver, BC V5M 0C4
Ph: 604-215-1499 Fax: 604-215-1410
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Ron Korkut
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Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

April 03, 2017

PUBLIC DOCUMENT

Oliver Demuth
BCGEU, Staff Representative
Suite #130 – 2920 Virtual Way
Vancouver, BC, V5M 0C4

Dear Mr. Demuth,

Ref. BCIT - WRONGFUL DISMISSAL, Your letter to Ms. Cobban, dated Mar. 29, 2017.

This **issue** is a serious concern for the **whistle blowers** in the Province of British Columbia. Arbitrator has no jurisdiction to **apply** and **enforce** the FUNDAMENTAL RIGHT TO FREEDOM OF EXPRESSION. Therefore, I **object** to your decision to resolve this matter through arbitration process.

Please, tell **Wayne Hand** that:

“Ron Korkut has a **RIGHT to communicate with his co-workers**, regarding an issue that may cause harm to them, out of work hours; therefore, you had **no authority** to:

1. **Restrict** his **RIGHT** to free speech,
2. **FORCE** him to a meeting *to negotiate his RIGHT*,
3. **Accuse** him of **insubordination**, *for not attending to an unnecessary meeting* and,
4. **Terminate** his employment.”

Duly, urge him to **follow** the rule of **LAW** and correct his **WRONG**. If he refuses to follow the rule of **LAW**, the union must take **LEGAL ACTION** against Wayne Hand.

If you are **not willing to do** it, please let me know.

In solidarity,

Ron Korkut
Ethics First
CC. Ted Simmons, Chief Instructor; **Stephanie Smith**, President BCGEU



B.C. Government and Service Employees' Union

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File No: 135442 & 135643

April 4, 2017

Ron Korkut
5249 Laurel Street
Burnaby, BC V5G 1N1

Dear Ron

**Re Your Suspension and Dismissal Grievances
BCGEU Grievance Form No.226535 & 226536**

Regarding your letter of April 3, 2017, the Union will not be communicating directly with Wayne Hand, nor does the Union intend to launch an action against him outside of the grievance procedure.

I believe it may be useful to meet or call to discuss this issue and the merits of your grievances. If you are prepared to do, so please let me know when would be convenient for you.

If you are not interested in further reviewing these matters with me, please advise and I will prepare a letter to you summarizing the Union's position regarding your grievances.

Please let me know at your earliest convenience how you would like to proceed.

In solidarity

A handwritten signature in black ink, appearing to read "Oliver Demuth", is written over a horizontal line.

Oliver Demuth
Staff Representative

OMD/amc
MoveUP

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

April 06, 2017

PUBLIC DOCUMENT

Oliver Demuth
BCGEU, Staff Representative
Suite #130 – 2920 Virtual Way
Vancouver, BC, V5M 0C4

Dear Mr. Demuth,

Ref. BCIT - WRONGFUL DISMISSAL, Your letter, dated April 4, 2017.

Please, let me know:

1. The reason for you **refused** to communicate with **Wayne Hand** regarding my RIGHT TO FREE SPEECH and the **necessity** of correcting his WRONG.
2. Under what **authority** you have made your decision.

If you are **not willing** to provide reasonable answers to those questions, *please* let me know **supervisor's name**.

Please, do not waste your time to prepare a letter to summarize your position regarding my grievance; that is OBVIOUS.

In solidarity,

Ron Korkut
Ethics First

CC. **Shannon Murray, Stephanie Smith** President BCGEU



B.C. Government and Service Employees' Union

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

File No: 135442 & 135643

April 19, 2017

XPRESSPOST with signature

Ron Korkut
5249 Laurel Street
Burnaby, BC V5G 1N1

Dear Ron

**Re Your Suspension and Dismissal Grievances
BCGEU Grievance Form No.226535 & 226536**

I have reviewed your suspension and dismissal grievances and, in my opinion, they will not succeed at arbitration and should be withdrawn.

FACTS

On December 5, 2016 the Employer asked you to attend a meeting the following day to discuss letters you had sent various members of its management regarding your concerns about hit and run motor vehicle accidents in BC. (Tabs 1 and 2)

The Employer advised you that you were entitled to bring a Union representative to the meeting, and told you that Bargaining Unit Chair Cory Langford was aware of the meeting and available to attend.

The same day you replied to the Employer that you were not interested in meeting. (Tab 2)

December 6, 2016 the Employer advised you that it had rescheduled the meeting for December 9, 2016 and advised you that your failure to attend "may constitute insubordination, and depending upon the facts, could lead to discipline". (Tab 2)

The Employer advised you that you were entitled to bring a Union representative to the meeting, and told you that Cory Langford was aware of the meeting and available to attend.

December 7, 2016 you notified the Employer that it was "not appropriate" for you to attend the December 9, 2016 meeting. (Tab 2)



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Page 2

The Employer responded to you the same day and warned that *"failure to attend a meeting as directed by your Employer may constitute insubordination and could lead to discipline"*. (Tab 2)

You replied to the Employer December 8, 2016 by restating that you did not feel it was appropriate for you to attend the December 9, 2016 meeting. (Tab 2)

The Employer replied by ordering you to attend the meeting. (Tab 2)

Later on December 8, 2016 Cory Langford emailed you regarding the Employer's order:

It is important that you attend the meeting. We don't have the right to refuse to meet with the employer when they call a meeting and if we do they tend to escalate the issue very quickly. Rather than the issue becoming more serious, I would urge you to attend the meeting and have the discussions with them as that is the best course of action. (Tab 2)

You replied to Cory Langford, *"it is NOT APPROPRIATE for me to attend the meeting"*. (Tab 2)

You did not attend the December 9, 2016 meeting with the Employer.

Later that day the Employer wrote you that it had rescheduled the meeting for December 13, 2016. The Employer advised that it still wanted to discuss your correspondence with its management, as well as your failure to attend the December 9, 2016 meeting. (Tab 3)

The Employer warned you that failure to attend the December 13, 2016 meeting might constitute insubordination and lead to discipline. The Employer advised you that you were entitled to bring a Union representative to the meeting, and told you that Cory Langford was aware of the meeting and available to attend.

December 12, 2016 the Employer wrote you that it had received notice that you declined its request to attend the meeting the following day. The Employer directed you to attend the meeting December 13, 2016 and recommended you contact Cory Langford in advance. (Tab 4)

On December 13, 2016 Cory Langford emailed you:

I am running between meetings, but I wanted to make sure you are going to be attending the meeting today. It is very important that you are there. Not showing up to this meeting will almost definitely propel the institution into taking some rather serious disciplinary actions. You do not want to be disadvantaging yourself by not attending. (Tab 5)

You replied to Cory Langford later that day again advising him that, *"it is NOT APPROPRIATE for me to attend the meeting..."* (Tab 5)

You did not attend the December 13, 2016 meeting with the Employer.



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Page 3

January 9, 2017 the Employer emailed you that it had scheduled a meeting for January 11, 2017 to discuss "a disciplinary matter". The Employer directed you to attend the meeting, and advised that failure to attend may be considered insubordination that could lead to discipline. (Tab 6)

The Employer advised you that you were entitled to bring a Union representative to the meeting, and told you that Cory Langford was aware of the meeting and available to attend.

You did not attend the meeting on January 11, 2017.

The Employer sent you a letter that same day suspending you for one day for failing to attend the meetings scheduled for December 9 and 13, 2016. (Tab 7)

In the letter, the Employer advised you that it was still investigating your correspondence with management, and instructed you to attend a meeting in that regard on January 18, 2017. The Employer advised you that deliberate failure to attend the meeting "will result in further discipline, up to and including termination."

The following day, January 12, 2017, you wrote to the Employer:

On January 11, 2017, I received a letter from you. You stated that I was suspended on January 13, 2017 for not attending a meeting arranged by Katie Cobban. In my emails, I clearly explained my reason for not attending the meeting. I am afraid I have no other choice other than reiterating it for you:

It is IMPOSSIBLE to argue with a person who is reluctant to sign his or her decision made in GOOD FAITH, therefore, it is not appropriate for me to attend the meeting you requested. If the LAW requires to take disciplinary action (or termination of employment) against an employee who is trying to NOTIFY HIS CO-WORKERS REGARDING THE CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA, please do not hesitate to proceed. That is final. ... (Tab 8)

On January 12, 2017 the Employer emailed you, acknowledging receipt of your letter and stating: ...

As you are aware, you have been suspended from your employment with BCIT for one day. Your suspension will be served on Friday, January 13, 2017.

I want to make it very clear that you must not attend at any BCIT campus on the day of your suspension. If you do not comply with this direction, you will be subject to removal from campus and further disciplinary action. (Tab 9)

On January 13, 2017 you attended the campus at BCIT.



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Page 4

January 16, 2017 the Employer emailed you to remind you of the meeting scheduled for January 18, 2017, to discuss your correspondence with management and your attendance on campus January 13, 2017. The Employer directed you to attend the January 18, 2017 meeting, and warned that failure to do so could lead to discipline. (Tab 10)

The Employer advised you that that Cory Langford was aware of the meeting and available to attend, and urged you to contact him.

January 17, 2017 the Employer emailed you and again directed you to attend the meeting on January 18, 2017. It advised that: *"A deliberate failure to attend the meeting will be considered insubordination and will result in discipline."* (Tab 11)

You did not attend the meeting scheduled for January 18, 2017.

January 19, 2017 the Employer suspended you for 10 days for failing to attend the meetings scheduled for January 11 and 18, 2017 and for attending campus on January 13, 2017 despite direction not to. (Tab 12)

The Employer advised you that you were not to attend work January 20 – February 2, 2017, and that you were required to attend a meeting on February 3, 2017 before returning to work.

The Employer advised you: *"A deliberate failure to attend this meeting will result in the termination of your employment with BCIT"*.

January 20, 2017 you wrote to the Employer: ...

It is IMPOSSIBLE to argue with a person who is reluctant to sign his or her decision made in GOOD FAITH, therefore, it is not appropriate for me to attend the meeting you requested. If the LAW requires to take disciplinary action (or termination of employment) against an employee who is trying to NOTIFY HIS CO-WORKERS REGARDING THE CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA, please do not hesitate to proceed. That is final and FIRM. ... (Tab 13)

In that letter you also advised: ...

7. On February 3, 2017, I will NOT have a meeting with you regarding your restriction on my RIGHT and DUTY to inform my co-workers against the perils of CORRUPTION. ...

January 24, 2017 the Union filed a grievance on your behalf regarding your one day and ten day suspensions. (Tab 14)

You did not attend the meeting on February 3, 2017 and the Employer placed you on a paid leave of absence, pending its decision regarding your employment. (Tab 15)



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Page 5

February 8, 2017 the Employer dismissed you, following your prior one day and ten day suspensions, for failing to attend the meeting on February 3, 2017. (Tab 16)

February 8, 2017 the Union filed a grievance on your behalf regarding your dismissal. (Tab 17)

After your dismissal, Brian Campbell and I corresponded with the Employer and I asked that you be reinstated. The Employer has refused to reinstate you and has made no other offer to resolve the grievances filed on your behalf.

ANALYSIS

The law regarding discipline for insubordination in unionized workplaces in BC is well established.

7:3600 Insubordination

7:3610 Refusal to follow instructions

One of the most basic and longstanding rules of arbitration law is that employees who dispute the propriety of their employers' orders must, subject to the considerations that follow, comply with those orders and only subsequently, through the grievance procedure, challenge their validity.

Brown, D.J.M. & Beatty, D. M. (Eds.). *Canadian Labour Arbitration, 4th ed.* Toronto: Canada Law Book.

An employee can only refuse to obey an employer order if it is clearly illegal or unsafe, or if there is no redress available to an employee through the grievance and arbitration process.

In my opinion, none of these exceptions pertain to your case.

I understand your position that the Employer cannot compel you to attend a meeting to discuss your right to communicate about a matter which you view as very important and requiring immediate attention; however, I do not believe an arbitrator would share that view.

Nor do I believe an arbitrator would conclude that the Employer's demands were illegal or unsafe, or that you could not have obtained adequate redress through the grievance and arbitration process, had you followed them.

The Employer has clearly established grounds for some form discipline in your case. The remaining legal question is whether the discipline you received was excessive, in view of all the circumstances of your case.

Regarding the one day suspension, I do not believe an arbitrator would find it to be an excessive disciplinary response to your refusal to attend meetings on December 9 and 13, 2016.



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Nor do I believe an arbitrator would consider your 10 day suspension to be an excessive response for your failure to attend the meetings which were scheduled for January 11 and 18, 2017, and your failure to stay off campus during your 1 day suspension on January 13, 2017.

And, I believe an arbitrator would uphold your dismissal for failing to attend the meeting scheduled for February 3, 2017.

While the Employer could have moved more slowly in escalating its discipline, and moved from a one day suspension to a three day or five day suspension instead of directly to a ten day suspension, and subsequently could have imposed additional suspensions before dismissing you, I do not believe an arbitrator would overrule its decision not to do so in this case.

At each step the Employer gave clear directions which you repeatedly and purposefully disobeyed. Moreover, you advised the Employer in advance that you intended to disobey its directions, were unapologetic for doing so, and your actions indicated that you intended to continue to do so, regardless of how many more times you were told to attend a meeting.

I do not believe there are sufficient mitigating circumstances in your case either, that would convince an arbitrator to reinstate you to your position to give you another chance at your employment.

While you worked for the Employer for almost 10 years without discipline before being suspended and dismissed, and you appear to genuinely believe in your right not to attend the meetings scheduled by the Employer, those factors alone will not, in my view, be considered to be sufficiently mitigating by an arbitrator to result in your reinstatement.

Nor do any of the other mitigating factors normally considered in assessing the appropriateness of discipline seem to arise in your case:

the offence was an isolated incident in the employment of the grievor;

grievor was provoked;

offence was committed on the spur of the moment as a result of a momentary aberration, due to strong emotional impulses;

whether the penalty imposed has created a special economic hardship for the grievor in the light of his particular circumstances;

evidence that the company rules of conduct, either unwritten or posted, have not been uniformly enforced, thus constituting a form of discrimination;



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circumstances negating intent, e.g. likelihood that the grievor misunderstood the nature or intent of an order given to him, and as a result disobeyed it;

the violation of the offence in terms of company policy and company obligations was not serious;

an apology by the grievor;

failure of the company to permit the grievor to explain or deny the alleged offence.

For all the foregoing reasons, in my opinion, the suspension and dismissal grievances filed on your behalf will not succeed at arbitration and, therefore, I intend to withdraw them, subject to your right to appeal.

YOUR RIGHT TO APPEAL

My decision is subject to your right to appeal within 20 days of receipt of this letter pursuant to Article Article 9.9 (a)(iii)(2) of the BCGEU Constitution. Appeals should be directed in writing to the Secretary, Grievance Appeal Committee, at Suite #130 – 2920 Virtual Way, Vancouver, BC V5M 0C4, giving specific reasons why you feel your grievance should proceed to arbitration.

In Solidarity,

A handwritten signature in black ink, appearing to read "Oliver Demuth", is written over a light blue horizontal line.

Oliver Demuth
Staff Representative

OMD/amc
MoveUP

Demuth, Oliver
Apr 19 2017

to me

Dear Brother Korkut.

In response to your letter of April 6, 2017 (attached), I have not communicated with Wayne Hand regarding the discipline you received or your grievances because he is not the representative designated by the Employer to discuss those matters on its behalf. My authority to determine who is the appropriate representative of the Employer to discuss your discipline and grievances with is grounded in the *Labour Relations Code* of BC.

Please also see attached my letter regarding the merits of the grievances which were filed on your behalf. Hardcopy of letter and book of documents to follow.

If you have any questions or would like to discuss please contact me at any time.

In solidarity,

Oliver Demuth - Assistant Co-ordinator
BCGEU Lower Mainland Area Office
Suite #130 - 2920 Virtual Way
Vancouver, BC V5M 0C4
Phone [604 215 1499](tel:6042151499)



B.C. Government and Service Employees' Union

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

File No: 135442 & 135643

April 19, 2017

XPRESSPOST with signature

Ron Korkut
5249 Laurel Street
Burnaby, BC V5G 1N1

Dear Ron

**Re Your Suspension and Dismissal Grievances
BCGEU Grievance Form No.226535 & 226536**

I have reviewed your suspension and dismissal grievances and, in my opinion, they will not succeed at arbitration and should be withdrawn.

FACTS

On December 5, 2016 the Employer asked you to attend a meeting the following day to discuss letters you had sent various members of its management regarding your concerns about hit and run motor vehicle accidents in BC. (Tabs 1 and 2)

The Employer advised you that you were entitled to bring a Union representative to the meeting, and told you that Bargaining Unit Chair Cory Langford was aware of the meeting and available to attend.

The same day you replied to the Employer that you were not interested in meeting. (Tab 2)

December 6, 2016 the Employer advised you that it had rescheduled the meeting for December 9, 2016 and advised you that your failure to attend "*may constitute insubordination, and depending upon the facts, could lead to discipline*". (Tab 2)

The Employer advised you that you were entitled to bring a Union representative to the meeting, and told you that Cory Langford was aware of the meeting and available to attend.

December 7, 2016 you notified the Employer that it was "*not appropriate*" for you to attend the December 9, 2016 meeting. (Tab 2)

Suite #130 – 2920 Virtual Way, Vancouver, BC V5M 0C4
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www.bcgeu.ca



B.C. Government and Service Employees' Union

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Page 2

The Employer responded to you the same day and warned that *"failure to attend a meeting as directed by your Employer may constitute insubordination and could lead to discipline"*. (Tab 2)

You replied to the Employer December 8, 2016 by restating that you did not feel it was appropriate for you to attend the December 9, 2016 meeting. (Tab 2)

The Employer replied by ordering you to attend the meeting. (Tab 2)

Later on December 8, 2016 Cory Langford emailed you regarding the Employer's order:

It is important that you attend the meeting. We don't have the right to refuse to meet with the employer when they call a meeting and if we do they tend to escalate the issue very quickly. Rather than the issue becoming more serious, I would urge you to attend the meeting and have the discussions with them as that is the best course of action. (Tab 2)

You replied to Cory Langford, *"it is NOT APPROPRIATE for me to attend the meeting"*. (Tab 2)

You did not attend the December 9, 2016 meeting with the Employer.

Later that day the Employer wrote you that it had rescheduled the meeting for December 13, 2016. The Employer advised that it still wanted to discuss your correspondence with its management, as well as your failure to attend the December 9, 2016 meeting. (Tab 3)

The Employer warned you that failure to attend the December 13, 2016 meeting might constitute insubordination and lead to discipline. The Employer advised you that you were entitled to bring a Union representative to the meeting, and told you that Cory Langford was aware of the meeting and available to attend.

December 12, 2016 the Employer wrote you that it had received notice that you declined its request to attend the meeting the following day. The Employer directed you to attend the meeting December 13, 2016 and recommended you contact Cory Langford in advance. (Tab 4)

On December 13, 2016 Cory Langford emailed you:

I am running between meetings, but I wanted to make sure you are going to be attending the meeting today. It is very important that you are there. Not showing up to this meeting will almost definitely propel the institution into taking some rather serious disciplinary actions. You do not want to be disadvantaging yourself by not attending. (Tab 5)

Your replied to Cory Langford later that day again advising him that, *"it is NOT APPROPRIATE for me to attend the meeting..."* (Tab 5)

You did not attend the December 13, 2016 meeting with the Employer.



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January 9, 2017 the Employer emailed you that it had scheduled a meeting for January 11, 2017 to discuss "a disciplinary matter". The Employer directed you to attend the meeting, and advised that failure to attend may be considered insubordination that could lead to discipline. (Tab 6)

The Employer advised you that you were entitled to bring a Union representative to the meeting, and told you that Cory Langford was aware of the meeting and available to attend.

You did not attend the meeting on January 11, 2017.

The Employer sent you a letter that same day suspending you for one day for failing to attend the meetings scheduled for December 9 and 13, 2016. (Tab 7)

In the letter, the Employer advised you that it was still investigating your correspondence with management, and instructed you to attend a meeting in that regard on January 18, 2017. The Employer advised you that deliberate failure to attend the meeting "will result in further discipline, up to and including termination."

The following day, January 12, 2017, you wrote to the Employer:

On January 11, 2017, I received a letter from you. You stated that I was suspended on January 13, 2017 for not attending a meeting arranged by Katie Cobban. In my emails, I clearly explained my reason for not attending the meeting. I am afraid I have no other choice other than reiterating it for you:

It is IMPOSSIBLE to argue with a person who is reluctant to sign his or her decision made in GOOD FAITH, therefore, it is not appropriate for me to attend the meeting you requested. If the LAW requires to take disciplinary action (or termination of employment) against an employee who is trying to NOTIFY HIS CO-WORKERS REGARDING THE CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA, please do not hesitate to proceed. That is final. ... (Tab 8)

On January 12, 2017 the Employer emailed you, acknowledging receipt of your letter and stating: ...

As you are aware, you have been suspended from your employment with BCIT for one day. Your suspension will be served on Friday, January 13, 2017.

I want to make it very clear that you must not attend at any BCIT campus on the day of your suspension. If you do not comply with this direction, you will be subject to removal from campus and further disciplinary action. (Tab 9)

On January 13, 2017 you attended the campus at BCIT.



B.C. Government and Service Employees' Union

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January 16, 2017 the Employer emailed you to remind you of the meeting scheduled for January 18, 2017, to discuss your correspondence with management and your attendance on campus January 13, 2017. The Employer directed you to attend the January 18, 2017 meeting, and warned that failure to do so could lead to discipline. (Tab 10)

The Employer advised you that that Cory Langford was aware of the meeting and available to attend, and urged you to contact him.

January 17, 2017 the Employer emailed you and again directed you to attend the meeting on January 18, 2017. It advised that: "*A deliberate failure to attend the meeting will be considered insubordination and will result in discipline.*" (Tab 11)

You did not attend the meeting scheduled for January 18, 2017.

January 19, 2017 the Employer suspended you for 10 days for failing to attend the meetings scheduled for January 11 and 18, 2017 and for attending campus on January 13, 2017 despite direction not to. (Tab 12)

The Employer advised you that you were not to attend work January 20 – February 2, 2017, and that you were required to attend a meeting on February 3, 2017 before returning to work.

The Employer advised you: "*A deliberate failure to attend this meeting will result in the termination of your employment with BCIT.*"

January 20, 2017 you wrote to the Employer: ...

It is IMPOSSIBLE to argue with a person who is reluctant to sign his or her decision made in GOOD FAITH, therefore, it is not appropriate for me to attend the meeting you requested. If the LAW requires to take disciplinary action (or termination of employment) against an employee who is trying to NOTIFY HIS CO-WORKERS REGARDING THE CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA, please do not hesitate to proceed. That is final and FIRM. ... (Tab 13)

In that letter you also advised: ...

7. On February 3, 2017, I will NOT have a meeting with you regarding your restriction on my RIGHT and DUTY to inform my co-workers against the perils of CORRUPTION. ...

January 24, 2017 the Union filed a grievance on your behalf regarding your one day and ten day suspensions. (Tab 14)

You did not attend the meeting on February 3, 2017 and the Employer placed you on a paid leave of absence, pending its decision regarding your employment. (Tab 15)



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February 8, 2017 the Employer dismissed you, following your prior one day and ten day suspensions, for failing to attend the meeting on February 3, 2017. (Tab 16)

February 8, 2017 the Union filed a grievance on your behalf regarding your dismissal. (Tab 17)

After your dismissal, Brian Campbell and I corresponded with the Employer and I asked that you be reinstated. The Employer has refused to reinstate you and has made no other offer to resolve the grievances filed on your behalf.

ANALYSIS

The law regarding discipline for insubordination in unionized workplaces in BC is well established.

7:3600 Insubordination

7:3610 Refusal to follow instructions

One of the most basic and longstanding rules of arbitration law is that employees who dispute the propriety of their employers' orders must, subject to the considerations that follow, comply with those orders and only subsequently, through the grievance procedure, challenge their validity.

Brown, D.J.M. & Beatty, D. M. (Eds.). *Canadian Labour Arbitration, 4th ed.* Toronto: Canada Law Book.

An employee can only refuse to obey an employer order if it is clearly illegal or unsafe, or if there is no redress available to an employee through the grievance and arbitration process.

In my opinion, none of these exceptions pertain to your case.

I understand your position that the Employer cannot compel you to attend a meeting to discuss your right to communicate about a matter which you view as very important and requiring immediate attention; however, I do not believe an arbitrator would share that view.

Nor do I believe an arbitrator would conclude that the Employer's demands were illegal or unsafe, or that you could not have obtained adequate redress through the grievance and arbitration process, had you followed them.

The Employer has clearly established grounds for some form discipline in your case. The remaining legal question is whether the discipline you received was excessive, in view of all the circumstances of your case.

Regarding the one day suspension, I do not believe an arbitrator would find it to be an excessive disciplinary response to your refusal to attend meetings on December 9 and 13, 2016.



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Nor do I believe an arbitrator would consider your 10 day suspension to be an excessive response for your failure to attend the meetings which were scheduled for January 11 and 18, 2017, and your failure to stay off campus during your 1 day suspension on January 13, 2017.

And, I believe an arbitrator would uphold your dismissal for failing to attend the meeting scheduled for February 3, 2017.

While the Employer could have moved more slowly in escalating its discipline, and moved from a one day suspension to a three day or five day suspension instead of directly to a ten day suspension, and subsequently could have imposed additional suspensions before dismissing you, I do not believe an arbitrator would overrule its decision not to do so in this case.

At each step the Employer gave clear directions which you repeatedly and purposefully disobeyed. Moreover, you advised the Employer in advance that you intended to disobey its directions, were unapologetic for doing so, and your actions indicated that you intended to continue to do so, regardless of how many more times you were told to attend a meeting.

I do not believe there are sufficient mitigating circumstances in your case either, that would convince an arbitrator to reinstate you to your position to give you another chance at your employment.

While you worked for the Employer for almost 10 years without discipline before being suspended and dismissed, and you appear to genuinely believe in your right not to attend the meetings scheduled by the Employer, those factors alone will not, in my view, be considered to be sufficiently mitigating by an arbitrator to result in your reinstatement.

Nor do any of the other mitigating factors normally considered in assessing the appropriateness of discipline seem to arise in your case:

the offence was an isolated incident in the employment of the grievor;

grievor was provoked;

offence was committed on the spur of the moment as a result of a momentary aberration, due to strong emotional impulses;

whether the penalty imposed has created a special economic hardship for the grievor in the light of his particular circumstances;

evidence that the company rules of conduct, either unwritten or posted, have not been uniformly enforced, thus constituting a form of discrimination;



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circumstances negating intent, e.g. likelihood that the grievor misunderstood the nature or intent of an order given to him, and as a result disobeyed it;

the violation of the offence in terms of company policy and company obligations was not serious;

an apology by the grievor;

failure of the company to permit the grievor to explain or deny the alleged offence.

For all the foregoing reasons, in my opinion, the suspension and dismissal grievances filed on your behalf will not succeed at arbitration and, therefore, I intend to withdraw them, subject to your right to appeal.

YOUR RIGHT TO APPEAL

My decision is subject to your right to appeal within 20 days of receipt of this letter pursuant to Article Article 9.9 (a)(iii)(2) of the BCGEU Constitution. Appeals should be directed in writing to the Secretary, Grievance Appeal Committee, at Suite #130 – 2920 Virtual Way, Vancouver, BC V5M 0C4, giving specific reasons why you feel your grievance should proceed to arbitration.

In Solidarity,

A handwritten signature in black ink, appearing to read "Oliver Demuth", is written over a horizontal line.

Oliver Demuth
Staff Representative

OMD/amc
MoveUP

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

April 20, 2017

PUBLIC DOCUMENT

Oliver Demuth
BCGEU, Staff Representative
Suite #130 – 2920 Virtual Way
Vancouver, BC, V5M 0C4

Dear Mr. Demuth,

Ref. BCIT - WRONGFUL DISMISSAL, Your letter, dated April 19, 2017.

Please, to try to understand that:

Your DUTY is NOT to:

1. Tell me that **Wayne Hand has a right** to call me to a meeting, with no reason.
2. **Discourage** me by telling that Wayne Hand would not move.
3. **Drag the issue on** by introducing undefined procedures, such as step 3 or step 100.
4. **Complicate** the dispute by introducing irrelevant persons, such as Kathy Cobban, and irrelevant issues, such as my complaint to APEGBC.
5. Offer me arbitration process.
6. **Attempt to pervert** the fact that my dismissal was not on the grounds of “**whistle blowing**” but, “**insubordination**”.
7. Present me your **opinion** regarding Wayne Hand’s conduct without consulting to union lawyers.

YOUR DUTY IS TO:

Protect my fundamental RIGHT TO FREE SPEECH at BCIT and get me back to work.

You already know, the dispute is between **I** and **Wayne Hand** who signed the termination notice. Therefore, you are supposed to get in touch with **Wayne Hand** and tell him that:

“Ron Korkut has a **RIGHT to communicate with his co-workers**, regarding an issue that may cause harm to them, out of work hours; therefore, you had **no authority** to:

1. **Restrict** his RIGHT to free speech,
2. **FORCE** him to a meeting *to negotiate his RIGHT*,
3. **Accuse** him of **insubordination**, *for not attending to an unnecessary meeting* and,
4. **Terminate** his employment.”

Your letter referred above, is the **confirmation** of the fact that you will NOT communicate with Wayne Hand to resolve this issue.

Please consult with the union lawyers to get authorized answers to the following legal issues:

1. Is it **LAWFUL to force an employee to a meeting to negotiate his RIGHT to free speech and his DUTY to inform his colleagues**, regarding the perils of the corruption in the Courts?
2. Is it **LAWFUL to terminate employment** on the grounds of not attending to such a meeting?

In solidarity,

Ron Korkut
Ethics First

CC. **Ted Simmons** chief instructor BCIT, **Stephanie Smith** President BCGEU

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

April 23, 2017

PUBLIC DOCUMENT

Oliver Demuth
BCGEU, Staff Representative
Suite #130 – 2920 Virtual Way
Vancouver, BC, V5M 0C4

Dear Mr. Demuth,

Ref. BCIT - WRONGFUL DISMISSAL, Return of your unnecessary paper work.

Thanks for printing the documents I presented to you. Nevertheless, that is **not what I need** from you; if I need any prints, I can do it myself.

As my representative, your DUTY is to **get in touch with my employer, Wane Hand** and tell him that the union members have a RIGHT to **free speech** and DUTY to **inform each other** against the perils of any CORRUPTION.

Remind him that his termination of my employment with BCIT was **unlawful** and ask him if he would follow the rule of LAW and reinstate my employment. If not, please get in touch with a union lawyer to launch a legal action against him.

In solidarity,

Ron Korkut
Ethics First

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ilaw.site www.ethicsfirst.ca

May 2, 2017

PUBLIC DOCUMENT

The Secretary, Grievance Appeal Committee
Suite #130 – 2920 Virtual Way
Vancouver, BC, V5M 0C4

Dear Sir/Madam,

Ref. REFUSAL OF UNION DUTY.

My name is Ron Korkut. I am an employee of BCIT and a member of BCGEU. After ten years of service with pristine employment record, my employer, **Wayne Hand** restricted my **RIGHT to free speech** and **DUTY to inform my colleagues** regarding the perils of the corruption in the Supreme Court of British Columbia; October 14, 2016.

STATEMENT OF THE FACTS:

1. Wayne Hand **restricted** my **RIGHT TO FREE SPEECH** by sending me an email.
2. I asked Wayne Hand to sign his order. He did **not** respond and **sign** his decision.
3. I **complained** to vice President Ana Lopez. She did not respond.
4. Wayne Hand and Kathie Cobban arranged numerous **meeting to negotiate my RIGHT** to free speech.
5. I did not attend to those meetings; because, my **RIGHT to free speech was not negotiable** and I accordingly informed them.
6. Wayne Hand **accused** me of **insubordination** for not attending to an **unnecessary** meeting; and he suspended my work twice in order to **FORCE** me to two meetings to negotiate my **RIGHT** to free speech. I did not attend the meeting again; because, I had a **RIGHT and DUTY** to communicate with my colleagues for the purpose of preventing harm to them from the **CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA**.
7. Wayne Hand **terminated** my employment on Feb. 8, 2017.
8. I **warned** Wayne Hand that his violation of my **RIGHT TO FREE SPEECH** was **unlawful** and the dismissal was **unreasonable**. He failed to respond.
9. I filed a **grievance** with the BCGEU union, but the union is **reluctant** to resolve this issue, My first representative, **Brian Campbell** was **reluctant** to resolve the issue, therefore, I complained to his supervisor **Oliver Demuth**. Instead of advising Brian Campbell, he assumed the **DUTY** to resolve the issue. Nevertheless, he side stepped his **UNION DUTY** as follows:
 1. He **told** me that **Wayne Hand has a right** to call me to an unnecessary meeting,
 2. **Discouraged** me by telling that Wayne Hand would not move.
 3. **Dragged the issue on** for three months, by introducing undefined and convoluted procedures, such as step 3.

4. **Complicated** the dispute by introducing irrelevant persons, such as Kathy Cobban, and irrelevant issues, such as my complaint to APEGBC.
5. **Offered** me **arbitration** process, knowing that arbitrator has no authority to enforce the freedom of speech.
6. **Attempted to pervert** the fact that my dismissal was not on the grounds of “**whistle blowing**” but, “**insubordination**”.
7. **Presented** me his **opinion** regarding Wayne Hand’s conduct without consulting to **union lawyers**.
8. **Unnecessarily, printed** all the documents I presented to him, instead of **investigating** them and determining that the termination of my employment was not related to my performance as a teacher.

10. Obviously, he was not aware of the fundamental RIGHTS of the union members. Therefore, I asked him to consult with the union lawyers to verify the fact that the members of the union have a **RIGHT to free speech and his DUTY to inform their colleagues**. He **ignored** my request.

11. I reminded him, in many occasions, that his DUTY, as a union representative is to communicate with my employer, Wayne Hand and remind him that **the termination of my employment was unreasonable** because the employees of BCIT have a **RIGHT to free speech and DUTY to inform their colleagues**.

12. He **blatantly** refused to communicate with **Wayne Hand**, knowing that he was the person who terminated my employment, without any tangible reason. In his email dated April 19, 2017, he stated:
“I have not communicated with Wayne Hand”

13. **It is impossible to resolve the labor dispute between I and Wayne Hand, if the union representatives refuse to communicate with Wayne Hand who terminated my employment.** Therefore, for a reasonable person, on the part of a union representative, ***the act of refusing to communicate with Wayne Hand***, is a perfect example of BREACH OF UNION DUTY. Therefore, this matter falls under the Section 80 of Criminal Code.

In solidarity,

Ron Korkut

Ethics First

CC. **Ted Simmons** Chief Instructor BCIT, **Shannon Murray** BCGEU, **Stephanie Smith** President BCGEU, **RCMP** Burnaby

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

April 25, 2017

PUBLIC DOCUMENT – Personal delivery

Stephanie Smith, President
BCGEU
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mrs. Smith,

Ref. Refusal of union DUTY.

As I informed you previously, the two union representatives, **Brian Campbell** and **Oliver Demuth** **refused** to communicate with my employer, **Wayne Hand** regarding the restriction of my RIGHT to free speech and the termination of my work with BCIT.

I am reluctant to go through the same experience by getting in touch with another representative; because, **it is impossible to resolve a wrongful-dismissal-case, if union representatives refuse to communicate with employers who were accountable for the WRONG.**

Therefore, **I am in DIRE NEED to meet with you to discuss the DUTIES OF BCGEU and your responsibilities** as the chief supervisor of the union.

Sincerely,

Ron Korkut
Ethics First

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ilaw.site www.ethicsfirst.ca

May 2, 2017

PUBLIC DOCUMENT

Shannon Murray The Regional Coordinator
Suite #130 – 2920 Virtual Way
Vancouver, BC, V5M 0C4

Dear Mrs. Murray,

Ref. REFUSAL OF UNION DUTY.

My name is Ron Korkut. I am an employee of BCIT and a member of BCGEU. After ten years of service with pristine employment record, my employer, **Wayne Hand** restricted my **RIGHT to free speech** and **DUTY to inform my colleagues** regarding the perils of the corruption in the Supreme Court of British Columbia; October 14, 2016.

STATEMENT OF THE FACTS:

1. Wayne Hand **restricted** my **RIGHT TO FREE SPEECH** by sending me an email.
2. I asked Wayne Hand to sign his order. He did **not** respond and **sign** his decision.
3. I **complained** to vice President Ana Lopez. She did not respond.
4. Wayne Hand and Kathie Cobban arranged numerous **meeting to negotiate my RIGHT** to free speech.
5. I did not attend to those meetings; because, my **RIGHT to free speech was not negotiable** and I accordingly informed them.
6. Wayne Hand **accused** me of **insubordination** for not attending to an **unnecessary** meeting; and he suspended my work twice in order to **FORCE** me to two meetings to negotiate my **RIGHT** to free speech. I did not attend the meeting again; because, I had a **RIGHT and DUTY** to communicate with my colleagues for the purpose of preventing harm to them from the **CORRUPTION IN THE SUPREME COURT OF BRITISH COLUMBIA**.
7. Wayne Hand **terminated** my employment on Feb. 8, 2017.
8. I **warned** Wayne Hand that his violation of my **RIGHT TO FREE SPEECH** was **unlawful** and the dismissal was **unreasonable**. He failed to respond.
9. I filed a **grievance** with the BCGEU union, but the union is **reluctant** to resolve this issue, My first representative, **Brian Campbell** was **reluctant** to resolve the issue, therefore, I complained to his supervisor **Oliver Demuth**. Instead of advising Brian Campbell, he assumed the **DUTY** to resolve the issue. Nevertheless, he side stepped his **UNION DUTY** as follows:
 1. He **told** me that **Wayne Hand has a right** to call me to an unnecessary meeting,
 2. **Discouraged** me by telling that Wayne Hand would not move.
 3. **Dragged the issue on** for three months, by introducing undefined and convoluted procedures, such as step 3.

4. **Complicated** the dispute by introducing irrelevant persons, such as Kathy Cobban, and irrelevant issues, such as my complaint to APEGBC.
5. **Offered** me **arbitration** process, knowing that arbitrator has no authority to enforce the freedom of speech.
6. **Attempted to pervert** the fact that my dismissal was not on the grounds of “**whistle blowing**” but, “**insubordination**”.
7. **Presented** me his **opinion** regarding Wayne Hand’s conduct without consulting to **union lawyers**.
8. **Unnecessarily, printed** all the documents I presented to him, instead of **investigating** them and determining that the termination of my employment was not related to my performance as a teacher.

10. Obviously, he was not aware of the fundamental RIGHTS of the union members. Therefore, I asked him to consult with the union lawyers to verify the fact that the members of the union have a **RIGHT to free speech and his DUTY to inform their colleagues**. He **ignored** my request.

11. I reminded him, in many occasions, that his DUTY, as a union representative is to communicate with my employer, Wayne Hand and remind him that **the termination of my employment was unreasonable** because the employees of BCIT have a **RIGHT to free speech and DUTY to inform their colleagues**.

12. He **blatantly** refused to communicate with **Wayne Hand**, knowing that he was the person who terminated my employment, without any tangible reason. In his email dated April 19, 2017, he stated:
“I have not communicated with Wayne Hand”

13. **It is impossible to resolve the labor dispute between I and Wayne Hand, if the union representatives refuse to communicate with Wayne Hand who terminated my employment.** Therefore, for a reasonable person, on the part of a union representative, *the act of refusing to communicate with Wayne Hand*, is a perfect example of BREACH OF UNION DUTY. Therefore, this matter falls under the Section 80 of Criminal Code.

14. Please, ensure that Oliver Demuth discharges his UNION DUTY and resolves this issue by taking **necessary actions**, as required by the Law of the Land.

In solidarity,

Ron Korkut

Ethics First

CC. **Ted Simmons** Chief Instructor BCIT, **Stephanie Smith** President BCGEU, **RCMP** Burnaby



B.C. Government and Service Employees' Union

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

File No: 135442 & 135643

May 2, 2017

Ron Korkut
5249 Laurel Street
Burnaby, BC V5G 1N1

Dear Ron

Re Your Grievance File #135442 & 135643

This will acknowledge receipt of your letter on May 2, 2017 appealing the decision on your grievance.

Once we have confirmed a date for the next Area Grievance Appeal Committee hearing, we will advise you accordingly. Should you have any questions regarding the appeal procedure, please do not hesitate to contact my secretary, Gina Cherubini, or myself at 604-215-1499.

In solidarity

A large, stylized handwritten signature in blue ink, appearing to read "SM", is written over the typed name and title of Shannon Murray.

Shannon Murray
Secretary, Grievance Appeal Committee

SP/gc
MoveUP
FA-122A
Korkut, Ron rcvd appl 135442 & 135643

Cc: Oliver Demuth, Staff Representative

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ilaw.site www.ethicsfirst.ca

May 8, 2017

PUBLIC DOCUMENT

Shannon Murray The Regional Coordinator
BCGEU
Suite #130 – 2920 Virtual Way
Vancouver, BC, V5M 0C4

Dear Mrs. Murray,

Ref. UNION DUTY

You owe me DUTY to **resolve the labor dispute** between I and Wayne Hand; because, I paid union fees, for ten years.

Please, get in touch with **Wayne Hand** and advise him that it was **not LAWFULL** to force an employee to a meeting to negotiate his **RIGHT to free speech** and **DUTY to inform his co-workers** regarding the perils of the corruption in the Courts and **terminate** his employment on the grounds of *insubordination*. Duly, he has to reinstate my employment.

If you are **not willing** to discharge your DUTY, please get the attached document - that is the decision of **Oliver Smith** - signed by the union lawyer and Stephanie Smith.

I am entitled to get an authorized answer from BCGEU.

In solidarity,

Ron Korkut

Ethics First

Date:.....

CONFIRMATION OF OLIVER DEMUTH'S DECISION DATED April 19, 2017.

To:
Ron Korkut

Wayne Hand, employer of **Ron Korkut** terminated his employment, on February 8, 2017, on the grounds of *insubordination*.

Since Wayne Hand was authorized to call Ron Korkut to a meeting to **negotiate his RIGHT** to free speech and **DUTY** to inform his co-workers regarding the perils of the corruption in the Courts, under the following authority, **termination of Ron Korkut's employment was within the bounds of the Law and union contract.**

Authority required by the LAW:

.....
.....
.....

Union Lawyer (Name)

Stephany Smith, President

Authorized signature

Authorized signature

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ilaw.site www.ethicsfirst.ca

May 8, 2017

PUBLIC DOCUMENT – Second Notice - Personal delivery

Stephanie Smith, President
BCGEU
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mrs. Smith,

Ref. Refusal of union DUTY.

As I informed you previously, the two union representatives, **Brian Campbell** and **Oliver Demuth** **refused** to communicate with my employer, **Wayne Hand** regarding the restriction of my RIGHT to free speech and the termination of my work with BCIT.

It is impossible to resolve the labor dispute between Wayne Hand and I, as long as the union representatives refuse to communicate with Wayne Hand.

Therefore, **I am in DIRE NEED to meet with you to discuss the DUTIES OF BCGEU and your responsibilities** as the chief supervisor of the union.

Sincerely,

Ron Korkut
Ethics First

ENC. Letter to Shannon Murray May 2, 2017



B.C. Government and Service Employees' Union

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

File No: 135442 & 135643

May 31, 2017

VIA XPRESSPOST no signature required

Ron Korkut
5249 Laurel St
Burnaby, BC V5G 1N1

Dear Ron

Re Your Grievance File #135442 & 135643

This will acknowledge receipt of your letter dated May 2, 2017 appealing the decision regarding your grievance.

The date of **July 11 at 1:00 pm** has been set down for your hearing which will be held at the address below. Your attendance at this hearing is requested. You are entitled to bring a representative with you at your own expense. Please report to the receptionist upon your arrival.

If you are unable to attend for valid reasons, please inform the undersigned as early as possible. If no notice of cancellation is received prior to the day of your hearing, the committee will deal with your appeal in your absence. Hearings that are postponed due to valid reasons will be rescheduled as soon as possible and will proceed on the rescheduled date.

If you are scheduled to work on the date of your hearing, please contact the undersigned to request a leave from work. Legitimate travel expenses can be claimed as outlined on the back of the enclosed claim form.

The procedure at appeal hearings involves the Staff Representative giving a summary of your grievance and the reasons why he turned it down. You will, in turn, be able to review the facts and issues of your case and explain why you think the matter should be submitted to the next step. If you have any new information that you wish to present at the hearing, please provide a copy to your Staff Representative prior to the hearing.



B.C. Government and Service Employees' Union

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As we have other hearings scheduled for that day, we will allow one hour for your hearing. Should you have any further questions, please contact Staff Representative Oliver Demuth.

In solidarity

A handwritten signature in blue ink, appearing to read "SM", written over the typed name and title.

Shannon Murray
Secretary, Grievance Appeal Committee

SM/gc/MoveUP
FA-122C/Korkut, Ron GAC 135442 & 135643 date July 11

cc: Oliver Demuth, Staff Representative



B.C. Government and Service Employees' Union
A component of NUPGE (CLC)

June 1, 2017

Via Priority Post (Signature Required)

Mr. Ron Korkut
5249 Laurel Street
Burnaby, BC V5G 1N1

Dear Ron

I am writing in response to your correspondence via email and social media regarding what you refer to as a breach of Union duty.

You have 2 grievances filed January 24th and February 16th regarding your suspension and termination from BCIT. The Union investigated this matter through discussions with yourself and the Employer. By letter dated April 19, 2017 Oliver Demuth Staff Representative, advised you of the Union's determination not to proceed with your grievances. This decision was subject to your right to appeal. By letter from you dated May 2, 2017 to the Secretary of the Grievance Appeal Committee, we registered your appeal.

On May 5th you spoke with A/Regional Coordinator, Shannon Murray. During that conversation you were adamant that the Union speak with Wayne Hand specifically, as it is your view that he is the Employer and he is the 'guy who fired [you]'. She attempted to explain to you that the Union spoke with the Employer's representative, Katie Cobban who is the Labour Relations representative designated by the Employer, BCIT, regarding the matter. You indicated that this was not sufficient to you as you wanted the Union Representative (Oliver) to speak with your employer (Wayne Hand). When she advised you that the Union did speak with your Employer, you ended the call.

At this time, staff have organized a date on which the grievance appeal committee hearing will be held and you will be advised forthwith.

This is the appeal process that the BCGEU utilizes to allow members an opportunity to present evidence to a panel of elected Union activists that are otherwise uninvolved in the matter, where the member disagrees with the assessment of the staff representative. The President does not interfere with this process and I encourage you to participate in the appeal hearing.

In solidarity



Douglas W. Dykens
Director, Field Services and Negotiations

DWD/slc
MoveUp

Ron Korkut
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June 7, 2017

PUBLIC DOCUMENT – Final REQUEST

Shannon Murray The Regional Coordinator
BCGEU
Suite #130 – 2920 Virtual Way
Vancouver, BC, V5M 0C4

Dear Mrs. Murray,

Ref. UNION DUTY

I have paid union fees for ten years, for the protection of my RIGHTS as an employee of BCIT. Therefore, BCGEU owes me DUTY to resolve my dispute with Wayne Hand who terminated my employment without any reason.

STATEMENT OF THE FACTS:

1. Wayne Hand **restricted** my communication with my colleagues with an email and he refused to sign his decision. His failure to sign his decision is a perfect indicative of the fact that he was **aware** of his **WRONG**. (His email, October 14, 2016) It is common sense that **employers have NO authority to restrict the RIGHT to free speech of their employees.**
2. Wayne Hand **FORCED** me to attend a meeting to negotiate my **RIGHT** to free speech and **DUTY** to inform my colleagues regarding the perils of **CORRUPTION** in the Courts, by suspending my work twice.
3. I **informed** him that my **RIGHT** to free speech and **DUTY** to inform my colleagues are **not negotiable**; therefore, I declined to attend the meeting.
4. He **accused** me of *insubordination* and terminated my employment on February 8, 2017. No reasonable person would **accuse** another person of *insubordination* for declining to attend a meeting that has **NO** tangible **REASON**.
5. I reported the issue to BCGEU. Nevertheless, union representatives **Brian Campbell** and **Oliver Demuth** refused to communicate with Wayne Hand. Obviously, **it is impossible to resolve a labour dispute, if the representative of the victim refuses to communicate with the OFFENDER.**
6. They resorted to numerous *boondoggles* to drag the issue on for **four months**. All it takes to resolve this issue is Oliver Demuth to talk Wayne Hand and remind him that the members of the BCGEU have a **RIGHT** to free speech in the work place; therefore, the termination of employment is *not reasonable*. This service would not take more than **ONE HOUR** for a person who acts in good will.
7. For a reasonable person, it is obvious that, **you** and **Stephanie Smith** are trying to deter me from publicizing the fact that the Chief Justice **Christopher E. Hinkson** breached his **DUTY** by dismissing a serious criminal case against ICBC, pursuant to the Sections 219 and 252 of the Criminal Code of Canada.

8. Nevertheless, if you succeed, you may be implicated with the following HARMs to the PUBLIC:
1. The Chief Justice of the Supreme Court of British Columbia will maintain the power of **dismissing the legal actions of the victims of CRIME. Obviously, a JUDGE who protects the offenders is more dangerous offender than the persons who offend the victims.** Therefore, the Public will suffer from the lack of JUSTICE SERVICE.
 2. ICBC will keep providing insurance to **hit and run criminals, criminally negligent drivers** to promote CRASH business that kills 240 and injures 70,000 people, by exacting 4 billion dollars, from the **diligent** drivers, each year. (www.ilaw.site)
9. As a victim of a potentially fatal hit and run crime, and a victim of the Chief Justice Hinkson, I have a DUTY to inform the PUBLIC for preventing harm to them. My failure to discharge my DUTY is tantamount to co-operating with my offenders; that is IMPOSSIBLE.

If you are:

1. A **human-being** with a trace of self-respect, or,
2. A **member of the PUBLIC** who is willing to prevent HARM to the Public, or,
3. A **citizen of British Columbia** who has respect for the Law of the Land, and responsibility to protect it, or,
4. An **employee** of a *bono fide labour union* who is committed to discharge the DUTIES of the union; it is **imperative** that you should talk and remind **Wayne Hand** that it is **not LAWFULL** to force an employee to a meeting to negotiate his **RIGHT to free speech** and **DUTY to inform his co-workers;** and **terminate** his employment on the grounds of *insubordination*. And, advise him to correct his **WRONG. Obviously, it is impossible to resolve a wrongful-dismissal case, if the union representatives refuse to communicate with the person who dismissed the employee.**

If you are **not willing** to discharge your DUTY, please get the decision of **Oliver Demuth** signed by Stephanie Smith and the union lawyer. *At least, I am entitled to get an authorized answer from BCGEU.*

In solidarity,

Ron Korkut

Ethics First

Encl. Oliver Demuth's decision.

CC. **Stephanie Smith**, President BCGEU; **Ted Simmons**, Chief Instructor BCIT

Date:.....

CONFIRMATION OF OLIVER DEMUTH’S DECISION, DATED April 19, 2017.

To:
Ron Korkut

Wayne Hand, employer of **Ron Korkut** terminated his employment, on February 8, 2017, on the grounds of *insubordination*.

Since Wayne Hand had the power to call Ron Korkut to a meeting to **negotiate his RIGHT** to free speech and **DUTY** to inform his co-workers regarding the perils of the corruption in the Courts; under the *following authority*, **termination of Ron Korkut’s employment was within the bounds of the Law and the union contract**. Therefore, **BCGEU dismiss his grievance**.

Employers’ authority to question and negotiate the RIGHT to free speech and DUTY to inform co-workers:

.....
.....
.....

Union Lawyer (Name)

.....

Stephanie Smith, President

Authorized signature

Authorized signature

Ron Korkut
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Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
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www.justsociety.info

June 20, 2017

PUBLIC DOCUMENT

Douglas W. Dykens Director,
Field Services and Negotiations, BCGEU
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mr. Dykens,

Ref. BREACH OF UNION DUTY

I have *serious* concerns about the conduct of **Oliver Demuth** and **Shannon Murray**; because, they have refused to communicate with **Wayne Hand**, the person who terminated my employment at BCIT. For a reasonable person, it is **impossible to resolve a labor dispute over termination of employment**, if union representatives fail to communicate with the person who terminated the employment of the union member.

I have been trying to contact with **Stephanie Smith**, President of BCGEU, for two months, regarding this issue. Nevertheless, she is not responding to my letters and phone calls. In your letter dated June 1, 2017, *referring to the conduct of the union representatives*, you stated that:

“The President does not interfere with this process ..”

I would like to know if this is her **personal choice** or there is an **authority that restricts her DUTY to supervise the union employees** to *ensure* that they perform their duties within requirements of the Law of the Land. Please let me know, if there is such an authority, specially made for the President of BCGEU.

If you cannot cite the authority, as a victim of the union, it is my DUTY to bring her to JUSTICE, pursuant to the Section 80 of the Criminal Code of Canada and inform the members of the union.

In solidarity

Ron Korkut
Ethics First

Encl. Response to Oliver Demuth
CC. **Ted Simmons**, Chief Instructor BCIT

Ron Korkut
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July 11, 2017

PUBLIC DOCUMENT

Suite #130 – 2920 Virtual Way
Vancouver, BC, V5M 0C4

ATTENDANTS: Jackie Pierre, Lisa McDonald, Mark Guola, Frank Anderson

UNION MEETING

1. CASE: THE LABOUR CONFLICT BETWEEN RON KORKUT and WAYNE HAND

CONFIRM: The labour conflict is between Ron Korkut and Wayne Hand.

**QUESTION-1: What are the parties in the labour conflict Oliver Demuth had a DUTY to resolve:
1. Ron Korkut and Wayne Hand, 2-Ron Korkut and an unidentified Employer.**

EVIDENCE: The termination notice, Feb. 8, 2017.

2. LAW: Necessity DUE PROCESS TO RESOLVE CONFLICTS

CONFIRM the requirement of the LAW: The Law requires that an adjudicator must communicate with both parties to find the facts relevant to the CONFLICT. Otherwise, it is impossible to resolve the conflict.

QUESTION-2: With which person should a union representative communicate to resolve a labour conflict between Person A and Person B? 1-A, 2-B, 3-BOTH, 4-NONE.

3. FACT: VERIFICATION OF DUE PROCESS

CONFIRM: Oliver Demuth did not *communicate* with Wayne Hand to find the facts about the labour conflict between me and Wayne Hand.

QUESTION-3: Has Oliver Demuth communicated with Wayne Hand to find the facts about the labour conflict between me and Wayne Hand? (Why did he forced me –by suspending my work twice - to attend a meeting and negotiate my RIGHT to free speech that is *not negotiable*?) 1-YES 2-NO

EVIDENCE: His email, and decision, Apr. 19, 2017.

4. JUDGMENT: (If the answers are 1-1, 2-BOTH, 3-NO)

A reasonable person may reach to the following conclusion, beyond any doubt:

CONCLUSION: Since Oliver Demuth failed to COMMUNICATE with Wayne Hand, he breached his union DUTY to resolve the labour dispute between Ron Korkut and Wayne Hand. He must be brought to JUSTICE pursuant to the Section 219 of the Criminal Code, for the protection of the members of BCGEU.

QUESTION-4: Do you have any objections to the reasonable conclusion?

.....
.....

NOTE: NO ANSWERS, NO CONFIRMATION! It is impossible to expect any benefit from a meeting where the established FACTS and the requirements of LAW are disregarded.

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

July 13, 2017

PUBLIC DOCUMENT – Personal delivery

Stephanie Smith, President
BCGEU
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mrs. Smith,

Ref. Refusal of union DUTY.

On July 11, 2017, I had a meeting with union representatives **Jakie Pierie, Lisa McDonald, Mark Guola, Frank Anderson** and **Oliver Demuth** to review the dismissal of my grievance. *Nevertheless*, union representatives **REFUSED to admit and confirm the FACTS** relevant to the issue, attached. Obviously, it is **impossible** to expect any benefit from such a meeting.

Please, advise Oliver Demuth to communicate with Wayne Hand to find out the **reasons for forcing me to a meeting to negotiate my RIGHT to free speech**, by *suspending* my work. That is necessary to **justify** Wayne Hand's terminating my employment. *Certainly*, there was no issue regarding my work or any **disobedience** to my supervisor **Ted Simmons**.

Otherwise, I have no choice other than proceeding against **you** and **Oliver Demuth**, for the **protection** of the union members.

Sincerely,

Ron Korkut
Ethics First

Att. Union meeting, July 11, 2017

CC. Ted Simmons, Chief Instructor BCIT



B.C. Government and Service Employees' Union

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

File No: 135442 & 135643

July 18, 2017

Via Express Post (with signature)

Ron Korkut
5249 Laurel Street
Burnaby, BC V5G 1N1

Dear Ron

Re Your Grievance Appeal Hearing July 11, 2017

The Committee acknowledges your presentation in support of your appeal at the grievance appeal hearing on July 11, 2017.

The Committee considered all the evidence presented before reaching its decision.

You worked as an Instructor for the British Columbia Institute of Technology (BCIT). You filed the grievances following a one-day suspension (letter dated January 11, 2017), a ten-day suspension (letter dated January 19, 2017) and finally the termination of your employment from BCIT (letter dated February 8, 2017). The disciplinary actions all stem from allegation of insubordination.

Facts in your case, that are documented in the employer's correspondence and were not disputed by you, include the following:

- You worked for BCIT for approximately 10 ½ years prior to your termination and had no prior disciplinary action on your file.
- On December 5, 2016, the employer sent an email advising you to attend a meeting regarding personal communication you had sent to employees at BCIT. The meeting was set for December 6, 2016 and you were advised of your right to bring a shop steward and that a steward was available. You responded to the email the same day saying, in part, that you had no interest in attending such meeting.
- **You did not attend the December 6, 2016 meeting the employer instructed you to attend.**
- On December 6, 2016, the employer emailed you again rescheduling the December 6th meeting, which you had failed to attend, for December 9th. You were advised in the email that *"failure to attend a meeting as directed by your employer may constitute insubordination, and depending on the facts, could lead to discipline."* Again, you were advised of your right to have a shop steward present. On December 7th you responded, in part, that *"it is not appropriate for me to attend the meeting."* The employer replied that the *"meeting remains scheduled for Friday, December 9, 2016..."*

8555 - 198A Street Langley, BC V2Y 0A9
Phone: 604-882-0111 Fax: 604-882-5032

<http://www.bcgeu.ca>

- On December 8th, Shop Steward, Cory Langford, emailed you and urged you to attend the December 9th meeting. Cory wrote, in part, *"Hi Ron, It is important that you attend the meeting. You don't have the right to refuse to meet with the employer when they call a meeting...rather than the issue becoming more serious, I would urge you to attend the meeting and have the discussions with them as that is the best course of action."*
- **You did not attend the December 9, 2016 meeting the employer instructed you to attend.**
- After your failure to attend the meeting on December 9th, the employer emailed you again and rescheduled the meeting again for December 13th. You were told, *"You are expected to attend this meeting. Please be advised that a failure to attend a meeting as directed by your employer may constitute insubordination and could lead to discipline."* Early in the morning of December 13th, Shop Steward Langford emailed you urging you to attend the meeting set for that day.
- **You did not attend the December 13, 2016 meeting the Employer instructed you to attend.**
- On January 9, 2017, the employer emailed you again to reschedule the meeting for January 11, 2017. You were directed to attend and advised again that failure to attend may lead to discipline.
- **You did not attend the January 11, 2017 meeting the employer instructed you to attend.**
- On January 11, 2017, the employer issued you a one-day suspension for insubordination. The suspension letter documents all of the above instructions for you to attend a meeting with the employer and your failure to do so. The one-day suspension was for January 13, 2017. The letter also instructed you to attend a meeting scheduled for January 18, 2017.
- On January 12, 2017, the employer emailed you reminding you of your suspension for January 13, 2017 and also stated: *"I want to make it very clear that you must not attend any BCIT campus on the day of your suspension. If you do not comply with this direction, you will be subject to removal from campus and further disciplinary action."* You wrote the employer on January 12th, advising them that you would not attend the meeting on January 18th and, similar to other correspondence to them you stated, in part, *"If the LAW requires to take disciplinary action (or termination of employment)...please do not hesitate to proceed. That is final."*
- **On January 13, 2017, you attended the campus at BCIT. This was clearly contrary to the employer's instructions to you in the January 12th email.**
- Through an outlook invitation, you declined the meeting for January 18th. As a result, the employer emailed you on January 17th, which states:

"Hello Ron, I just received notice that you have declined the outlook invitation for the meeting scheduled for tomorrow. I want to reaffirm that on behalf of the Institute I am directing you to attend the meeting. A deliberate failure to attend the meeting will be considered insubordination and will result in discipline."

- **You did not attend the January 18, 2017 meeting the employer instructed you to attend.**
- On January 19, 2017 you received a 10-day suspension for insubordination. The details in the suspension letter include your failure to attend the multiple meetings, as instructed by the employer and your attendance at the worksite on January 13, 2017 when you were specifically instructed not to attend the worksite that day. The suspension was for January 20 – February 2, 2017. The letter also instructed you to attend a meeting on February 3, 2017.
- On January 20, 2017, you wrote the employer and advised you would not attend a meeting February 3rd.
- **You did not attend the February 3, 2017 meeting the employer instructed you to attend.**
- On February 3, 2017, after your failure to attend the meeting, the employer put you on a paid leave of absence *"while the Institute makes a decision in respect to your employment."*
- On February 8, 2017, the employer terminated your employment.

In summary, on six separate occasions, over approximately two months, you failed to attend a meeting with your employer that you were instructed to attend. During that time, and on several occasions, you communicated with the employer that you would not attend such meetings. You proceeded in this fashion in spite of several warnings from your employer that failure to attend each meeting could lead to disciplinary action. The shop steward also warned you of such and urged you to attend meetings called by the employer that you were instructed to attend. You also attended the worksite on a day you were instructed not to (January 13, 2017).

During the appeal hearing you provided no reason or rebuttal to the allegations of your insubordination for failure to follow the employer's clear instructions. The Committee members asked you several times if you had any information or response to the allegations the employer has made. You provided none. Instead, you requested that the Committee answer your questions. Questions about who the parties are in the dispute and what their obligations are? The Committee responded their role is not to answer those questions, but to hear from you as to your response to the employer's allegations against you. The Committee members all urged you to provide a response to the allegation, that the hearing was an opportunity for you to present your side of why the decision is wrong. You refused to provide any response to that.

This is a case of deliberate insubordination on many occasions. The initial meeting the employer instructed you to attend on December 6, 2016 was regarding communication you had sent out to others at BCIT. It is clear you feel justified in the communication that you sent out. However, it is clear from the employer's termination letter that it was your deliberate insubordination in refusing to meet with your employer that ultimately led to your dismissal. The culminating incident being when you failed to attend a meeting on February 3, 2017 that had followed a 10-day suspension for failure to attend previous meetings the employer had instructed you to attend.

In this case, the employer followed a progressive disciplinary process of a one-day suspension and then a 10-day suspension prior to the termination. While it may be suggested the employer could have had more progressive disciplinary steps, your continued correspondence to the employer stating that you would not attend any meetings with them left little to no hope of a different result.

Given the above, the Committee believes the Union could not succeed in advancing your grievance.

The BCGEU Constitution in Clause 9.9(a)(iii) outlines a member's right to appeal. There are three grounds on which a decision made by the Area GAC will be reconsidered:

- (a) where "*new evidence*" has become available, if the evidence could not have been earlier obtained through the exercise of reasonable diligence, and there is a strong probability that it will have a material and determinative effect on the decision;
- (b) whether the Area GAC is alleged to have acted contrary to principles of procedural fairness and natural justice or the duty of fair representation; and
- (c) where the decision is said to be inconsistent with the principles expressed or implied in the *Labour Relations Code of BC* or any other statute dealing with labour relations.

If you choose to apply for leave to appeal, you must outline the reasons for your appeal in writing. Appeals must be received at union headquarters at 4911 Canada Way, Burnaby, BC, V5G 3W3, within 15 days of your receipt of this written decision and should be addressed to Doug Dykens, Secretary, PE GAC via mail or facsimile 604.293.1369 (no emails please).

In solidarity

On behalf of the Grievance Appeal Committee



Frank N. Anderson
Secretary to the Committee

FNA/lt/MoveUP/RKorkut gac ltr july 18

Cc: Grievance Appeal Committee Members
Richard Stanley, Local 703 Chairperson
Oliver Demuth, Staff Representative

Ron Korkut
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www.ethicsfirst.ca

July 21, 2017

PUBLIC DOCUMENT – Personal delivery

Douglas W. Dykens Director,
Field Services and Negotiations, **BCGEU**
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mr. Dykens,

Ref. Refusal of union DUTY.

I have not received any response to my letter dated June 20, 2017.

Frank N. Anderson referred me to you regarding the “appeal hearing” held on July 11, 2017. At the hearing, Frank N. Anderson refused to admit my evidence that **Oliver Demuth failed to communicate with Wayne Hand** at BCIT to resolve the labour conflict between me and Wayne Hand, as shown in his letter attached.

*For a reasonable person, it is **IMPOSSIBLE** to resolve a labour conflict where the union representatives refuse to communicate with the persons involved in the conflict.*

I paid union fees for ten years, trusting BCGEU would protect my RIGHTS as an employee. Nevertheless, BCGEU is reluctant to resolve my conflict with Wayne Hand. The issue has been dragging on since February 8, 2017. All it takes ten minutes to call Wayne Hand to remind him that he had **no authority** to restrict my RIGHT to free speech and DUTY to inform my colleagues; and accuse me of insubordination because, he is **not my supervisor**. The person who is authorized to accuse me of insubordination is my supervisor, Ted Simmons.

*Please, advise Oliver Demuth to **communicate** with Wayne Hand to find out under what **authority** he restricted my RIGHT and DUTY to inform my colleagues regarding the perils of the corruption in the Supreme Court of British Columbia, and the **reason** for FORCING me to an unnecessary-meeting by suspending my work twice, where there was **no issue** regarding my work. *Please*, also remind **Stephanie Smith** that I would like to meet with her to discuss the DUTY BCGEU owes me.*

Sincerely,

Ron Korkut
Ethics First

Att. Frank Anderson’s letter; my argument
CC. Ted Simmons, Chief Instructor, BCIT



B.C. Government and Service Employees' Union

A component of NUPGE (CLC)

July 27, 2017

Via Priority Post w/signature required

Ron Korkut
5249 Laurel St
Burnaby, BC V5G 1N1

Dear Ron

Re: Your letters of June 20 and 21, 2017

The union has analyzed the concerns you raise in your June 20, 2017 letter and does not agree with your position. In your letter, you question the President's authority to supervise union employees. The President delegates the supervision responsibility of the employees you reference to the Director of Field Services. I have carried out that responsibility and have previously outlined the proper venue (local area GAC) to raise those issues. I find no fault in the actions of the staff representatives you name.

In your July 21, 2017 letter, you raise a number of issues related to the local area GAC decision of July 8, 2017. The proper process to address these issues is by appealing the July 18, 2017 decision to the provincial executive grievance appeal committee (PEGAC). The instructions to initiate that process were noted in the July 18, 2017 letter. I'm stating them as below for your quick reference:

In accordance with Article 11(g) of the Constitution, you may apply for leave to have your appeal reconsidered by the Provincial Executive Grievance Appeal Committee (PE GAC). Leave to have the appeal heard will be granted if you can demonstrate in your submission that there is a serious question as to the correctness of the Area GAC's decision.

The BCGEU Constitution in Clause 9.9(a)(iii) outlines a member's right to appeal. There are three grounds on which a decision made by the Area GAC will be reconsidered:

- a) where "new evidence" has become available, if the evidence could not have been earlier obtained through the exercise of reasonable diligence, and there is a strong probability that it will have a material and determinative effect on the decision;
- b) whether the Local Area GAC has acted contrary to principles of procedural fairness and natural justice or the duty of fair representation; and
- c) where the decision is inconsistent with the principles expressed or implied in the Labour Relations Code of BC or any other statute dealing with labour relations.

Page 2

Please be aware that the timeline for appeal began when you received the decision letter.

I urge you to avail yourself of the PEGAC procedure if you disagree with the July 18, 2017 decision letter.

In solidarity



Doug Dykens
Director, Field Services and Negotiations

DWD/sn
MoveUP

cc: Shannon Murray, Coordinator, Lower Mainland Area Office (*via email*)
Frank Anderson, Regional Coordinator (*via email*)

Ron Korkut
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778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

August 2, 2017

PUBLIC DOCUMENT – Personal delivery

Douglas W. Dykens Director,
Field Services and Negotiations, **BCGEU**
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mr. Dykens,

Ref. Your letter dated July 27, 2017, regarding “**Refusal of union DUTY**”.

You stated that **Stephanie Smith**, President **delegated** her DUTY to supervise union employees to **you**. Therefore, I complained about the misconduct of **Oliver Demuth** as follows:

The FACT: Oliver Demuth, as a union representative, **failed to communicate** with Wayne Hand to resolve the labour conflict between us.

The requirement of the LAW: *For a reasonable person*, it is **IMPOSSIBLE to resolve conflicts**, if the adjudicators **refuse to communicate with both parties** to find out the reasons of the conflict.

Instead of correcting the **WRONG** of the employee working under your supervision, you referred me to “**provincial executive grievance appeal committee**” (**PEGAC**), knowing that I am **NOT** an “*executive*”.

I searched for “provincial executive grievance appeal committee” and “PEGAC”, I was **not able to find** such an institution online.

Yesterday, I phoned BCGEU to get in touch with a **union lawyer** regarding this issue. Nevertheless, they **refused** my request arguing that lawyers were *not available*.

At least, I am entitled to speak with a union lawyer for a few minutes to find out under what **authority** **Oliver Demuth** acted when he refused to communicate with **Wayne Hand**. Therefore, please, let me have a meeting with a union lawyer.

Sincerely,

Ron Korkut
Ethics First

CC. Ted Simmons, Chief Instructor, BCIT, Stephanie Smith, BCGEU

president@bcgeu.ca

Date: Mon, 21 Aug 2017 11:18:03 -0700

Subject: Refusal of UNION DUTY

Mrs. President,

Oliver Demuth REFUSED to communicate with Wayne Hand, BCIT in order to resolve the labour conflict between us. As you know, it is IMPOSSIBLE to resolve a conflict without finding the FACTS by communicating both parties involved in the conflict. Therefore, I would like to have a meeting with you to discuss this issue. This is a serious concern for the protection of the union members. For more information BCIT-BCGEU www.ilaw.site, www.ethicsfirst.ca , www.justsociety.info .

Ron Korkut

Ethics First

From: Ron Korkut (ron@ethicsfirst.ca)

To: rick.schaeffer@bcgeu.ca

Date: Mon, 21 Aug 2017 11:29:17 -0700

Subject: Union DUTY

Mr. Schaeffer,

Oliver Demuth REFUSED to communicate with Wayne Hand at BCIT in order to resolve the labour conflict between us. As you know, it is IMPOSSIBLE to resolve a conflict without finding the FACTS by communicating both parties involved in the conflict. I am trying to get in touch with the union lawyer, but I am not able to get an appointment and Stephanie Smith is NOT RESPONDING. Please, remind her that her DUTY is to serve the interests of the union members; NOT THE EMPLOYERS. This is a serious concern for the protection of the union members. For more information BCIT-BCGEU www.ilaw.site, www.ethicsfirst.ca , www.justsociety.info .

Ron Korkut

Ethics First

FORWARDED TO

srkitcher@shaw.ca

cbattersby@okanagan.bc.ca

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August 25, 2017

PUBLIC DOCUMENT – Personal delivery

Douglas W. Dykens Director,
Field Services and Negotiations, **BCGEU**
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mr. Dykens,

Ref. Your letter dated August 22, 2017, regarding “**Refusal of union DUTY**”.

In your letter, you denied my request to meet with a union lawyer.

You must understand that:

1. Employers (*including Wayne Hand*) have NO AUTHORITY to restrict employees’ **RIGHT and DUTY to inform** their co-workers against any harmful issue.
2. Employers (*including Wayne Hand*) have NO AUTHORITY to **FORCE their employees** to a meeting to negotiate the RIGHT and DUTY to inform co-workers, by suspending work.
3. Employers (*including Wayne Hand*) have NO AUTHORITY to **accuse** their employees of insubordination without consulting the **supervisors** of the employees and terminate their employment where there is **no issue with the performance** of the employee.
4. I am a union member; I paid union fees for over ten years, trusting BCGEU would protect my employment RIGHTS. Therefore, BCGEU owes me DUTY to resolve my labour conflict with **Wayne Hand**.
5. The union representative, **Oliver Demuth**, REFUSED to communicate with **Wayne Hand**.
6. It is **IMPOSSIBLE to resolve a labour conflict**, if the union representatives **refuse to communicate with both the employer and the employee** to find out the reasons of the conflict.
7. *At least*, I am entitled to CONSULT with a union lawyer to get a professional advice regarding this issue.
8. You have NO AUTHORITY to restrict my communication with the union lawyers; you are supposed to SERVE ME, I am NOT.

PLEASE, come to your **senses** and act like a **reasonable** person.

Sincerely,

Ron Korkut
Ethics First

CC. Ted Simmons, Chief Instructor, BCIT, Stephanie Smith, BCGEU

Refusal of union duty



Ron Korkut <ronkor51@gmail.com>
Aug. 28, 2017

2:02 PM (0
minutes
ago)

to hasan.alam

Hi Hasan,

I left few messages on your phone, 778 9995 6786. You were probably very busy.

I am a member of the union over ten years. Therefore, BCGEU owes me the DUTY to resolve my labour conflict with Wayne Hand. Nevertheless, BCGEU representative Oliver Demuth refused to communicate with Wayne Hand. As you know, it is IMPOSSIBLE TO RESOLVE a conflict without getting information from both parties. The issue has been dragging on since Feb. 8, 2017. At the present, I have no income. I am trying to communicate with Stephanie Smith, but she is not responding. Instead, I get refusals from third parties. As you know, as a member of the union, I am entitled to get an authorized answer to this issue. Therefore, I would like discuss the legal consequences of this legal chicanery perpetrated under the supervision of Stephanie Smith. Please. let me know where and when we can meet. Please visit one of my websites for more information and legal documents. www.ilaw.site; www.ethicsfirst.ca; www.justsociety.info Thanks.

Ron Korkut

Ethics First

Also, you might feel obliged to forward the attached letter to Timothy E. McGee to protect the HONOUR OF LEGAL PROFESSION.

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ethicsfirst.ca

September 5, 2017

PUBLIC DOCUMENT – Personal delivery

Stephanie Smith, President of **BCGEU**
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mrs. Smith,

STATEMENT OF THE FACTS:

1. **Ted Simmons** hired me as an electrical instructor at BCIT, and I have worked for ten years under his supervision with a pristine record of employment.
2. Even though he was *not my supervisor*, **Wayne Hand**, a Dean, restricted my communication with my co-workers by sending me an email, on October 14, 2016.
3. I asked him to sign his notice of restriction. He refused to sign; because, he was aware of the fact that he had **no authority** to restrict my **RIGHT and DUTY to inform my co-workers** regarding *the perils of the Corruption in the Supreme Court*.
4. He **forced** me *twice* to a meeting to **negotiate** my RIGHT and DUTY to inform my co-workers.
5. Since my RIGHT and DUTY to warn my co-workers against HARM was NOT negotiable, I declined to attend the meetings.
6. **Wayne Hand, terminated my employment accusing me of insubordination, on February 8, 2017.**
7. I filed a grievance with BCGEU on the grounds of *wrongful dismissal*. Union lawyer, **Oliver Demuth** was assigned to handle the case. Therefore, Oliver Demuth had a DUTY to find out **under what authority** Wayne Hand **restricted** my communication with my co-workers, **forced** me to a meeting to negotiate my RIGHTS and DUTIES, and **terminated** my employment, where there was no shortage of performance or any disrespectful behaviour on my part.
8. Nevertheless, **Oliver Demuth refused to communicate with Wayne Hand and dismissed my grievance**, knowing that *it is IMPOSSIBLE to resolve a labour conflict based on single sided FACTS*.
9. Oliver Demuth's conduct is a **blatant REFUSAL** of UNION DUTY that has legal consequences; therefore, it must be reviewed by the President of BCGEU.

MY REQUEST:

As a member of BCGEU, I am entitled to get an **authorized** and **FINAL decision** for my grievance and it is your DUTY to make it, as per the principles of Administrative Law. Therefore, I would like to **meet** with you to *discuss* the legal consequences of Oliver Demuth's conduct.

Sincerely,

Ron Korkut
Ethics First

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ilaw.site, www.ethicsfirst.ca, www.justsociety.info

September 21, 2017

PUBLIC DOCUMENT – Personal delivery

Stephanie Smith, President of **BCGEU**
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mrs. Smith,

THE STATEMENT OF THE FACTS:

1. **Ted Simmons** hired me as an electrical instructor at BCIT. I have worked for ten years under his supervision with a pristine record of employment.
2. Even though he was *NOT my supervisor*, **Wayne Hand**, Dean of School of Construction, **restricted** my communication with my co-workers, by sending me an email, on October 14, 2016.
3. I asked him to **sign** his notice of restriction. He **refused** to sign it; because, he was **aware** of the fact that he had **no authority** to restrict my **RIGHT and DUTY to inform my co-workers** regarding *the perils of the Corruption in the Supreme Court of British Columbia*.
4. He **forced** me *twice* to a meeting to **negotiate** my **RIGHT and DUTY** to inform my co-workers.
5. Since, it would be **foolish** for me to attend a meeting to **negotiate my RIGHT and DUTY** to inform my co-workers, I **declined** to attend the meeting and *properly* informed Wayne Hand.
6. *Nevertheless*, Wayne Hand **interpreted** my response as *“a challenge to his power of authority”* and **terminated my employment** on the grounds of **“insubordination”**, on February 8, 2017. My supervisor, Ted Simmons was **not involved** with his *“unusual treatment”* considering the legal consequences of it.
7. I filed a grievance with BCGEU on the grounds of *wrongful dismissal*. The union lawyer, **Oliver Demuth** was assigned to resolve the labour conflict between me and Wayne Hand.
8. *Specifically*, I asked Oliver Demuth to get in touch with Wayne Hand to **confirm** the **FACTS** I stated in my grievance; because, it is **impossible** to resolve a conflict without confirming the **FACTS**.
9. *Nevertheless*, on April 19, 2017, Oliver Demuth dismissed my grievance:
 - a. He **refused** to communicate with Wayne Hand to confirm the **FACTS**.
 - b. He **perverted** the **FACTS** by **interpreting** the issue as a conflict between me and an anonymous **“employer”**.
 - c. He **disregarded** my legitimate reason for **not attending** the meeting.
 - d. He **sided** with Wayne Hand and he interpreted the act of *not attending* a meeting-with-no-merits, as a “disobedience”.
 - e. He **assumed** the arbitration process would not succeed.

Being the President of BCGEU, it is your **DUTY** to **supervise** the performance of the employees of the union. Therefore, I request that you **advise** Oliver Demuth to get in touch with Wayne Hand to **confirm the FACTS** I stated in my grievance and review his decision. Otherwise, if you are comfortable with Oliver Demuth’s conduct; please, **sign** the attached document, as required by the Law of the Land.
Sincerely,

Ron Korkut
Ethics First



CONFIRMATION OF THE DISMISSAL OF RON KORKUT'S GRIEVANCE

THE STATEMENT OF THE FACTS

1. **Ron Korkut** is an electrical instructor at BCIT. He worked under the supervision of **Ted Simmons** for ten years with pristine record of employment. He **attempted to inform** his co-workers regarding the *perils* of the corruption in the Supreme Court of British Columbia.
2. **Wayne Hand**, Dean of School of Construction at BCIT **restricted** Ron Korkut's RIGHT to free speech and his DUTY to inform his co-workers, on October 14, 2016.
3. Ron Korkut's supervisor, Ted Simmons was **not involved** with this issue; because, Wayne Hand's conduct was **not consistent with** the Rules of Administrative Law.
4. Wayne Hand **FORCED** Ron Korkut to *attend a meeting* to negotiate his RIGHT to free speech and his DUTY to inform his co-workers, by **suspending** his work twice.
5. Ron Korkut **informed** Wayne Hand that his RIGHTS and DUTIES were **not negotiable**; therefore, he **declined** to attend the meeting.
6. Wayne Hand **interpreted** Ron Korkut's response as "*a challenge to his power of authority*" and **terminated his employment** on the grounds of "**insubordination**", on February 8, 2017.
7. Ron Korkut filed a grievance with BCGEU on the grounds of wrongful-dismissal. The union Lawyer, Oliver Demuth was in charge of resolving the labour conflict between Ron Korkut and Wayne Hand.
8. Ron Korkut asked Oliver Demuth to get in touch with Wayne Hand to **confirm** the FACTS he stated in his grievance; because, it is **impossible** to resolve a labour conflict without confirming the FACTS.
9. Oliver Demuth **refused to communicate** with Wayne Hand to confirm the FACTS. He **assumed** the conflict was between Ron Korkut and an anonymous "**employer**" and arbitration process would not succeed; because, he **believed** Ron Korkut *disobeyed* Wayne Hand. Therefore, he **dismissed** Ron Korkut's grievance, on April 19, 2017.

I, Stephanie Smith, President of BCGEU have the knowledge of the above FACTS and concur with the decision of Oliver Demuth, dated April 19, 2017.

Stephanie Smith
President of BCGEU

Date:

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ilaw.site, www.ethicsfirst.ca, www.justsociety.info

October 2, 2017

PUBLIC DOCUMENT – Personal delivery

Thom Yachnin
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mr. Yachnin,

Today, you have called me regarding a meeting, on October 24, 2017 at 12:30, #130-2920 Virtual Way Vancouver. I confirmed the meeting, based on that **you** and **Stephanie Smith** will be attending the meeting. I am *not prepared* to meet with someone else; because, the purpose of the meeting is to get a **final** and **authorized** decision on my grievance that has been dragging on for eight months. At the meeting, I will direct the following questions to Stephanie Smith, President of BCGEU:

1. Being the supervisor of Oliver Demuth, **will you advise** him to **communicate** with Wayne Hand, at BCIT to **find out the FACTS** *about the termination of my employment* and, **provide justification** for “*FORCING an employee to a meeting to **negotiate** his **RIGHT** and **DUTY** to inform his co-workers, and **accusing** him of insubordination for not attending such a meeting*”?
or,
2. **Will you authorize** Oliver Demuth’s decision to dismiss my grievance based on his belief that *the arbitration process would not succeed?*

As I mentioned on the phone, she may respond in writing, as well.

In solidarity,

Ron Korkut
Ethics First

Cc. **Ted Simmons**, Chief Instructor BCIT



B.C. Government and Service Employees' Union
A component of NUPGE (CLC)

October 6, 2017

Via Priority Courier w/Signature Required

Ron Korkut
5249 Laurel St
Burnaby, BC V5G 1N1

Dear Ron

Re: Your Suspension and Dismissal Grievances

As you are aware, we have scheduled a meeting between you, me, and BCGEU Director, Thom Yachnin on October 24, 2017. I am informed by Mr. Yachnin that you would prefer to receive a written response to the concerns you have raised in your numerous letters and telephone calls. Please accept the following as that response, and consider the meeting mentioned above cancelled.

The B.C. Government and Service Employees' Union ("BCGEU") filed grievances on your behalf on January 24 and February 8 of 2017 concerning your one-day suspension, your 10-day suspension, and your termination from your employment with the British Columbia Institute of Technology ("BCIT").

The facts underlying those grievances have never been disputed by you, and I will not repeat them in any length here, but in short, you refused numerous instructions from BCIT to attend at meetings to discuss your personal communications with other BCIT employees. During this period, you also made clear to BCIT that you were unwilling to change your behaviour and would repeat it if given the opportunity to do so.

By letter dated April 19, 2017, BCGEU Staff Representative Oliver Demuth informed you that it was his opinion that your grievances would not succeed at arbitration and that he would proceed to withdraw them subject to your right to appeal his decision under the BCGEU Constitution and Bylaws ("Constitution").

While you did not comply with the requirements for filing an appeal under the Constitution, in the interests of fairness, the BCGEU accepted various communications from you as an appeal of Mr. Demuth's decision and a hearing of the area grievance appeal committee ("Area GAC") was held on July 11, 2017. You attended at that hearing and made submissions to the Area GAC.

By letter dated July 18, 2017, the Area GAC turned down your appeal subject to your right to seek leave to have your appeal reconsidered by the provincial grievance appeal committee ("Provincial GAC").

Again, although you did not comply with the process in the Constitution, the BCGEU accepted various communications from you as an application for leave to have your appeal reconsidered by the Provincial GAC. I am informed that that request is still under consideration.

Page 2

Given your many letters and telephone calls to the BCGEU generally, and to my office specifically, I believe that I must now be very clear in my communication with you.

The process for a member to challenge the decision of the BCGEU to withdraw their grievance is set out under the Constitution. The Constitution is the foundational document of the BCGEU and must be respected by me as President of the BCGEU.

I have no authority to alter or amend any decision of the Area GAC or Provincial GAC as set out in the Constitution. The terms of the Constitution are only amended by the triennial constitutional convention, which pursuant to Article 6.1 is the source of all authority in the union.

To overturn a decision of the Area GAC or Provincial GAC, as you have implicitly requested I do on numerous occasions, would be fundamentally undemocratic and unethical. I refuse to conduct myself in such a manner.

You have also suggested that I review the conduct of Mr. Demuth. My opinion is that Mr. Demuth acted appropriately throughout and provided you with a reasoned and thorough explanation of his decision.

I must make clear that the BCGEU does not accept your framing of the facts and issues regarding your termination from BCIT and the grievances flowing from your termination and earlier suspensions as set out in your letter to me dated September 21, 2017.

I appreciate that you are a determined person with strong ethics. However, you base your reasoning on a fundamentally incorrect understanding of labour law in Canada. I sincerely urge you to reconsider the approach that has caused so much damage to your life and career.

We now consider this matter closed subject to the outcome of the Provincial GAC process.

If you have questions or concerns regarding the content of this letter, please direct those to the attention of Mr. Yachnin directly. Support staff in my office will no longer accept your telephone calls or letters.

Yours truly



Stephanie Smith
President

TY/SS:sn/MoveUp

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ilaw.site, www.ethicsfirst.ca, www.justsociety.info

October 10, 2017

PUBLIC DOCUMENT – Personal delivery

Stephanie Smith, President of **BCGEU**
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mrs. Smith,

Re: Your letter dated October 6, 2017

In my previous eight letters, I brought to your attention the ESTABLISHED FACT that your employee **Oliver Demuth** refused to communicate with Wayne Hand to resolve the labour conflict between us.

Even though you are capable of understanding **the IMPOSSIBILITY of resolving a labor conflict without communicating with both parties** in conflict, you stated that:

“..... Mr. Demuth acted appropriately throughout ...”

Further more, you stated that:

“BCGEU does not accept your framing of the facts and issues regarding your termination from BCIT.”

Nevertheless, you did **not specify** which of the nine facts was **not acceptable** for you. Therefore, **please**, let me know those **unacceptable facts** stated in my letter, dated September 21, 2017; I have the onus to **prove** them for you.

Contrary to your wishful thinking, this matter is **not closed** between you and me. As I mentioned in my previous letters, I am entitled to get an **authorized and FINAL answer** to my grievance. You are the top authority to make a **FINAL** decision on behalf of BCGEU; not Mr. Yachnin. Therefore, if you are *seriously* willing to close the dispute between you and me, please **sign** the attached document.

Also bear in mind that, **dragging** this issue on by *playing procedural games*, has **grave consequences** from the security of the PUBLIC. Almost everyday one person is killed, hundreds are seriously injured by **criminally negligent** drivers under the **LIABILITY** and **protection** of ICBC. Dilligent drivers are forced to pay \$4 billion dollars for the **criminal damages**. Please, visit my websites above, for more information regarding the issues prior to the termination of my employment. Your **failure to discharge your DUTY** to advise Oliver Demuth may implicate you with this criminal business practice.

In solidarity,

Ron Korkut
Ethics First

Cc. Ted Simmons, Chief Instructor BCIT



CONFIRMATION OF THE DISMISSAL OF RON KORKUT'S GRIEVANCE

THE STATEMENT OF THE FACTS

1. **Ron Korkut** is an electrical instructor at BCIT. He worked under the supervision of **Ted Simmons** for ten years with pristine record of employment. He **attempted to inform** his co-workers regarding the *perils* of the corruption in the Supreme Court of British Columbia.
2. **Wayne Hand**, Dean of School of Construction at BCIT **restricted** Ron Korkut's RIGHT to free speech and his DUTY to inform his co-workers, on October 14, 2016.
3. Ron Korkut's supervisor, Ted Simmons was **not involved** with this issue; because, Wayne Hand's conduct was **not consistent with** the Rules of Administrative Law.
4. Wayne Hand **FORCED** Ron Korkut to *attend a meeting* to negotiate his RIGHT to free speech and his DUTY to inform his co-workers, by **suspending** his work twice.
5. Ron Korkut **informed** Wayne Hand that his RIGHTS and DUTIES were **not negotiable**; therefore, he **declined** to attend the meeting.
6. Wayne Hand **interpreted** Ron Korkut's response as "*a challenge to his power of authority*" and **terminated his employment** on the grounds of "**insubordination**", on February 8, 2017.
7. Ron Korkut filed a grievance with BCGEU on the grounds of wrongful-dismissal. The union Lawyer, Oliver Demuth was in charge of resolving the labour conflict between Ron Korkut and Wayne Hand.
8. Ron Korkut asked Oliver Demuth to get in touch with Wayne Hand to **confirm** the FACTS he stated in his grievance; because, it is **impossible** to resolve a labour conflict without confirming the FACTS.
9. Oliver Demuth **refused to communicate** with Wayne Hand to confirm the FACTS. He **ASSUMED** the conflict was between Ron Korkut and an anonymous "**employer**", Ron Korkut *disobeyed* Wayne Hand and arbitration process would not succeed. Therefore, he **dismissed** Ron Korkut's grievance, on April 19, 2017.

I, Stephanie Smith, President of BCGEU have the knowledge of the above FACTS and concur with the decision of Oliver Demuth, dated April 19, 2017.

Stephanie Smith
President of BCGEU

Date:



B.C. Government and Service Employees' Union
A component of NUPGE (CLC)

October 16, 2017

VIA COURIER WITH SIGNATURE
VIA EMAIL: (ron@ethicsfirst.ca)

Reply to: Jitesh Mistry, General Counsel
F: 604-298-3962
E: Jitesh.Mistry@bcgeu.ca

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1

Dear Mr. Korkut

Re: Your letter of October 10, 2017

I am a lawyer and General Counsel to the BCGEU.

I have reviewed your October 10, 2017 letter to BCGEU President Stephanie Smith, as well as much of the prior communication between you and various BCGEU representatives (including elected officers).

It is my considered opinion that your October 10th letter, and certainly the totality of your communications, constitute unlawful harassment and defamation.

You will immediately cease and desist in communicating (in writing, verbally or otherwise) with any BCGEU representatives other than Thom Yachnin. All other BCGEU representatives will be directed not to engage in any communications with you.

You will not attend at any BCGEU buildings or property.

Any failure to adhere to these conditions may be met with formal legal action and/or a request for police intervention, without further notice.

If you have any dispute with this letter or the BCGEU generally, you are encouraged to contact the Labour Relations Board's Information Officer and/or seek independent legal advice.

Yours Truly

A handwritten signature in black ink, appearing to read "Jitesh Mistry", with a long horizontal flourish extending to the right.

Jitesh Mistry
General Counsel

JM/Inm/MoveUP
20171016-Ltr-R.Korkut



B.C. Government and Service Employees' Union
A component of NUPGE (CLC)

October 17, 2017

PRIORITY COURIER – SIGNATURE REQUIRED

Ron Korkut
5249 Laurel Street
Burnaby, BC V5G 1N1

Dear Ron

Re Your Appeal to the Provincial Executive Grievance Appeal Committee

The Provincial Executive Grievance Appeal Committee (PEGAC) has completed its review of your request to appeal the decision of the area grievance appeal committee (GAC).

There are three issues outlined in the BCGEU Constitution that the PEGAC can review when determining if a grievance appeal decision should be reconsidered.

These are:

- where new evidence has become available, if the evidence could not have been earlier obtained through the exercise of reasonable diligence, and there is a strong probability that it will have a material and determinative effect on the decision;
- whether the local area GAC is acted contrary to principles of procedural fairness and natural justice or the duty of fair representation; and
- where the decision is inconsistent with the principles expressed or implied in the Labour Relations Code of BC or any other statute dealing with labour relations.

After extensively reviewing your correspondence, the PEGAC could not find new evidence that wasn't available to the local area GAC.

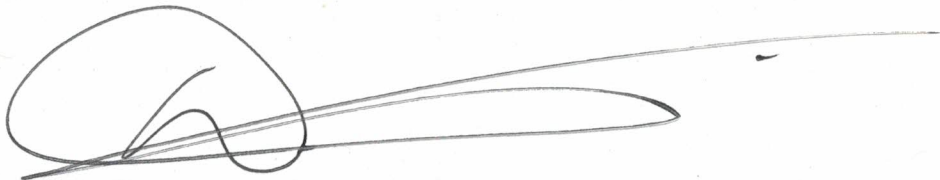
Neither could we find any evidence the local area GAC acted contrary to the principles of procedural fairness and natural justice or the duty of fair representation.

Nor could we find anything in the local area GAC decision that is inconsistent with the Labour Relations Code or other statutes dealing with labour relations.

Page 2

As a result the PEGAC cannot find any grounds to allow an appeal to go forward to hearing. This decision is final and binding.

In solidarity

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Douglas W. Dykens
On behalf of the Grievance Appeal Committee

DWD/slc

cc PEGAC
Area Office Staff Representative
Secretary, Area Grievance Appeal Committee

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ilaw.site, www.ethicsfirst.ca, www.justsociety.info

October 17, 2017

PUBLIC DOCUMENT

Jitesh Mistry, Lawyer, BCGEU
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mr. Mistry,

Re: Your letter dated October 16, 2017

Since you have reviewed my letter to **Stephanie Smith** you *obviously* know that **Oliver Demuth** refused to communicate with **Wayne Hand** in order to resolve the labour conflict between us. As a lawyer, you are *supposed to know* that it is **IMPOSSIBLE to resolve a conflict based on single sided FACTS**.

I would like to know:

1. How would you **justify** Oliver Demuth's dismissing my grievance based on **single sided facts**, *without comprimizing your professional integrity*?
2. Why has this issue been **dragging** on for over eight months? All that is necessary to resolve this labour conflict is to **confirm the FACT that there was no employment issue** other than my communication with my co-workers; that is my DUTY to inform them against the perils of the Corruption in the Supreme Court of British Columbia.
3. Why is Stephanie Smith **refusing** to fulfill her DUTY to give me a FINAL answer?

As a member of the union, **I am entitled to get a firm and FINAL answer to my grievance** from the president of the union. That is the reason why I was trying to get in touch with Stephanie Smith. Your attempt to **pervert** this FACT into "*unlawful harassment*" and "*defamation*" - without any reason - *certainly* raises some questions about your **professional integrity**.

Your **obstructing** my access to BCGEU property **does not make any sense**; because, I am a member and BCGEU has a legal obligation to resolve my labour conflict with Wayne Hand. *Furthermore*, your attempt to **intimidate** me with *police intervention* was **bizarre**; because, you knew that I had already reported the issue to Burnaby RCMP, as required by the Section 122 of the Criminal Code of Canada.

After all, it is a gross **ABSURDY** that you referred me to *Labour Relations Board* regarding your conduct. As a lawyer, you are **supposed to know** that "you are the *person* who is **liable** for your conduct"; **not Labour Relations Board**.

Please, **answer** my questions above and consider advising Stephanie Smith to fulfill her legal obligations as I requested in my letters. If you fail to respond, I will be obliged to file a **complaint** about your professional conduct, with the Law Society.

In solidarity,

Ron Korkut
Ethics First

Cc. Ted Simmons, Chief Instructor BCIT, RCMP Burnaby

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
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www.ilaw.site, www.ethicsfirst.ca, www.justsociety.info

October 19, 2017

PUBLIC DOCUMENT

Douglas W. Dykens Director,
Field Services and Negotiations, **BCGEU**
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mr. Dykens,

Ref. Your letter dated October 17, 2017 “**Refusal of union DUTY**”.

It is IMPOSSIBLE to resolve a labour conflict based on the single sided FACTS.

Union representative Oliver Demuth **failed** to communicate and **confirm** the stated FACTS with Wayne Hand, as he admitted in his email dated April 19, 2017.

All I need to **finalize** this issue is a *signature* of Stephanie Smith to confirm the following:

“I, Stephanie Smith, approve Oliver Demuth’s handling Ron Korkut’s grievance, knowing that he did not communicate with Wayne Hand to confirm the FACTS.”

For a reasonable person, this is a **reasonable request** after paying union fees for ten years.

In solidarity,

Ron Korkut
Ethics First

CC. **Ted Simmons**, Chief Instructor, BCIT; **Stephanie Smith**, BCGEU

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ilaw.site, www.ethicsfirst.ca, www.justsociety.info

October 20, 2017

PUBLIC DOCUMENT - Email

Jitesh Mistry, Lawyer, BCGEU
4911 Canada Way,
Burnaby, BC V5G 3W3
Jitesh.mistry@bcgeu.ca

Dear Mr. Mistry,

Re: Your letter dated October 16, 2017

I left two messages on your phone, but you have not returned my calls.

As lawyer who is **in charge of protecting my employment RIGHTS**, on behalf of BCGEU, it is your **DUTY to answer** the following LEGAL questions regarding my grievance:

1. Is it LAWFUL for **Oliver Demuth** to make a decision on my labour conflict with Wayne Hand, based on the single sided FACTS?
2. Is it LAWFUL for Stephanie Smith to **refuse to confirm** the **validity** of Oliver Demuth's decision based on the established FACTS.
3. Is it LAWFUL for you to **accuse** me of "*harassment*" and "*defamation*" and **restrict** my access to BCGEU property, *knowing that* I have no intention other than getting a FINAL and authorized decision on my grievance that has been dragging on for nine months.

Therefore, I would like to have a **meeting** with you to **discuss** those issues. Thanks for your co-operation.

In solidarity,

Ron Korkut
Ethics First



B.C. Government and Service Employees' Union
A component of NUPGE (CLC)

October 23, 2017

VIA COURIER WITH SIGNATURE

*Reply to: Jitesh Mistry, General Counsel
F: 604-298-3962
E: Jitesh.Mistry@bcgeu.ca*

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1

Dear Mr. Korkut

Re: Your voicemail and letters of October 17 & 20, 2017 as well as letter of October 19, 2017

I am in receipt of your October 17, 2017 voicemail to me, your October 17 and 20, 2017 letters to me, as well as your October 19, 2017 letter to BCGEU Director Douglas Dykens, which I believe was sent to most, if not all, of the members of the BCGEU Provincial Executive

As I stated in my earlier letter, any and all inquiries should be directed to Thom Yachnin, Director.

All other BCGEU representatives and elected officials have been asked not to communicate with you.

Yours Truly


Jitesh Mistry
General Counsel

JM/Inm/MoveUP
20171023-Ltr-R.Korkut

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ilaw.site, www.ethicsfirst.ca, www.justsociety.info

October 25, 2017

PUBLIC DOCUMENT

Jitesh Mistry, Lawyer, BCGEU
4911 Canada Way,
Burnaby, BC V5G 3W3
Jitesh.mistry@bcgeu.ca

Dear Mr. Mistry,

Re: Your letter dated October 23, 2017

As a lawyer who is **in charge of protecting my employment RIGHTS**, on behalf of BCGEU, it is your **DUTY to answer** the following LEGAL questions regarding my grievance:

1. Is it LAWFUL for **Oliver Demuth** to make a decision on my labour conflict with **Wayne Hand**, based on the single sided FACTS?
2. Is it LAWFUL for Stephanie Smith to **refuse to confirm** the **validity** of Oliver Demuth's decision based on the established FACTS.
3. Is it LAWFUL for you to **accuse** me of "*harassment*" and "*defamation*" and **restrict** my access to BCGEU property, *knowing that* I have no intention other than getting a FINAL and authorized decision on my **grievance** that has been **dragging on** for nine months.

Please, *come to your senses* and try to **understand** that YOU are the **lawyer** who is *currently* involved with my grievance; therefore, it is your **DUTY to answer** my questions; NOT Douglas Dykens. I have **no issues** with Mr. Dykens or Labour Relations Board.

If you *fail to answer* my questions regarding my grievance, I will be obliged to **report your conduct** to the Law Society; at stake are the **credibility** of BCGEU, **protection** of the union members and the **Honour** of legal profession.

In solidarity,

Ron Korkut
Ethics First

Cc. Ted Simmons Chief Instructor BCIT

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ilaw.site, www.ethicsfirst.ca, www.justsociety.info

October 23, 2017

PUBLIC DOCUMENT

Oliver Demuth
BCGEU, Union Lawyer
Suite #130 – 2920 Virtual Way
Vancouver, BC, V5M 0C4

Dear Mr. Demuth,

Ref. Your letter dated October 23, 2017; refusing union DUTY.

ESTABLISHED FACTS

- 1.** I am a member of BCGEU. I have paid union fees for **ten years**. Therefore, BCGEU **owes** me DUTY to resolve my labour conflict with **Wayne Hand**, at BCIT.
- 2.** You were the **union lawyer** in charge of resolving the conflict. Nevertheless, you **refused** to communicate with Wayne Hand to **confirm the FACT** that there was *no issue* other than my RIGHT and DUTY to **inform** my co-workers regarding the **perils of corruption in the Supreme Court of British Columbia**.

APPLICABLE LAW

Since, it is **IMPOSSIBLE to resolve a conflict based on the single sided FACTS**, the Law of the Land **requires** you to get in touch with Wayne Hand to **confirm** that there was *no issue* other than my RIGHT and DUTY to **inform** my co-workers.

PROFESSIONAL MISCONDUCT

I have **reported** your conduct to the Law Society of British Columbia. The complaint is before the Executive Director, Timothy McGee.

BREACH OF DUTY

Since your conduct is a *perfect example* of BREACH OF DUTY, as per S122 of the Criminal Code of Canada, I am legally obliged to bring you to JUSTICE for the **protection of the union members**, as soon as **Stephanie Smith approves your conduct** in compliance with the procedural norms.

In solidarity,

Ron Korkut
Ethics First

**The Law Society is NOT A GANG OF CROOKS!
The Public is NOT A FLOCK OF FOOLS!**

Cc. Ted Simmons, Chief Instructor BCIT

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5249 Laurel Street
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October 31, 2017

PUBLIC DOCUMENT

Jitesh Mistry, Lawyer, BCGEU
4911 Canada Way,
Burnaby, BC V5G 3W3
Jitesh.mistry@bcgeu.ca

Dear Mr. Mistry,

Re: Your letter dated October 23, 2017

As a member of BCGEU, I paid union fees for **ten years**. Therefore, BCGEU owes me the DUTY to **resolve my labour conflict with Wayne Hand** at BCIT. Nevertheless, the union representative Oliver Demuth **refused to communicate with Wayne Hand to verify the FACTS** on my side.

I am sure, as a reasonable person you understand the **IMPOSSIBILITY of resolving a labour conflict based on *single sided FACTS***.

As a union lawyer who is in charge of protecting the union members, you have a **legal obligation** to get in touch with **Oliver Demuth** and remind him that his conduct is INCONSISTENT with legal ethics.

Please, advise him that the **Law of the Land requires him to VERIFY the FACT** that there was **no employment issue** other than my RIGHT and DUTY to inform my co-workers about the perils of the corruption in the Supreme Court.

In solidarity,

Ron Korkut
Ethics First

Cc. Ted Simmons Chief Instructor BCIT

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October 31, 2017

PUBLIC DOCUMENT

Thomas Yachnin, Lawyer
4911 Canada Way, BCGEU
Burnaby, BC V5G 3W3

Dear Mr. Yachnin,

Re. Union DUTY.

As a member of BCGEU, I paid union fees for **ten years**. Therefore, BCGEU owes me the DUTY to **resolve my labour conflict with Wayne Hand** at BCIT. Nevertheless, the union representative Oliver Demuth **refused to communicate with Wayne Hand to verify the FACTS** on my side.

Since, it is **IMPOSSIBLE to resolve a labour conflict based on *single sided FACTS***, Oliver Demuth's conduct may amount to **breach of DUTY**; that is a CRIME as per S.122 Criminal Code of Canada.

As a union lawyer who is in charge of protecting the union members, you have a **legal obligation** to get in touch with **Oliver Demuth** and remind him that his conduct is INCONSISTENT with legal ethics.

Please, advise him that the **Law of the Land requires him to VERIFY the FACT** that there was **no employment issue** other than my RIGHT and DUTY to inform my co-workers about the perils of the corruption in the Supreme Court of British Columbia.

In solidarity,

Ron Korkut
Ethics First

I have recorded our phone conversation today, as a proof of your **attempts to mislead** me to *believe* that **a labour conflict can be resolved based on single sided facts**.

As a member of an HONOURABLE PROFESSION, you are supposed to know that:

The members of the PUBLIC ARE NOT FOOLS.

Cc. **Ted Simmons**, Chief Instructor BCIT

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
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November 1, 2017

PUBLIC DOCUMENT - Second request

Stephanie Smith, President of **BCGEU**
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mrs. Smith,

Re: Your letter dated October 6, 2017

In my previous eight letters, I brought to your attention the ESTABLISHED FACT that your employee **Oliver Demuth** refused to communicate with Wayne Hand to resolve the labour conflict between us.

Even though you are capable of understanding **the IMPOSSIBILITY of resolving a labor conflict without communicating with both parties** in the conflict, you stated that:

“..... Mr. Demuth acted appropriately throughout ...”

Further more, you stated that:

“BCGEU does not accept your framing of the facts and issues regarding your termination from BCIT.”

Nevertheless, you did **not specify** which FACT was **not acceptable** for you. Therefore, **please**, let me know those **unacceptable facts** stated in my letter, dated September 21, 2017; I have the onus to **prove** them for you.

Contrary to your wishful thinking, this matter is **not closed** between you and me. As I mentioned in my previous letters, **I am entitled to get an authorized and FINAL answer to my grievance.** You are the top authority to make a **FINAL** decision on behalf of BCGEU; not Thomas Yachnin. **He works under your supervision!**

Therefore, if you are *seriously* willing to close the dispute between you and me, please **sign** the attached document. **A reasonable person who is acting in good faith never hesitates to sign her decision.**

Also bear in mind that, **dragging** this issue on by *playing procedural games*, has **grave consequences** from the security of the PUBLIC. Almost everyday one person is killed, hundreds are seriously injured by **criminally negligent** drivers under the **LIABILITY** and **protection** of ICBC. Dilligent drivers are forced to pay \$4 billion dollars for the **criminal damages**. Please, visit my websites above, for more information regarding the issues prior to the termination of my employment. Your **failure to discharge your DUTY** to advise Oliver Demuth may implicate you with this **criminal** business practice.

In solidarity,

Ron Korkut
Ethics First



Stephanie Smith,
President of **BCGEU**
4911 Canada Way,
Burnaby, BC V5G 3W3

CONFIRMATION OF THE DISMISSAL OF RON KORKUT'S GRIEVANCE

THE STATEMENT OF THE FACTS

1. **Ron Korkut** is an electrical instructor at BCIT. He worked under the supervision of **Ted Simmons** for ten years. He **attempted to INFORM** his co-workers regarding the *perils* of the corruption in the Supreme Court of British Columbia.
2. **Wayne Hand**, Dean of School of Construction at BCIT restricted Ron Korkut's **RIGHT** and **DUTY** to inform his co-workers, on October 14, 2016, and terminated Ron Korkut's employment on February 8, 2017.
3. Ron Korkut filed a grievance with BCGEU on the grounds of wrongful-dismissal. Nevertheless, the union Lawyer, **Oliver Demuth** refused to communicate with Wayne Hand to confirm the **FACT** that there was **no employment issue** other than his communication with his co-workers for the purpose of preventing **HARM** to them. He **dismissed** Ron Korkut's grievance, on April 19, 2017, based on the facts as stated by Wayne Hand.
4. Ron Korkut complained about Oliver Demuth's conduct arguing that it is **impossible** to resolve a labour conflict based on single sided **FACTS**.

I, Stephanie Smith, President of BCGEU concur with the decision of Oliver Demuth to dismiss Ron Korkut's grievance based on the single sided facts.

Stephanie Smith
President of BCGEU

Date:

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
www.ilaw.site, www.ethicsfirst.ca, www.justsociety.info

November 6, 2017

PUBLIC DOCUMENT - Email

Jitesh Mistry, Lawyer, BCGEU
4911 Canada Way,
Burnaby, BC V5G 3W3
Jitesh.mistry@bcgeu.ca

Dear Mr. Mistry,

Re: Your letter dated October 23, 2017

As a member of BCGEU, I paid union fees for **ten years**. Therefore, BCGEU owes me the DUTY to **resolve my labour conflict with Wayne Hand** at BCIT. Nevertheless, the union representative Oliver Demuth **refused to communicate with Wayne Hand to verify the FACTS** on my side.

I am sure, as a reasonable person you understand the **IMPOSSIBILITY of resolving a labour conflict based on *single sided FACTS***.

As a union lawyer who is in charge of protecting the union members, you have a **legal obligation** to get in touch with **Oliver Demuth** and remind him that his conduct is INCONSISTENT with legal ethics.

Please, advise him that the **Law of the Land requires him to VERIFY the FACT** that there was **no employment issue** other than my RIGHT and DUTY to inform my co-workers about the perils of the corruption in the Supreme Court.

If you fail to respond, I will be obliged to file a complaint with the Law Society of British Columbia.

In solidarity,

Ron Korkut
Ethics First

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
778 378 9009, ron@ethicsfirst.ca
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November 15, 2017

PUBLIC DOCUMENT – Final request

Jitesh Mistry, Lawyer, BCGEU
4911 Canada Way,
Burnaby, BC V5G 3W3
Jitesh.mistry@bcgeu.ca

Dear Mr. Mistry,

Re: Your letter dated October 23, 2017

As a member of BCGEU, I paid union fees for **ten years**. *Therefore*, BCGEU **owes** me the **DUTY** to **resolve my labour conflict with Wayne Hand** at BCIT. Nevertheless, the union representative, Oliver Demuth **refused to communicate with Wayne Hand to verify the FACTS** on my side.

I am sure, as a reasonable person you understand the **IMPOSSIBILITY of resolving a labour conflict based on *single sided FACTS***.

As a union lawyer who is in charge of protecting the union members, you have a **legal obligation** to get in touch with **Oliver Demuth** and remind him that his conduct is **INCONSISTENT with legal ethics**.

Please, advise him that the **Law of the Land requires him to VERIFY the FACT** that there was **no employment issue** other than my **RIGHT and DUTY to inform** my co-workers about the *perils of the corruption in the Supreme Court of British Columbia*.

If you **fail to respond**, I will be obliged to file a **complaint** with the Law Society of British Columbia.

In solidarity,

Ron Korkut
Ethics First

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November 15, 2017

PUBLIC DOCUMENT – Final request

Stephanie Smith, President of **BCGEU**
4911 Canada Way,
Burnaby, BC V5G 3W3

Dear Mrs. Smith,

Re: Your letter dated October 6, 2017

In my previous eight letters, I brought to your attention the ESTABLISHED FACT that your employee **Oliver Demuth refused** to communicate with Wayne Hand to resolve the labour conflict between us.

Even though you are capable of understanding **the IMPOSSIBILITY of resolving a labor conflict without communicating with both parties** in the conflict, you stated that:

“..... Mr. Demuth acted appropriately throughout ...”

Further more, you stated that:

“BCGEU does not accept your framing of the facts and issues regarding your termination from BCIT.”

Nevertheless, you did **not specify** which FACT was **not acceptable** for you. Therefore, **please**, let me know those **unacceptable facts** stated in my letter, dated September 21, 2017; I have the onus to **prove** them for you.

Contrary to your wishful thinking, this matter is **not closed** between you and me. As I mentioned in my previous letters, **I am entitled to get an authorized and FINAL answer to my grievance.** You are the top authority to make a **FINAL** decision on behalf of BCGEU; not Thomas Yachnin. **He works under your supervision!**

Therefore, if you are *seriously* willing to close the dispute between you and me, please **sign** the attached document. **A reasonable person who is acting in good faith never hesitates to sign her decision.**

Also bear in mind that, **dragging** this issue on by *playing procedural games*, has **grave consequences** from the security of the PUBLIC. Almost everyday one person is killed, hundreds are seriously injured by **criminally negligent** drivers under the **LIABILITY** and **protection** of ICBC. Dilligent drivers are forced to pay \$4 billion dollars for the **criminal damages**. Please, visit my websites above, for more information regarding the issues prior to the termination of my employment. Your **failure to discharge your DUTY** to advise Oliver Demuth may implicate you and Wayne Hand with this **criminal** business practice.

In solidarity,

Ron Korkut
Ethics First



Stephanie Smith,
President of **BCGEU**
4911 Canada Way,
Burnaby, BC V5G 3W3

CONFIRMATION OF THE DISMISSAL OF RON KORKUT'S GRIEVANCE

THE STATEMENT OF THE FACTS

- 1. **Ron Korkut** is an electrical instructor at BCIT. He worked under the supervision of **Ted Simmons** for ten years. He **attempted to INFORM** his co-workers regarding the *perils* of the corruption in the Supreme Court of British Columbia.
- 2. **Wayne Hand**, Dean of School of Construction at BCIT restricted Ron Korkut's **RIGHT** and **DUTY** to inform his co-workers, on October 14, 2016, and terminated Ron Korkut's employment on February 8, 2017.
- 3. Ron Korkut filed a grievance with BCGEU on the grounds of wrongful-dismissal. Nevertheless, the union Lawyer, **Oliver Demuth** refused to communicate with Wayne Hand to confirm the **FACT** that there was **no employment issue** other than his communication with his co-workers for the purpose of preventing **HARM** to them. He **dismissed** Ron Korkut's grievance, on April 19, 2017, based on the facts as stated by Wayne Hand.
- 4. Ron Korkut complained about Oliver Demuth's conduct arguing that it is **impossible** to resolve a labour conflict based on single sided **FACTS**.

I, Stephanie Smith, President of BCGEU concur with the decision of Oliver Demuth to dismiss Ron Korkut's grievance based on the single sided facts.

Stephanie Smith
President of BCGEU

Date:

Ron Korkut
5249 Laurel Street
Burnaby BC V5G 1N1
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November 15, 2017

PUBLIC DOCUMENT – Final request

Thomas Yachnin, Lawyer
4911 Canada Way, BCGEU
Burnaby, BC V5G 3W3

Dear Mr. Yachnin,

Re. Union DUTY.

As a member of BCGEU, I paid union fees for **ten years**. Therefore, BCGEU owes me the **DUTY** to **resolve my labour conflict with Wayne Hand** at BCIT. Nevertheless, the union representative Oliver Demuth **refused to communicate with Wayne Hand to verify the FACTS** on my side.

Since, it is **IMPOSSIBLE to resolve a labour conflict based on *single sided FACTS***, Oliver Demuth's conduct may amount to **breach of DUTY**; that is a **CRIME** as per S.122 Criminal Code of Canada.

As a union lawyer who is in charge of protecting the union members, you have a **legal obligation** to get in touch with **Oliver Demuth** and remind him that his conduct is **INCONSISTENT** with legal ethics.

Please, advise him that the **Law of the Land requires him to VERIFY the FACT** that there was **no employment issue** other than my **RIGHT and DUTY** to inform my co-workers about the perils of the corruption in the Supreme Court of British Columbia.

If you **fail to respond**, I will be obliged to file a **complaint** with the Law Society of British Columbia.

In solidarity,

Ron Korkut
Ethics First

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November 20, 2017

PUBLIC DOCUMENT - Email

Thomas Yachnin, Lawyer
4911 Canada Way, BCGEU
Burnaby, BC V5G 3W3

Dear Mr. Yachnin,

Re. Honour of Legal Profession and Union DUTY.

Thanks for confirming on the phone that **you have accused me of HARASSMENT** for requesting an authorized answer to my grievance from Stephanie Smith.

I have no choice other than filing a complaint with the Law Society of British Columbia.

In solidarity,

Ron Korkut
Ethics First

Att. Legalityoficbc.pptx