

Hello Ron,

Recently, Labour Relations has become aware of some concerns regarding personal communications that you have been sending to employees at BCIT. Specifically you have sent a number of letters to Wayne Hand, Ana Lopez and Jack Davidson. We would like to meet with you to further discuss these letters and to provide you with an opportunity to respond to the concerns raised. Accordingly, I have **scheduled a meeting for Tuesday, December 6, 2016** from 10:00 am to 11:00 am in Labour Relations' offices (SW01, Room 2310). An Outlook invitation will follow shortly.

In accordance with Article 9.7 of the BCGEU Collective Agreement, you have the right to bring a Shop Steward with you to this meeting. To this end, I have copied Cory Langford, BCGEU Chair and Shop Steward, on this email. Cory is aware of this meeting and I understand that he is available to attend. I encourage you to contact Cory prior to the meeting. He can be reached at 604-456-1162 or via email.

Thank you,

Katie

Katie Cobban

British Columbia Institute of Technology

T: 604.431.4996 | bcit.ca

Dec. 5, 2016

Hello Katie,

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. **I am not interested in meeting with any person who is reluctant to sign his or her decision made in GOOD FAITH.** Just let me know if anyone of the above persons will sign the decision regarding the restriction of my RIGHT and DUTY TO INFORM MY CO-WORKERS or NOT. THAT IS ALL. Please, read the attached "The Report of Corruption in the Supreme Court of British Columbia" for your own PROTECTION.

Ron Korkut

Ethics First

From: Katie Cobban

Sent: Tuesday, December 06, 2016 4:50 PM

To: Ron Korkut <Ron_Korkut@bcit.ca>

Cc: Christie Macdonald <Christie_Macdonald@bcit.ca>; Wayne Hand <Wayne_Hand@bcit.ca>; Cory Langford <Cory_Langford@bcit.ca>

Subject: RE: Meeting request

Hi Ron,

I have re-scheduled a meeting for Friday, December 9, 2016 from 10:00 am to 11:00 am in Labour Relations' offices (SW01, Room 2310). An Outlook invitation will follow shortly. Please be advised that a failure to attend a meeting as directed by your employer may constitute insubordination, and depending upon the facts, could lead to discipline.

As previously noted, the purpose of the meeting is to discuss concerns regarding personal communications that you have been sending to employees at BCIT. Specifically you have sent a number of letters to Wayne Hand, Ana Lopez and Jack Davidson.

In accordance with Article 9.7 of the BCGEU Collective Agreement, you have the right to bring a Shop Steward with you to this meeting. To this end, I have copied Cory Langford, BCGEU Chair and Shop Steward, on this email. Cory is aware of this meeting and I understand that he is available to attend. I encourage you to contact Cory prior to the meeting. He can be reached at 604-456-1162 or via email.

Thanks,

Katie

Hi Katie,

I have to repeat the FACTS: 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 requested. 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, please do not hesitate to proceed. That is final.

Ron Korkut
Ethics First

Katie Cobban

Thu 12/8/2016 10:19 AM

To:

Ron Korkut;

Cc:

Christie Macdonald;

Wayne Hand;

Cory Langford;

You replied on 12/8/2016 10:52 AM.

Hi Ron,

The meeting remains scheduled for tomorrow. On behalf of the Institute I am directing you to attend the meeting.

Katie

Sent from my iPhone

Ron Korkut

Thu 12/8/2016 10:52 AM

Sent Items

To:

Katie Cobban;

Hi Katie,

I have to repeat the FACTS: 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 requested. 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, please do not hesitate to proceed. That is final.

Ron Korkut
Ethics First

Cory Langford

Thu 12/8/2016 2:32 PM

To:

Ron Korkut;
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

Ron Korkut

Thu 12/8/2016 7:13 PM

Sent Items

To:

Cory Langford;

1 attachment

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

Meeting with Labour Relations

Katie Cobban

Mon 1/9/2017 2:34 PM

To:

Ron Korkut;

Cc: Wayne Hand; Cory Langford;

Hello Ron,

I am writing to you today to advise you that I have scheduled a meeting for Wednesday January 11, 2017 from 10:30 am to 11:00 am in the Labour Relations' offices (SW01, Room 2310) to discuss a disciplinary matter. On behalf of the Institute I am directing you to attend the meeting. As noted in my earlier e-mails a failure to attend a meeting as directed by your employer may constitute **insubordination** and could lead to discipline. An Outlook invitation will follow shortly.

In accordance with the BCGEU Collective Agreement, you have the right to bring a Shop Steward with you to this meeting. To this end, I have copied Cory Langford, BCGEU Chair and Shop Steward, on this email. Cory is aware of this meeting and I understand that he is available to attend. I encourage you to contact Cory prior to the meeting. He can be reached at 604-456-1162 or via email.

Thanks,

Katie

Katie Cobban

British Columbia Institute of Technology

T: 604.431.4996 | bcit.ca

IMPORTANT - Confidential - Letter from Labour relations

Katie Cobban

Wed 1/11/2017 12:17 PM

To:

Ron Korkut;

Cc: Cory Langford; Wayne Hand;

This message was sent with high importance.

1 attachment

Hello Ron,

As you did not attend the meeting scheduled for today, attached please find a letter summarizing the Institute's decision in regards to your recent acts of **insubordination**. A copy will be sent via courier to your home address.

Please let me know if you have any questions or concerns.

I have copied Cory Langford to this e-mail. Cory is aware of the letter and is available if you would like to speak with a Union representative.

Katie

Wayne Hand

Thu 1/12/2017 2:40 PM

To:

Ron Korkut;

Cc: Katie Cobban; Cory Langford;

Dear Ron,

I acknowledge receipt of your letter of today's date.

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.

Sincerely,

Wayne Hand

Katie Cobban

Tue 1/17/2017 12:09 PM

To:

Ron Korkut;

...

I will be out of the office Tuesday, January 17, 2017 and will respond to your email upon my return to the office tomorrow.

If you have a general inquiry and require immediate assistance, please contact Jennifer Lo or Stephanie Low in Labour Relations department. Jennifer can be reached at 604-431-4920 and Stephanie can be reached at 604-456-8068.

Thank you,

Katie

Cory Langford

Wed 1/18/2017 8:53 AM

To:

Ron Korkut;

...

Hi Ron,

I just wanted to **stress** again, that meetings called by the administration and LR/HR are not optional meetings unless they say they are. So please, it is very important that you do show up to this meeting as **insubordination** is a very serious issue in BC labour law.

Cory

Katie Cobban
Thu 1/19/2017 10:14 AM

To:
Ron Korkut;

...

Cc:
Wayne Hand;
Cory Langford;

...

You replied on 1/20/2017 10:09 AM.

1 attachment

[LT RKorkut ~.pdf](#)

302 KB [Open in browser](#)

Hello Ron,

Attached please find a letter summarizing the Institute's decision in regards to your recent acts of **insubordination**. An original copy of the letter will be sent via courier to your home address.

Please let me know if you have any questions or concerns.

I have copied Cory Langford to this e-mail. Cory is aware of the letter and is available if you would like to speak with a Union representative.

Katie