



BRITISH COLUMBIA
INSTITUTE OF TECHNOLOGY
3700 Willingdon Avenue
Burnaby, British Columbia
Canada, V5G 3H2

January 19, 2017

VIA E-mail and Courier

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

Dear Mr. Korkut

Re: Ten Day Suspension Due to Insubordination

I am writing to you regarding your failure to attending meetings scheduled for Wednesday, January 11, 2017 and Wednesday, January 18, 2017 and the fact that you attended campus during your unpaid suspension on Friday, January 13, 2017.

I understand that on Monday, January 9, 2017 you were advised to attend a meeting with Labour Relations on Wednesday, January 11, 2017 to discuss a disciplinary matter. You did not attend this meeting and a letter of discipline was sent to you via e-mail and courier. The letter of discipline stated that due to your acts insubordination you would be suspended without pay on Friday, January 13, 2017. Further the letter informed you that the Institute would be continuing to investigate matters relating to personal communications which you sent to various BCIT employees and that a meeting to discuss these matters was scheduled for Wednesday, January 18, 2017.

On Thursday, January 12, 2017 you dropped off a letter addressed to me in my office in respect to the suspension imposed. You also advised Chief Instructor Ted Simmons that you would be out of the office for the morning of January 13, 2017, but would be in around noon. At approximately 2:45 pm on January 12, 2017 I sent you an e-mail confirming receipt of your letter and reminding you that you must not attend at any BCIT campus on the day of your suspension. The e-

mail confirmed that if you did not comply with this direction, you would be subject to removal from campus and further disciplinary action.

While serving the unpaid one day suspension, on Friday, January 13, 2017 at approximately 11:00 am you arrived on the BCIT Burnaby campus and met with Ted Simmons.

On Monday, January 16, 2017 you were reminded of the meeting scheduled for Wednesday and advised that a failure to attending the meeting would result in further discipline. You did not attend the meeting on Wednesday, January 18, 2017.

As a result of the Labour Relations investigation into the above matters, including a consideration of the information that you provided via e-mail and letter, the Institute has found as follows.

With respect to your decision not to attend the January 11, 2017 and January 18, 2017 meetings scheduled by Labour Relations, the Institute has determined that you were aware of the dates and times for the meetings. Further, you were aware that the Institute expected you to attend the meetings and you were advised of the potential consequences of not attending the meetings. You were at work on all applicable dates and the Institute is not aware of any reason preventing you from attending the meetings as scheduled. Despite direct requests to attend, you repeatedly refused to meet with Labour Relations and failed to attend the meetings scheduled by your employer.

Further on January 11, 2017 you were advised that the Institute had imposed a one day suspension to be served on January 13, 2017. You were aware that you were not to attend to any of the BCIT campuses on this day and of the potential consequences if you arrived on campus during this period. Despite this direction, you were present at the BCIT Burnaby campus on January 13, 2017.

Your conduct constitutes insubordination and warrants a disciplinary response.

After considering all of the relevant circumstances, including the seriousness of your conduct, your employment record and your written responses, the Institute has determined that a ten day suspension of your employment without pay is appropriate. Your suspension without pay will take place between **Friday January 20, 2017 and Thursday, February 2, 2017.**

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

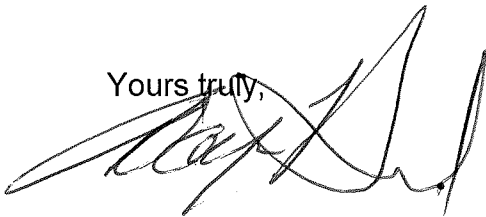
The suspension and on-going investigation relate to your employment with BCIT. We therefore ask that you keep the contents of this letter and our other correspondence to you private.

To be clear, the Institute continues to investigate the personal communications which you have sent to a various employees at BCIT and the information which you have posted on-line. Labour Relations has scheduled another meeting to discuss this matter. The meeting is scheduled for:

- **Friday, February 3, 2017 at 8:30 am to 10:30 am in the Labour Relations' offices (SW01, Room 2310)**

You must attend this meeting before returning to your regular position. On Friday February 3, 2017 you are not expected to begin work until the scheduled meeting at 8:30 am. On behalf of the Institute I am directing you to attend this meeting. A deliberate failure to attend this meeting will result in the termination of your employment with BCIT.

Yours truly,

A handwritten signature in black ink, appearing to read 'Wayne Hand', written over a horizontal line.

Wayne Hand
Dean of Construction and the Environment
BCIT

cc: BCGEU Staff Representative
Cory Langford, BCGEU Bargaining Unit Chair
Personnel file