

**"CRANBROOK AND FERNIE TEACHERS' ASSOCIATION"**

June 6, 2011

Ms. Cynthia Stuart  
Director of Instruction/Human Resources  
School District No. 5 (Southeast Kootenay)  
940 Industrial Road #1  
Cranbrook, B.C. V1C 4C6

Dear Ms. Stuart,

Re: Grievance #2011.10

The Cranbrook and Fernie Teachers' Association (C.F.T.A.) is forwarding this Provincial Matters Grievance of specific application to **Step Three**, as per Article A.6: Grievance Procedure of the Collective Agreement.

The Association asserts that the Board is in violation of the Collective Agreement including but not limited to:

**Article A.9: Management Rights, pg.13**

**Article C.17: Dismissal And Discipline For Misconduct, pg. 55-56**

The Union asserts in this grievance that the Board has not produced a copy of the December 16, 2009 Result of Investigation from Mr. Dobie to Mr. Gook which the Association has made requests for from the Human Resource Director Ms. Cynthia Stuart. This report has been included in a neuropsychological assessment in a process which may lead to the dismissal of a member.

The Union seeks that the member be 'made whole' as per the appropriate terms of the collective agreement. The Union will seek any other remedy just and equitable in the situation.

The Union reserves the right to amend the grievance if required to deal with any other issue which may subsequently come to its attention or arise in connection with this grievance.

We are requesting that a meeting take place by June 16, within the ten (10) working days specified in the Grievance Procedure to discuss this grievance.

Yours truly,

**CRANBROOK AND FERNIE TEACHERS' ASSOCIATION**

Wendy Turner  
CDTA President

Cindy Gleb  
FDTA President

cc: Carol Tirk, BCTF  
Bill Gook, Superintendent of Schools/CEO SD5  
Brian Chutter, BCPSEA