

Michael Jack

From: Michael Jack (mjack\_31@hotmail.com)

Sent: August 21, 2009 1:05:48 PM

To: br8.president@oppassociation.org; michael.jack@ontario.ca

Hello Karen,

It is Michael Jack here. I appreciate all your help and truly grateful for the advice and support you have provided me without even knowing me.

Here is a synopsis of what happened and the reason I called you yesterday.

Back in May 2009, I advised Sgt. Flindall that I did not feel I was getting proper coaching and that I feel I had no one to go to for help. He agreed and explained to me that it was the result of the mismanagement of human resources at the detachment and that Shaun Filman was not supposed to be my coach officer in the first place and that he was assigned to be my coach shortly prior to my reporting at the detachment. I was his 3<sup>rd</sup> recruit back-to-back, he just had a son and as the result his mind was elsewhere. I have already explained to you in our phone conversation Sgt. Flindall's proposed solution to this problem: I was going to have a coach officer, who does the evaluations, and a "go-to" person who assists me with work. Obviously, this did not work.

On August 19, 2009 I had a meeting with S/Sgt Campbell, Sgt. Flindall with PC Mitch Anderson sitting in on it. At the meeting I was informed that I was being re-assigned to another platoon with another coach officer and that I would report back for duty on September 9 2009; after my vacation that commences on August 20 2009 at 18:00 hrs. Further, I was informed by Sgt Flindall that he was going to give me two more 233-10 and that it would be reflected in my next evaluation.

Also, my PCS-066P for month 5 (evaluation period 09 May 2009 – 09 June 2009) was served to me by Sgt. Flindall on August 19 2009.

On August 20, 2009 just before noon, I arrested and Impaired driver (who blew 272 over) and was busy dealing with the prisoner and the paper work all afternoon. At 17:40 hrs I was served by Sgt. Flindall my PCS-066P for month 6 (evaluation period 09 June 2009 – 09 August 2009) along with two 233-10, which was 20 minutes prior to the end of my shift and was told to review and sign them "hopefully" before 18:00 hrs. Upon reviewing the PCS-066P, there were 10 "Does Not Meet Requirements" ratings. I only had 3 "Does Not Meet Requirements" in the first two months of my probation period. I was in shock how negative my evaluation was and needed time to think of how to respond to it. The evaluator's name on the form was CST FILMAN (who is currently on vacation) yet all the negative comments were thoroughly documented by Sgt Flindall. The work improvement plans were not there and I felt I was being slammed with everything all-at-once. Everything appeared to be coming down the chimney and this is why I called you. I could not think of anyone else to seek help from at that time.

I have been working on my own since April and during the busy summer months was on a number of occasions working alone in my zone throughout the entire day. While I agree with some and disagree with other negative ratings in my evaluation, I see the root of the problem is that I did not have the proper guidance from the beginning.

I did not sign any of the forms Sgt Flindall gave me yesterday. I told him that I needed more time to review the PCS-066P and that I wanted an OPPA rep to look at them as well. I also told him that I would sign the 233-10 if he ordered me to do so, to which he replied, "Nope" and put "Refused to Sign" instead of my signature. That was the end of our meeting that concluded at approximately 18:10 hrs.

On August 21, 2009 at approximately 10:00 hrs I spoke with Mitch Anderson on the phone. He advised me that it was only fair for me to have some time to go over my evaluation and that I did not have to sign 233-10 or the PCS-066P on such a short notice. I advised him that I spoke with you earlier and asked him to advise Sgt. Campbell, to which he replied he would.

I am leaving for Ottawa today for the weekend with my brother and my girlfriend. I have lost enough weight and sleep over the past month and I need a break. I just need to walk away from this for a while.

I am not sure what you are going to do with this all. I believe that on August 19 2009, S/Sgt Campbell and Sgt Flindall deemed the matter to be resolved. However, I cannot stress enough how much I appreciate your help. It is amazing how many people asked me for help over the past few months and the satisfaction I got for helping them, and now I am in the position for asking for help myself.

I can be reached at 705-740-5765 at anytime.

Sincerely

Michael Jack

Date: Fri, 21 Aug 2009 13:21:10 -0400  
Subject: Re: Michael Jack  
From: br8.president@oppassociation.org  
To: mjack\_31@hotmail.com

Michael:

Leave this with me and I will address it when I return to work on Tuesday. I am also having an executive meeting on Monday evening and we will discuss what course of action to take with this.

Could you please advise your start date though so I can have a time frame reference?

Enjoy your vacation and get some rest. I will call you if I need anything further.


Karen

On 8/21/09, **Michael Jack** <mjack\_31@hotmail.com> wrote:  
Karen,

Thank you very much. I reported to the OPP Academy to start my training on August 25, 2008. I graduated from the OPP Academy on January 9, 2009 and reported to my detachment on January 12, 2009. My scheduled return date from vacation is September 9, 2009.

Thank you again

Michael

Re: Michael Jack  
From:  **Karen German** (br8.president@oppassociation.org)  
Sent: August 27, 2009 4:45:53 PM  
To: Michael Jack (mjack\_31@hotmail.com)  
Michael:

I left a voice message for you to call me, but you can disregard and I will explain everything here.

I spoke with Acting Superintendant Doug Borton today. He is my detachment commander and we have a good working relationship and is approachable on these types of issues.

I have discussed your issues with him at length. He advised me that he is responsible for your shift change and that it is in your best interest to look at this as a clean slate and start fresh with your new platoon and coach officer. He advised that you can dispute the last PCS066 (MAY) and put your disputes in writing and it will be attached to that document for reference.

We cannot make it go away, however, you can also make reference to anything positive that you feel you have done during that evaluation period. He also advised that there is one outstanding PCS 066 that needs to be completed and it will be completed by your current Sgt and Coach. I'm assuming that this is Flindall and Fliman and that is beyond his control because that needs to be completed as you are switching shifts. The next 4 will be completed by your new coach and supervisor. If you do what you are told and show your new platoon that you are capable of doing the job, then things should go smoothly. Don't give your new platoon REASON TO FIND FAULT WITH YOUR PERFORMANCE!!

If you need anything else, don't hesitate to ask. You have 4 people at your detachment that can act on your behalf in relation to Association matters, Shaun Filman, Mitch Anderson, Malcolm MacArthur and Kathy Chapman. Please seek any of them out if you require further.

I hope this helps and good luck with your new shift mates.

Enjoy the rest of your holiday.

Karen  
President - 8 Branch Ontario Provincial Police Association.

RE: Michael Jack  
From: ■ **Michael Jack** (mjack\_31@hotmail.com)  
Sent: September 25, 2009 5:31:48 AM  
To: br8.president@oppassociation.org  
Hello Karen,

Sorry to bother you again but I just got into another predicament – on September 23, 2009 I received a Notice of Internal Complaint. I have already spoken with our OPPA rep, Mitch Anderson, and after learning what it was about he instructed me to immediately contact you. I was going to attend the OPPA meeting in Bridgenorth but did not make to it as I had an MVC to go to. I also spoke with Jim Style from Barrie and faxed him the complaint yesterday. My new supervisor Sgt. Butorac and my new coach PC Nie know about it. Could you please advise me if you need to know more?

Thank you

Michael

P.S. The work on the new shift is going fine. I do not feel like a leper anymore. Thank you for you help!



**From:** Jack, Michael (JUS)  
**Sent:** December 13, 2009 10:05 PM  
**To:** Kohen, Colleen (JUS)  
**Cc:** German, Karen (JUS); br8.president@oppassociation.org; mjack\_31@hotmail.com  
**Subject:** Re: Notice of Proposed Release from Employment for Michael Jack

Hello S/Sgt. Kohen,

On Sunday, December 13, 2009 at 19:00 hours I got served a memorandum re: Notice of Proposed Release from Employment in which I was advised of the opportunity to either prepare a written submission or to meet with Chief Superintendent Armstrong at Central Headquarters at 1330 hours on December 15, 2009, before a decision is made.

In the notice I am requested to advise you in writing by 09:00 hours on December 14, 2009, as to which option, if any, I wish to exercise.

At approximately 20:45 hours I spoke with the President of the 8<sup>th</sup> Branch of Ontario Provincial Police Association, D/Cst. Karen German, on the phone and advised her of the Notice and the deadline for making the choice as to which option I wish to exercise.

D/Cst. German advised me she would be consulting with the OPPA first thing on Monday morning and get back to me.

Due to the fact that I was served the Notice on the weekend and requested to advise you on a very short notice (14 hours) as to which option I wish to exercise, as per D/Cst. German instruction, I am requesting an extension to the notification.

While I personally would prefer to meet with Chief Superintendent Armstrong at Central Headquarters and have a representative of the OPPA present at the meeting, my final choice will be made after I have been advised by D/Cst. German sometime on December 14<sup>th</sup>, 2009. I will be in touch with you as soon as I hear from D/Cst. German. Could you please advise me of the fastest way I can reach you?

I will not have access to my justice email account on Monday, December 14, 2009. However, I can be reached at my personal email account [mjack\\_31@hotmail.com](mailto:mjack_31@hotmail.com) or on my cell 705-740-5765.

Thank you

Michael Jack

**From:** Kohen, Colleen (JUS)  
**Sent:** December 14, 2009 8:51 AM  
**To:** Jack, Michael (JUS)  
**Cc:** German, Karen (JUS); 'br8.president@oppassociation.org'; 'mjack\_31@hotmail.com'  
**Subject:** RE: Re: Notice of Proposed Release from Employment for Michael Jack

Good Morning

I can be reached at the Justice e mail address. colleen.kohen@ontario.ca or can be reached on my cell 905 973 8877. If I don't answer the cell, please leave a messages as I have several meetings today.

Please be advised that I have been in contact with Jim Stiles of the OPPA if that assist you.

Colleen

C.S.Kohen  
Staffing Officer  
Career Development Bureau  
905 681-2511 (office)  
505 4030 (VNET)  
905 973- 8877 (cell)

RE: Re: Notice of Proposed Release from Employment for Michael Jack  
**From:** German, Karen (JUS) (Karen.German@ontario.ca)  
**Sent:** December 14, 2009 10:09:23 AM  
**To:** Kohen, Colleen (JUS) (Colleen.Kohen@ontario.ca); Jack, Michael (JUS) (Michael.Jack@ontario.ca)  
**Cc:** br8.president@oppassociation.org; mjack\_31@hotmail.com; jstiles@oppa.ca  
S/Sgt KOHEN:

I will be speaking with Jim STILES today sometime after 12:00 as he is also in meetings this am.

I will make contact with you once I have spoken with him.

Thanks for your reply.

Karen

*Detective Constable Karen GERMAN  
Northumberland OPP Crime Unit  
Brighton Site  
1-613-475-1313 (office)  
1-905-375-7690 (cell)  
501-5642 (VNET)  
karen.german@ontario.ca*

RE: Notice of Proposed Release from Employment for Michael Jack

From: ■ **Michael Jack** (mjack\_31@hotmail.com)

Sent: January 14, 2010 11:19:14 AM

To: br8.president@oppassociation.org

Hi Karen,

I apologize for any inconvenience I might be causing you again but I really need to speak with you. If you could grant me a phone conversation at your convenience I will greatly appreciate it. I am just looking for an advice.

Thank you

Michael Jack

My cell: 705-740-5765

Michael Jack's address

From: ■ **Michael Jack** (mjack\_31@hotmail.com)

Sent: January 15, 2010 10:39:48 AM

To: br8.president@oppassociation.org

Hi Karen,

My address:

1049 Primrose Lane RR#4  
Peterborough ON K9J 6X5

Thank you for being there out for me!

Michael

Copy of audio recorded interview

From: ■ **Michael Jack** (mjack\_31@hotmail.com)

Sent: January 29, 2010 9:58:38 PM

To: br8.president@oppassociation.org

Hi Karen,

I really hate to bug you but I have not received a copy of my interview yet. I can only imagine how busy you must be. Can you please let me know when you mail it to me? I appreciate it.

Thank you

Michael

Audio from my interview

From: ■ **Michael Jack** (mjack\_31@hotmail.com)

Sent: February 8, 2010 9:41:40 PM

To: br8.president@oppassociation.org

Hi Karen,

I hope you are doing fine. As I have neither heard from you nor received the copy of my audio recorded PSB interview yet I will dare to ask you a couple of blunt questions: Will I be getting a copy of my audio recorded interview from you or not? Are you too busy to burn it and mail it to me or you are hoping that I will forget about it, leave you alone, drift away and blend into obscurity? I am sorry to have to write this and I truly apologize for the directness of my questions, but I do not want to beat around the bush and I absolutely need to know where I stand with respect to the promise you made to burn me a copy of my PSB interview.

Thank you

Michael Jack

Re: Audio from my interview

From: □ **br8.president@oppassociation.org**

Sent: February 9, 2010 11:56:18 AM

To: Michael Jack (mjack\_31@hotmail.com)

Michael:

You will receive a copy of the interview once the download of the software is completed by IT services. I had a technician at detachment, but it was installed improperly and I now have to go thru the helpdesk. I have been away on vacation and other training.

As you are no longer an OPP employee I am not obligated to provide this to you, however I am doing so as a courtesy and it does not fall high on my list of priorities to get done.

As soon as IT completes their task, I will forward.

Karen

Sent wirelessly from my BlackBerry device on the Bell network.

Envoyé sans fil par mon terminal mobile BlackBerry sur le réseau de Bell.