

Ex. 155

(August 21, 2009) (Volume 3, V-20):

From: Campbell, Ron (JUS)
Sent: August 21, 2009 9:22 AM
To: Johnston, Mike P. (JUS)
Subject: RE: Re: Michael Jack Platoon D

In answer to your question why was he moved.
I had cc you and A/Supt Borton regarding the driving issue. I also added my thoughts on the NCO Flindall's lack of objectivity with him. He has his shift and Sgt Banbury's shift all watching this officer and reporting any screw up. Couple this with statements from Sgt Flindall he admits making but not in the context that Cst Jack has reported
1. his job is in jeopardy
2. he will be documenting his every move and he will be getting paper on issues that have been discussed. (this was after not following his direction on Criminal Harassment charge)

we

Then he screws up with the cruiser witnessed by Flindall and Payne and is given a ticket under the HTA and a 233-10.

Sgt Banbury comes to me complaining Jack has feigned illness the next day. I investigated and thank goodness he wrote his medical issues in his daily journal Sat afternoon along with a witness who assisted him a CP officer in Buckhorn the Sat afternoon. He reports this continued through the night. I really think it is stress related from the scrutiny he is under. (Banbury wanted him charged with deceit...he should know all about that) In any event this is unfounded.

Finally his present coach Shawn Filman is going off on 4 months parental leave starting in Sept. So with all the issues in the email to yourself and Doug Borton Doug Borton advised he felt the only thing to do was move him. You will note I advised this was against an earlier decision you had made but with this further info I think we were heading to an issue as Mike is basically an immigrant of Jewish background. You and I discussed we felt he was being targeted. To his own demise he has alienated his shift by not being 100% truthful when shopping for answers.

On Wednesday Mike Jack, Rob Flindall, his OPPA alternate rep. Mitch Anderson and myself sat down and all the issues surrounding Mike were discussed in his presence with OPPA rep.

Long and short Sgt Flindall was advised that supervision is an issue here. That Cst. Jack needs one on one supervision to correct the problems. Work improvement plans need to be in place and direct supervision from a coach. Both he and Mitch brought up that everything has been thrown at him at once without prior issues reported on his PCS 066. It is also apparent Cst. Jack is not following direction.

Cst. Jack will be given an independent assessment by Rich Nie to avoid a possible HR complaint. Interestingly Cst. Jack brought up in the meeting he felt he had been left on his own to investigate matters in which he had no experience. He also brought up but refused to name officers on his shift for inappropriate remarks and berating him in front of the shift as well. In other words work place harassment and discrimination policy. I assume it is in relation to his ethnic origin. Anyway I stressed the importance of him coming forward and have also stressed this issue to his new coach. I stressed in Rob's presence the duty of management to stop it if it occurred.

Then yesterday I got a call from Brian Gilkinson about the utter poor quality of 3 Crown briefs handed in by Cst. Jack. He stated there is no basis for a charge in any of the cases as all it is or amounts to is a collection of one line statements by the alleged complainants with no basis or facts to prove the accused actually did it nor do they outline the elements of the offence. This would be for the [redacted] complaint. [redacted] complaint of Criminal Harassment (exactly what Sgt Flindall) had given him a negative 233-10. Interestingly enough Sgt Flindall had just got done complaining to me about Bob, L. from the court sending a copy brief back saying there was no offence for the very same reasons that the Crown was now stating. So I brought this to his attention (that again it was simply unsubstantiated rumours and investigation needed to be completed. The same goes for a brief on [redacted]). So again I asked Rob where is the coach officer who should be guiding this and where is the vetting of the briefs by him!!! Sgt Flindall has now taken on the responsibility of following up on both cases involving Cst. Jack's briefs and investigations as this is as much of a screw up by him.

Ron