

THE COURT: You have no problem with accepting him as an expert in this limited area?

MS. HENRY: In this limited area.

THE COURT: Fair enough. One moment, please.

5 MR. SUTTON: Certainly.

THE COURT: Let's say what the area of expertise is.

MR. SUTTON: Sorry, sir, I didn't hear that?

10 THE COURT: What's the area of expertise?

MR. SUTTON: Dealing specifically with the incident before the court as it relates to the investigation, the charge before the court and the allegations before the court.

15 THE COURT: Well, I think we have to be a little more specific. What is he being qualified as an expert in?

MR. SUTTON: To provide his opinion of....

THE COURT: On what?

20 MR. SUTTON: The *Highway Traffic Act* charge under s. 136(1)(b), fail to yield to traffic on a through highway.

THE COURT: So he's being asked to be qualified as an expert on s. 136(1)(b)?

25 MR. SUTTON: Specifically with the charge before the court, but more specifically....

THE COURT: 136(1)(b)?

MR. SUTTON: Specifically with....

THE COURT: Elements of the offence?

30 MR. SUTTON: That's correct.

THE COURT: That's fine with you?

MS. HENRY: That's fine.

THE COURT: Thank you. Carry on.

MR. SUTTON: Q. Officer Tapp, have you had an opportunity to review the disclosure provided by both Sergeant Flindall and Officer Payne?

A. Yes, I have.

Q. And what is your determination based on that review of the disclosure?

A. Well, quite frankly, based on my experience and the units I've been involved with, I was quite surprised that a particular charge as that was initiated, because one would have -- in order to establish the elements or the facts in issue for that particular charge, would have a sole window of view and a restricted, a rather restricted window of view, that being the rear view mirror and a side view mirror. Many people, it's common knowledge, when anyone operates a motor vehicle, many vehicles, in fact, most vehicles, you have the caption on the side view mirror, "Objects in this mirror appear closer than they are." For that reason alone, coming sort of one being tangent or adjacent to an intersection that will give you a broad view of the unfolding events, one has to be very leery of laying such a charge based on the evidence of -- that is afforded from a rear view mirror and a side view mirror. In this particular case what I'm led to believe based on the disclosure that I reviewed, you literally have a mini convoy of police vehicles. The average citizen normally is apprehensive and concerned when they see a police vehicle approaching from a side road or even in front of them. Here you have two vehicles that turn. This third one turns immediately behind, feels that there's safe enough distance to turn, but accelerates in the

oncoming lane and gradually moves over or moves into the intended direction of travel. Then looking at the disclosure I see from the disclosure provided that one alleges that there was braking involved. Well, you're a police officer. You're travelling in tandem. There's more than enough time and it's incumbent upon you, otherwise it would be a neglect of duty under the *Police Services Act* to at least pull over on the side, wait until the traffic moves and get the ideal source of view, that being this alleged vehicle that would have been affected.

In this particular case nothing was done, so what are we left with? My opinion, you're left with the observations of an individual that's driving straight ahead, not with her body turned around looking at the direction behind them through the rear window, but driving straight ahead, but paying attention while concentrating on their driving ahead, looking at a side view mirror and a rear view mirror, albeit all of that, not for a concentrated period of time, glimpses, and that leaves the integrity of such a charge, in my opinion, questionable.

Q. What are the elements of the offence of s. 136(1)(b)?

A. Well, motorists travelling in one direction or travelling when upon entering from an intersection roadway shall yield to traffic on the through -- on the highway, on the lane that it's intending to turning into, any failure to do so, okay, would constitute a breach of that other motorist's right of travel. That charge in my career so far, 24 years, and I've laid that numerous times, but always as a result of an accident, because no one is able to afford accurate evidence, because an officer's never there when an accident occurs, hence, the derivatives of those observations are always from the second

motorist, the impacted motorist or the other person involved. In this particular case we're devoid, we're bereft of that evidence.

Q. Based on your review of the disclosure, do you
5 believe Mr. Jack committed the offence before the court?

A. Absolutely not. I don't believe so. It can be an opinion, but I don't believe so, and I stress that based on the following comments. A motorist travelling from one roadway to another will see traffic coming. When the motorist feels it's safe to do so, will turn. If a traffic's travelling -- a vehicle's travelling at a particular speed, and the motorist that's making the turn feels there's enough room, there's no traffic coming in the oncoming lane, in the opposing lane, the motorist might turn into the opposing lane, accelerate for the sake of not wanting to impede the regular speed of the other vehicle. Now, having said that, it's much different with a police vehicle because it's a police vehicle, and not just one vehicle. You've got two vehicles that turn ahead, traffic coming. Let's say this is going east, the vehicle is going north intending to make a left turn to go east, you've got the lead vehicle, okay, sees two police vehicles making a left turn and -- he not sees the third police vehicle right behind, naturally that vehicle is going to slow down.

Q. Very briefly, Officer Tapp, what's your
25 definition of the word "yield?"

A. Yield involves and implies that there was an accident that was -- that had occurred or a collision, a mere -- an immediate impact. It implies an immediate impact, whether it occurred or not. I wasn't there when it happened, but I specifically question my ex-colleague, "Okay. Well, was there

an accident? Could there have been an accident? Did this vehicle have to slam on their brakes, swerve out of the way to avoid?" All that would denote, yes, the proximity of this vehicle to the vehicle making the turn and hence -- and hence establish a prima facie case. Yes, you failed to yield to the right-of-way of that impeded motorist.

Q. We've heard today that you've had some history with the Ontario Provincial Police?

A. Absolutely. With respect my ex-colleague over here. I am a visible minority. I've never been -- since I've come to the OPP....

MS. HENRY: If I may object, Your Worship?

THE COURT: What are you objecting to?

MS. HENRY: It's my understanding that this is simply to be an opinion on the exact elements of the charge. He's now getting into a discrimination....

THE COURT: Are we by field of expertise?

MR. SUTTON: That's correct?

THE COURT: Okay. Qualify, testify as an expert on 136(1)(b)?

MR. SUTTON: Correct.

THE COURT: Where do you wish to go now, with respect?

MR. SUTTON: I'm seeking to have the witness provide his -- basically his history with the Ontario Provincial Police with respect to any potential prejudice that may be involved there.

MS. HENRY: I don't know what relevance that has on this case, the charge before the court.

R. v. Jack
L. Tapp - In-Ch. by Mr. Sutton

THE COURT: Good question.

MR. SUTTON: We've heard the evidence very candidly of former Officer Jack. There was an allegation of some prejudice and mistreatment. I submit to the court very respectfully that the potential evidence, possible evidence of Officer Tapp would further reinforce that.

MS. HENRY: I would note that it is just that, an allegation, Your Worship. There's nothing that is factual before the court. And needless to say, like I stated, it is not before the court today. Today is simply a *Highway Traffic Act*....

THE COURT: There's so many things before the court in this trial that it boggles my mind. I have a few questions. You make a connection or -- have a seat, Madam Prosecutor.

MS. HENRY: I'm sorry?

THE COURT: Have a seat. We're not going somewhere where there's nothing to go to. You either make a connection or you don't.

MR. SUTTON: Q. Officer Tapp, did you have a history of prejudice with the OPP?

A. To answer that question, in all fairness, Your Worship, the answer is yes, and when I reviewed the material just the -- on the *prima facie*, just the disclosure of the material alone, I asked myself and what stuck out in my mind is, "Why lay this charge when even on its own there's such a *prima facie* case to not even substantiate such an allegation?" But then again, I am a visible minority and I understand the dynamics behind this. I have been targeted by the Ontario

R. v. Jack
L. Tapp - In-Ch. by Mr. Sutton

Provincial Police. I have five complaints filed with the Human Rights Commission since the time I came to the OPP. I've never been subjected to this type of treatment in all my years, 15 years with the Toronto Police. Five complaints filed with the Human Rights Commission against the OPP. The Ontario Human Rights Commission slated it for a five-day hearing and on day three of the five-day hearing the OPP approached my counsel and negotiated a settlement, so, yes, and since I've been transferred out. Since hearing of this allegation I would love to have used my former colleague as a witness in my complaints for the Human Rights Tribunal, however, I've since known these two other officers -- anyways....

THE COURT: I've heard all I need to hear.

MR. SUTTON: Thank you.

THE COURT: And let it be clear, that it will go to whatever weight I choose to give it.

MR. SUTTON: Understood.

THE COURT: Not to any degree of admissibility.

MR. SUTTON: Understood. Thank you. I have nothing further. Perhaps my friend does.

THE COURT: Cross?

MS. HENRY: I just have one question.

CROSS-EXAMINATION BY MS. HENRY:

Q. Can you please just indicate and just to collaborate, were you, in fact, present on the day that this occurred?

A. Absolutely not.

Q. So you have no firsthand knowledge with respect to this occurrence?

A. No, absolutely not.

Q. So you don't know what was seen and what was not seen through the rear view mirror?

5 A. No. Other than just what I'm gleaning from the disclosure.

Q. Thank you.

MS. HENRY: I have no further questions.

THE COURT: Re-direct?

10 MR. SUTTON: Nothing in re-direct, thank you.

THE COURT: You may step down, Officer, thank you.

A. Thank you, Your Honour.

THE COURT: So, where are we now everyone? Are there anymore witnesses?

15 MR. SUTTON: That's all the witnesses, Your Worship.

THE COURT: Submissions. Are we ready for submissions? Defence?

MR. SUTTON: Certainly.

20 THE COURT: You're ready?

MR. SUTTON: Certainly. Before I start speaking, Your Worship, I just wish to refer to my notes.

THE COURT: Okay. Take your time. Take your time.

25 MR. SUTTON: Unfortunately I don't have the pleasure of a transcript, despite the fact that I believe the court ordered one, but I might be mistaken.

THE COURT: You're not the only one that didn't get one.

30 MR. SUTTON: Oh, thank you. The charge before the court, Your Worship, very candidly, 136(1)(b),

failing to yield to traffic on a through highway, what does that require? It requires a defendant, number one, turning onto a highway; number two, failing to yield to that traffic. What does the word "yield" mean? That very candidly is very clear, that's the crux of the whole argument. That's the crux of the whole prosecution's case, and the case of the defence.

You've heard the evidence of Sergeant Flindall. He's been with the OPP for quite some time. He indicates that he's made his turn, he's driving down the highway and he observes in the rear view mirror Officer Payne leave and turn. He estimates the vehicles to be travelling at approximately 200 meters away from the intersection at that time and he sees Officer Jack make the turn. He says the vehicles travelling in that direction had to stop, they had to slam on their brakes. How did he know that? Well, he saw the nose slam down, all the while while he's looking through this, driving down the highway at 80 to 100 kilometres per hour. Not through one, but through two vehicles. Through all the equipment and everything.

Then we heard the evidence of Officer Payne. Almost verbatim to Sergeant Flindall's. Almost directly verbatim. She indicates that she makes the turn, she watches in her rear view mirror. Officer Jack makes the turn. She estimates the

vehicle to be travelling at approximately 200 metres....

5 Officer Jack -- sorry, Michael Jack takes the stand, he gives evidence. He can't really remember. It's quite some time ago, but what he is sure on is that he comes to a stop, makes a turn after looking in both directions. He sees two police vehicles travelling southbound that way; he sees two vehicles or three vehicles travelling southbound coming towards him, in terms that there's enough room to make the turn safely, however, not to impede traffic he turns into the northbound lane, he travels down the highway, accelerates and pulls into the southbound lane.

10 From the charge before the court, Your Worship, very candidly, the defendant yielded to traffic. I respectfully submit the distance isn't that important. The distance is -- the issue before the court very clearly, did he interfere with traffic? Did he affect the flow of traffic? No he didn't. We can't be certain of that.

15 I'm going to submit to you very candidly, the proper charge to be before the court is fail to drive in marked lane. He didn't do that when he made that turn. That's now what we're faced with.

20 But what really has me today and had me on the

initial trial date is the comment that Officer Payne gave on the stand with respect to -- essentially indicating that she was above the law. She didn't have to obey the law in the performance or in the execution of her duties. So if that's the case, Officer Jack was in the performance of his duties, so was Sergeant Flindall.

I'm going to respectfully submit, Your Worship, the evidence before the court, it's not a prima facie case. There is no evidence before the court. The best evidence -- the best evidence of any interference with traffic, of any interference with the flow of traffic wasn't stopped. It was let go. Drove away down the highway, and when asked Officer Payne indicated, "Well, I'm a police officer. My evidence is the best anyways."

The best evidence is the evidence of the defendant before the court who indicated that, yes, he did look -- yes, he did make the turn, a turn into oncoming traffic in that lane. He yielded to the traffic. The traffic was in the distance. He indicated that on a conservative guess, approximately 50 metres, 150 feet, but he felt probably more. A minimum of a hundred metres. He did yield to the traffic. And again, it's the wrong charge before the court. It's that simple. Those are my submissions.

THE COURT: Madam....

MS. HENRY: Your Worship, the evidence of Officer Flindall, he specifically said that he observed the defendant's vehicle go into the southbound lane and then had to turn hard left back into the northbound lane in order to avoid the collision, and I believe he specifically said that had he not turned hard left back into the northbound lane or to the northbound lane, not back into, but into the northbound lane, that there would have been a collision. He visually observed this. He gave the eyewitness evidence that this, in fact, was the case and was the scenario of events.

When asked -- Mr. Jack, asked him, you know, "How many vehicles were coming in the other direction?" he indicated that he wasn't sure. When asked if he -- if -- excuse me. Let me just look at my notes. When he asked if -- if, in fact, he did commit the offence, he said, "I don't think so." He didn't say no. He didn't say, "No, because I turned hard into the -- or I turned into the northbound lane initially." He just said, "I don't think so." I believe that the evidence of Officer Flindall, that he visually observed him pull into the north -- or southbound lane and then pulled hard back to the northbound lane in order not to -- to cause the collision was, in fact, the scenario of events that day.

Officer Payne has given evidence that she never

observed him leaving from the stop sign. When her observations were made, Mr. Jack was already in the northbound lane. The observation of Officer Flindall was that the vehicles that were coming in the southbound lane had to hit their brakes and he visually observed the front end of their vehicles take a nosedive, which indicated to him that they had to hit their brakes. They seem to say that it's due to the fact that it was a police vehicle pulling out. There had already been two police vehicles that had pulled out before that, so, chances are if you're to assume that the reason they're hitting the brakes is because they've seen a police vehicle, I would suggest to the court that that had already been done when the first two police cruisers had pulled out.

When asked, Officer Jack, was he in a hurry, was he on his way to another call and he said no, that he simply was trying to catch up to his fellow officers, and when asked if he was catching up to go somewhere specific, it was simply back to their station, so it's not like they were in a race where he decided he was going to pull out, take the northbound lane and pull in as he seems to be giving as his scenario of events.

Both officers indicated, and specifically Officer Flindall indicated in his evidence that he had no obstructions between his observation of Officer

Jack's vehicle and his position. That he observed this. Mr. Jack seems to try to give the impression that there was some type of racist pursuit here, but I would suggest to the court, even under the evidence of Mr. Jack, that there were two previous opportunities for Mr....

THE COURT: What race? I don't even know what race he is?

MS. HENRY: I don't know either, Your Worship.

THE COURT: Oh, forget it then.

MS. HENRY: I'm just stating that there were two previous occasions that....

THE COURT: Move on.

MS. HENRY: Very well.

THE COURT: I don't see any race.

MS. HENRY: I don't either. I would state, Your Worship, that we believe that we have a *prima facie* case, that the officer gave clear, concise evidence of his observation. Part of that evidence was corroborated by another officer who was on scene.

My friend seems to indicate that Officer Payne thinks that she's above the law and I believe that stems back to the conversation with respect to her using her telephone rather than using her radio that was in the car, and I believe that she simply said that as an officer that she was exempt from the rules with respect to being able to use her phone while in a motor vehicle. I don't believe that at any point that she states that she was above the law, and I don't believe that the

evidence would see it that way either. When her
no longer evidence terminated Mr. Jack was already in the
Your Worship, I believe that we have a prima facie
case. I believe that -- just that. Thank you.

5 THE COURT: Okay. Obviously, we're going to have a
transcript, and -- we're going to all have a copy
of it this time, and -- pardon me. When is an
appropriate time for all of us to come together
again? I guess my schedule may be the worst of
10 all. When would we normally, Madam Clerk, come
back?

.....

they're hitting the court or Court Room they've said
THE COURT: August 12, defence?

15 MR. SUTTON: Yes, I'm available.

THE COURT: August 12 it is. Courtroom 4, August
12, 2010, 9:00 a.m. Thank you.

--- ADJOURNED.

20
25
30

R. v. Jack
Submissions

Judgment

AN887AS-0482 on 2010-08-12 10:23
August 12, 2010

FORM 2

MR. GARVIS: Good morning, Your Worship.

**Certificate of Transcript
Evidence Act, subsection 5(2)**

I, Patricia Anne Elizabeth Pimblott, certify
that this document is a true and accurate
transcript of the record of R. v. Jack
in the Ontario Court of Justice held at 70 Simcoe
Street, Peterborough, Ontario taken from Recording
No. 1, as certified in Form 1.

COURTROOM CLERK: Could the parties identify
themselves for the record?

MS. HENRY: Your Honour, Your Worship,
the record, last name Henry, first initial "M"
appearing

Patti Pimblott

Patricia Anne Elizabeth Pimblott, C.C.R.

JUN 14 2010
Date

MR. SUTTON: I am honoured, Your Worship,

MS. HENRY: Last name Henry, first initial "M"

Forwarded electronically to Tanya Dunford, C.C.R.

THE COURT: Thank you, everybody.

MR. SUTTON: No, it's my pleasure.

THE COURT: Just bear with me, everybody.

MR. SUTTON: I am honoured, Your Worship.

THE COURT: Just bear with me, everybody.

MR. SUTTON: I am honoured, Your Worship.

THE COURT: Just bear with me, everybody.

MR. SUTTON: I am honoured, Your Worship.

THE COURT: Just bear with me, everybody.

MR. SUTTON: I am honoured, Your Worship.

Court File No. 3360-2476854A

ONTARIO COURT OF JUSTICE

HER MAJESTY THE QUEEN

v.

MICHAEL JACK

J U D G M E N T

BEFORE HIS WORSHIP JUSTICE OF THE PEACE C. YOUNG

On AUGUST 12, 2010
at PETERBOROUGH, Ontario.

CHARGE: s. 136(1)(a) HTA - Fail to Yield to Traffic

A P P E A R A N C E S:

N. HENRY, Ms.,

Prosecutor for the Crown

P. SUTTON

Agent for the accused

Transcript Ordered. September 14, 2010.

Transcript Completed. September 24, 2010.

Ordering Party Notified. September 24, 2010.

1
R. v. Jack
Judgment

August 12, 2010

MR. JARVIS: Good morning, Your Worship.

THE COURT: Good morning, Mr. Jarvis.

5 MR. JARVIS: Your Worship, Number 22 on the docket, Michael Jack, is a matter that you are seized with. I don't know if you're prepared to deal with that matter now or not.

THE COURT: Sure.

MR. JARVIS: All the parties are here.

10 COURTRoom CLERK: Could the parties identify themselves for the record?

MS. HENRY: Yes, good morning, Your Worship. For the record, last name Henry, first initial "N" appearing as the municipal prosecutor with respect to this matter.

15 MR. SUTTON: And for the record, Your Worship, surname Sutton, S-U-T-T-O-N, first initial "P" appearing on behalf of Mr. Jack.

THE COURT: Mr. Jack is here?

MR. SUTTON: He is not.

20 THE COURT: Just bear with me, everybody. I'll be right with you. A trial commenced here in the Provincial Offences Court in the County of Peterborough on the 1st day of April, 2010. That trial concerned the laying of a charge under s. 136(1)(a) of the *Highway Traffic Act* of the Province of Ontario of fail to yield to traffic. The charge was laid against a Constable Michael Jack, at that time an officer working out of the OPP, Peterborough detachment. Officer Jack was charged under s. 136(1)(a). That charge was failing to yield to traffic on a through highway to which, as I said, under s. 136(1)(b), I just want

R. v. Jack
Judgment

to make sure of our -- no (1)(a). Officer Jack was charged. He pled not guilty.

The first witness was Sergeant Robert Flindall, and Sergeant Flindall testified that he was the supervisor on the day shift. He testified that they all were attending -- an Officer Payne, Sergeant Flindall and Officer Jack were attending a domestic-type matter on the 14th Line, Smith Township.

After they had been there some time they had determined as officers that it was not an emergent call, and they left. Sergeant Flindall was leading followed by Officer Payne, who in turn was followed by Officer Jack.

They were westbound, as I understand it, on the 14th Line of Smith and Officer Jack, when he reached the Peterborough County 23 road stopped and looked both ways and then turned southbound or left and proceeded on County Road 23.

Sergeant Flindall indicated that he looked in his mirror and that he noticed Officer Payne had also turned southbound as well. He added that it was safe for her to do so. He looked in his mirror and Officer Jack started to enter the intersection and in his opinion it would have been unsafe for Constable Jack to pull out.

The sergeant looked in his mirror and saw that there were four southbound motor vehicles, Officer

Payne's and there others. Officer Jack did turn out into the intersection, turned left and caused the lead civilian motor vehicle to brake hard and Jack had to turn hard back into the northbound lanes to avoid a collision as he continued travelling in the northbound lane.

Other motor vehicles did not have to take to the ditch, if you will, to avoid a collision. Did not have to. Officer Jack was in the northbound lane for two to three hundred metres according to Sergeant Flindall before he could get back into the southbound lane. Southbound traffic was about a half a kilometre north of the intersection when the sergeant was at the intersection himself. The sergeant returned to the police station, dealt with other matters, and at approximately 12:15 p.m. he gave Officer Jack a ticket for failing to yield to traffic under s. 136(1)(a). Officer Jack had been -- I believe there had been a relationship between the two officers. One had been a probationary officer under him.

Officer Payne was behind Sergeant Flindall and did not see Officer Jack pull up and stop at the stop sign at the 14th Line of Smith and Peterborough County Road 23. He believes he remembers that the individual stopped behind Officer Payne.

Under cross-examination Sergeant Flindall testified that the civilian motor vehicle that was in question at first that was northbound was four to five hundred metres north of the intersection when

he was at the intersection himself getting ready to turn. Under cross-examination he testified that there's a cage in his motor vehicle, there are rear deck lights mounted, but that he had a clear view to the rear, and that he was able to see things through, not only his own vehicle, but Officer Payne's motor vehicle that was behind him as well. He could see quite clearly through the two of them to Officer Jack's motor vehicle. He testified that there was a period of from ten to fifteen seconds that Officer Payne's motor vehicle was behind his. The relevance of that escapes me.

Officer Jack, he testifies, not Officer Jack, but under cross-examination, Sergeant Flindall, that he pulled out, in his opinion, in his conversation with Officer Payne, she contacted him to see if Sergeant Flindall had seen Officer Jack make his alleged turn. Officer Payne called her sergeant. She was right behind him. She called him on her cell phone and the officer stated to her sergeant that she was able to watch the merging traffic behind her. While using his interior mirror he could see both police motor vehicles behind him and he could see that when Officer Payne pulled out there was some 200 metres between the other vehicles and the intersection, and those were observations of that. He made observations through his left mirror and his inside mirror.

He returned to the station. As he had earlier testified Officer Payne was at the station as well. He was asked why it had taken some seven hours to

R. v. Jack
Judgment

5 lay the charge against Officer Jack and there
really was no direct answer, although there was
some indication that Officer Jack was out
performing other duties for the balance of that
day. There was no re-direct examination by the
prosecution.

10 The second witness was one Officer Jennifer Payne.
Officer Payne made notes 20 minutes after the
incident at the station. She referred again to the
call that the three of them had made at the private
dwelling on the 14th Line of Smith at about 10:54
that morning. She herself was westbound on the
14th Line approaching Peterborough County 23. She
was following her sergeant, and in turn she was
followed by Officer Jack. She approached the
intersection and the sergeant made a left-hand
turn. She made a safe left-hand turn as well. The
southbound traffic was 200 to 210 metres west of
the intersection before she made her left-hand
turn, and she saw southbound three other motor
vehicles coming. She made the left turn. She in
her mind determined that there was no way Officer
Jack could make it. She looked in the mirror and
saw Officer Jack as there were northbound vehicles
coming by.

25 There was one southbound motor vehicle, she
testified, that was right at the intersection when
Officer Jack turned left and had to turn into the
northbound lane. Officer Jack eventually pulled in
behind her. When Jack pulled out the southbound
motor vehicle was almost right beside him. She saw

all of these events in her rear view mirror. She didn't see Officer Jack leave the stop sign. In her opinion his manoeuvre caused a danger.

She testified that she called her sergeant on her cell phone because she was shocked and in disbelief. Under cross-examination she testified that the sergeant made his turn. She couldn't estimate how far he was from the other motor vehicles. The time between the sergeant's turn and hers would have been, she estimated, ten to fifteen seconds. She estimated the speed of the motor vehicles coming in that direction southbound as being 80 kilometres per hour. She estimated she had more than enough time to make the turn. She testified she'd been an officer for 11 years. She testified that her motor vehicle as well had a cage and lights, et cetera, on the rear and on the back.

She testified when she was asked that she had not stopped the other motor vehicles who were present at that time, the vehicles that were also southbound, so that she might be able to get the best evidence of the charge that was laid against Officer Jack because she testified that was the sergeant's job. Officer Payne stated that they were also getting best evidence as they were police officers. We were getting best evidence from them because they were police officers.

Officer Payne did not recall any of the other three motor vehicles as to their descriptions, et cetera. Officer Payne was asked, "How did you determine

R. v. Jack
Judgment

that the motor vehicles had to slow down because of the alleged manoeuvres by Officer Jack" her answer to that was that she did not see Officer Jack make his turn. "Did you see him turn into the southbound lane?" she was asked, and she testified, "Yes." Officer Payne was asked, "Why did you not notify the police by use of the police radio as opposed to a cell phone?" Her answer was, "I don't know why."

The following question was put to Officer Payne, "Cell phones were being discontinued at that time, the use of cell phones was being discontinued at that time. It would have appeared to have been a policy of your police force. Why did you use it while driving?" The answer by Officer Payne was that, "It was before the law was in existence and police officers are exempt from the law." At that point the Crown chose to rest its case.

The court was then presented with a motion from the defence that the court should consider a motion of non-suit and a directed verdict of not guilty based on the fact that a prima facie case had not been established.

The motion indicated that the first witness, Sergeant Flindall, did not prove the identity of the charged person. Secondly, he indicated that there was no evidence that the defendant was operating a motor vehicle in the northbound lane. One could surmise, but there was no evidence presented to the court that this, in fact, was

R. v. Jack
Judgment

happening or had happened, et cetera.

In due course on the 27th day of May I ruled that the motion for non-suit had not been made out and that in my opinion there was sufficient evidence to continue Officer Jack, and so we continued on on the 27th day of May.

At that point the Crown had rested their case and defence opened their case by calling the defendant, Officer Michael Jack. Officer Jack indicated that he had started his career here on August the 25th, 2008 and he was sworn in on January the 29th. He worked with a probationary officer and a coach officer for a while. That it had not worked out well. He felt, and this was his evidence on the stand, that he had been discriminated against, left out of many things, and because he spoke in his opinion, a different voice, his English. I believe Officer Jack was South African or something of that nature, but he spoke, not different grammar, but in a different manner.

There was a statement made in the evidence that Officer Payne never became his coach officer, and I couldn't verify that from what I had heard, whether there was an indication that she was going to be his coach officer. Nothing hinges on it in any event.

He testified that on the 1st of July, 2009 Officer Payne reprimanded him in front of another office or officers. He testified that on the 18th day of July, 2009 Officer Payne accused him of winking at

R. v. Jack
Judgment

her and said it wasn't professional, and he testified that he had done nothing at that time. That he had an involuntary movement in his eye and that he was being harassed and he felt that he was being constantly scrutinized.

There was another incident where the sergeant reprimanded him for some item and the sergeant told him that he was considering charging him with neglect of duty and insubordination under the Police Act. The reality was, he was never so charged. He testified that there had been a complaint that he associated with undesirable people. The complaint was unsubstantiated and after it had been spoken to he never heard of it again.

And all of those things are interesting to hear and look at, but they have absolutely no bearing on what we're here to do.

On the date of the incident, and this is direct evidence of Officer Jack, he was called along with the other officers to the 14th Line of Smith on a 911 call. He testified that after 20 to 30 minutes it was determined to be a not serious call. There were five cruisers and they started to leave the scene. Sergeant Flindall, Officer Payne and himself headed westbound. He was the last one in that line. He went west on the 14th Line and, of course, he believes he stopped and there's incidentally no evidence to the contrary. He believes he came to a complete stop at the 14th

5

10

15

20

25

30

Line and Peterborough County Road 23. He believes he came to a complete stop. In all the other evidence there is no evidence in any way, shape or form, relating to the stop sign at the 14th Line and County Road 23, other than an acknowledgement that no one saw it or was looking at it.

He turned left on County Road 23, as did the other two officers. He testified that he looked and there were at that time no northbound motor vehicles. There were two southbound vehicles, both cruisers, and a vehicle well north of the 14th Line, which was southbound.

He testified that the southbound motor vehicles were about 100 metres at his best guess. He turned onto Peterborough County Road 23 and merged into the southbound lane. He noticed no motor vehicle southbound take any evasive actions as a result of his turn. He could not estimate how far Sergeant Payne was ahead of him. Maybe 100 metres, but not closer. He continued to the detachment and the sergeant advised him that he was to be charged.

He was never told of his situation prior to his arriving at the detachment. Eventually he was dismissed. He didn't believe he failed to yield the right-of-way to oncoming traffic. After training for driving, and now it was not clear in the evidence to me, whether this was driver training at that time or prior to that time. Again, nothing really hinges on it, but he did testify that on that driver training sponsored by

the OPP five was the average that most officers scored. He scored 5.6 and 6.0 is the OPP standard. He then went for additional training and testified that he did quite well. He testified that he felt he had been harassed, humiliated, and that his accent had been brought up many times.

In cross-examination he testified he was going to the detachment. He testified that there was no van southbound in that lane, that the motor vehicles were northbound. He testified that the sergeant had told him he was considering laying a charge against him, but that he didn't.

The defence then called an Officer Lloyd Tapp from the OPP in Lindsay, and Lloyd Tapp was in highway investigations, Safety Division working road safety, 24 years an officer. Investigates numerous events. Fifteen years with Metro Police. Probably investigated some 500 events over that period of time. He has been qualified as an expert witness many times, especially in dealing with the elements of the offence of 136(1)(a) and (b).

He felt that the disclosure, et cetera, had not been complete, and given the evidence that we have heard, he felt that the charge as laid was inappropriate.

In cross-examination the cross-examination essentially from the prosecutor said, you know, asked a simply question, "Were you present at the scene," et cetera, the scene of the alleged

5

offence, and, of course, the answer was no.

So ended the trial. The prosecution made their submissions and essentially saying that the officer was guilty as charged, and the defence made their submissions. And now it's time for me to make my submissions.

10

15

20

25

30

Well, it's a very interesting thing. There are elements in the evidence that I have heard that cause me some concern. One of them is the, I guess for want of a better word, the lack of exactness in the evidence proffered, and it's taken us some time in this trial to get to this point, and I take my share of the responsibility, but the best evidence as to what took place at that intersection and on County Road 23 stayed on that road forever that day. No way could one say the best evidence had been captured. Maybe the only thing that failed to be carried out was the stopping and the interviewing of the people who, if the allegations are correct, had been placed in danger by the actions of the third car pulling out. But certainly the evidence as given by the two officers, requires a most precise skill and I certainly don't possess it, but it's important sometimes, and this is one of those times. The ability to view things in their proper context, in addition to when you're driving and looking through cages and lights and hopefully not right side mirrors as opposed to left side mirrors, all kinds of things like we all know about.

All of the other behavioural items that are part of this trial are none of my business. It's something for other people to deal with, but what we're concerned with is whether or not Officer Jack broke the law by failing to yield to oncoming traffic and stopping. Stopping and then failing to yield to oncoming traffic at the 14th Line of Smith Township and Peterborough County Road 23.

I do not feel there is enough evidence to substantiate a conviction. I truly don't. Because of some of the ancillary things that became part of the evidence, I'm taken into the case of R. v. W.D., and there are two times when you must acquit. One is if you believe the evidence of the defence or the prosecution. The second time is, even if you may not believe all of that evidence as given by the defence, if at the end of the consideration of that evidence you still find, not only doubt but a reasonable doubt, as to whether or not you can come to a decision of guilt, obviously, you must acquit.

As well where credibility is an issue for whatever reason, in this instance, because of the peculiar nature of the evidence and its lack of precision then I must first resolve that issue of credibility beyond a reasonable doubt before I can turn my mind to a finding of guilt or not guilty.

Based on all of the things I have just said I am in no position to resolve the issue of credibility. I found myself thinking, "I'm going to go find a road

"to drag out and measure two and three hundred metres," and I still thought to myself, "Well, that's not my job." My job is to listen to the evidence as presented.

5 In any event, I am unable to find Officer Jack guilty beyond a reasonable doubt and the charge against him is dismissed. Thank you both very much.

MS. HENRY: Thank you.

10 MR. SUTTON: Thank you. Let's go back to the officer

--- ADJOURNED.

15 --- ADJOURNED. At this time the court recessed for some time.
16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

15
R. v. Jack
Judgment

FORM 2

5

Certificate of Transcript
Evidence Act, subsection 5(2)

I, Patricia Anne Elizabeth Pimblott, certify
that this document is a true and accurate
transcript of the record of R. v. Jack
in the Ontario Court of Justice held at 70 Simcoe
Street, Peterborough, Ontario taken from DRD recordings.

15

Date

Patricia Anne Elizabeth Pimblott, C.C.R.

20

25

30

15
R. v. Jack
Judgment

FORM 2

5 Certificate of Transcript
Evidence Act, subsection 5(2)

I, Patricia Anne Elizabeth Pimblott, certify
that this document is a true and accurate
transcript of the record of R. v. Jack
10 in the Ontario Court of Justice held at 70 Simcoe
Street, Peterborough, Ontario taken from DRD recordings.

15 Date

20 Patricia Anne Elizabeth Pimblott, C.C.R.

25

30

241

242

DAR STANDARDIZED ROSTER
 Location Code & Name
 100: PETERBOROUGH COUNTY
 Year: 2009

29-Mar-2012 2:44 PM

Platoon	Name/Emp Id	Duty	Shift	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	
		Code	Length	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
CAMPBELL, M.R. (Melvin) Admin	6385	SSGT	ST	V1	CTO	R	R	0800	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	V1	V1	V1	V1	V1			
SMITH, G.A. (Gerald)	7214	AdminSGT	SD	SD	R	R	V1	0800	0800	0800	0800	0800	R	R	V1	V1	V1	V1	R	R	0800	0800	0800	0800	R	R	1600	1600	1600	1600	1600			
KASTELY, L.V. (Lane)	8104	Administration	R	R	R	R	R	1600	1600	1600	1600	1600	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R			
LITTLE, C.R. (Curtis)	5738	DRU	0800	0800	0800	0800	0800	R	R	0800	0800	0800	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R		
CHAPPELL, A.M. (Anne) AbuseIssues	5869	0800	0800	R	R	0800	0800	R	0800	0800	0800	0800	0800	SD	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	0800		
KERR, D.J. (Daniel)	5880	Administration	ST	V1	R	R	0800	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	
HOBBINS, J.P. (John) CourtOff	5948	ST	0800	0800	R	R	V1	V1	V1	R	R	V1	V1	R	R	V1	V1	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
LAFRENIERE, R. (Rober) CourtOff	7333	ST	0800	R	R	0830	0830	0830	R	R	0830	0830	0830	R	R	0830	0830	0830	0830	R	R	0830	0830	0830	0830	R	R	1630	1630	1630	1630	1630		
MCEWAN, I.P. (Iain)	6309	CS0	ST	V1	R	R	0730	0730	0730	R	R	0730	0730	0730	R	R	0730	0730	0730	0730	R	R	0730	0730	0730	0730	R	R	1630	1630	1630	1630	1630	
ANDERSON, M.A. (Mitch) Administration	6770	ST	0800	0800	R	R	0800	0800	0800	R	R	0600	0600	0600	R	R	0600	0600	0600	0600	R	R	1530	1530	1530	1530	R	R	1530	1530	1530	1530	1530	
WHITE, G.J. (Gregory) DARE	7292	SD	SD	R	R	0600	0600	R	1600	1600	1600	1600	1600	R	R	V1	V1	V1	V1	R	R	V1	V1	V1	V1	R	R	V1	V1	V1	V1	V1		
DUIGNAN, K.P. (Kevin) GLE	7939	0700	0700	0700	R	R	1300	1300	1300	R	R	1300	1300	1300	R	R	1300	1300	1300	1300	R	R	0700	0700	0700	0700	R	R	R	R	R	R	V1	
KLINGSPOTH, GORD DARE	9592	ST	0800	0800	R	R	0800	0800	0800	R	R	V1	V1	V1	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	1600	1600	1600	1600	1600	
SAMLER, K.B. (Karin) GLE	9552	ST	0800	0800	R	R	T1	T1	T1	R	R	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	1600	1600	1600	1600	R	R	1600	1600	1600	1600	1600	
UNSWORTH, Ryan P. Cadet	ST	0730	0700	R	R	0900	0730	0900	0730	0900	R	R	0700	0730	0700	0730	0900	0730	0900	0730	R	R	0900	0730	0900	0730	R	R	0830	0730	0900	0730	R	

				1530 1500	1700 1530 1700 1530 1500	1500 1530 1500 1530 1500	1700 1530 1700 1530 1500	1630 1530 1630 1530
<i>Admin Civilian</i>								
CHAPMAN, K.C. (Kathy)	Administrator	ST V1	R V1	V1	FR R	R	0700 0700 0700	0700 0700 R
170593		0730 0730	R R	0730 0730 0730	0730 0730	R	1530 1530 1530	1530 1530 1530
GOZZARD GILBERT, S./Administration	ST	1600 1600	1600 1600	1600 1600	1600 1600	R	0730 0730 0730	0730 0730 0730
173486		V1	R	R	R	V1	V1	R
MUSCLOW, D. (Deborah)	Administrator	ST V1	R R	0815 0815 0815	0815 0815 0815	R	0815 0815 0815	0815 0815 0815
156490		1630 1630	1630 1630	1630 1630	1630 1630	R	1630 1630 1630	1630 1630 1630
SHEEHAN, M.C. (Marsha)	Administrator	ST 0815 0815	R R	0815 0815 0815	0815 0815 0815	R	0815 0815 0815	0815 0815 0815
171175		1700 1700	R FR	V1	V1	V1	V1	R
SCHRÖTER, S. (Sarah)	Administrator	ST CTO 0745	R R	0745 0745 0745	0745 0745 0745	R	0800 0800 0800	0800 0800 0800
383701		1630	R	1630 1630 1630	1630 1630 1630	R	0800 0800 0800	0800 0800 0800
<i>Admin Custodial</i>								
NOBES, Doreen	Administrator	ST 0700 0700	R R	0700 0700 0700	0700 0700 0700	R	0700 0700 0700	0700 0700 R
170923		1500 1500	R R	1500 1500 1500	1500 1500 1500	R	1500 1500 1500	1500 1500 1500
CONSTABLE, E.E. (Eric)	Caretaker	R R	R R	R R	R R	R	R R	R R
170418		V1	V1	V1	V1	V1	V1	R
ORR, M. (Marsha)	Caretaker	ST 0700 0700	R R	0700 0700 0700	0700 0700 0700	R	0700 0700 0700	0700 0700 R
398750		1500 1500	1500 1500	1500 1500 1500	1500 1500 1500	R	1500 1500 1500	1500 1500 1500
WILSON, J.C. (JOE)	Caretaker	ST V1	R R	V1 V1	V1 V1	R	0730 0730	0730 0730
170228		1800	R	V1	V1	R	1530 1530	1530 1530
<i>Crime Admin</i>								
MURRAY B. (Bruce)	Crime	ST 0800 0800	R R	0800 0800 0800	0800 0800 0800	R	0800 0800 0800	0800 0800 R
10275		1800 1800	R R	1800 1800 1800	1800 1800 1800	R	1800 1800 1800	1800 1800 1800
GARBUUT, E.I. (Ernest)	DRUGS	ST 0800 0800	R R	0800 0800 0800	0800 0800 0800	R	0800 0800 0800	0800 0800 R
8090		1600 1600	R R	1600 1600	1600 1600	R	1600 1600 1600	1600 1600 1600
EVANS, J.A. (James)	Crime	ST 0800	R R	V1 V1	V1 V1	R	0800 0800 0800	0800 0800 R
7137		1800	R			R	1800 1800 1800	1800 1800 1800
<i>Crime Shift</i>								
CANTIN, J. . (Jean-Pierre)	Crime	0800 R	R R	1300 1300 1300	R R	1300 1300 1300	1300 1300 R	R R V1 V1 V1 R
6217		1800 R	R R	2300 2300 2300	R R	2300 2300 2300	2300 2300	R R V1 V1 V1 R
SURETTE, R.D. (Richard)	Crime	1300 R	R R	0600 0600 0600	R R	0600 0600 0600	0600 0600 0600	R R V1 V1 V1 R
9688		2300 R	R R	1600 1600 1600	R R	1600 1600 1600	1600 1600 1600	R R V1 V1 V1 R
MCLAUGHLIN, T. (Trevo)	Crime	0800 0800	0800 0800	0800 0800	R R	1300 1300 1300	1300 1300 1300	R R V1 V1 V1 R
10255		1800 1800	1800 1800	1800 1800	R R	1800 1800 1800	1800 1800 1800	R R V1 V1 V1 R
GRAY, S.E. (Stephen)	Crime	1300 1300	1300 1300	R R	1300 1300 1300	R R	0600 0600 0600	0600 0600 0600
11217		2300 2300	2300 2300	2300 2300	R R	1600 1600 1600	1600 1600 1600	R R V1 V1 V1 R

112/12	FILMAN, S.D.B. (Shaun) Crime	R	R	R	R	R	R	R	V1	R	V1	V1	0600	R	R
	MATHERS, A.E. (Ashley) Crime	R	R	R	R	R	R	R	1800	1800	R	FR	1800	R	R
122/15		0600	0600	0600	0600	0600	0600	0600	1800	1800	0600	0600	0600	0600	R

• TDI/H

11

rine

		R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	
THERRIEN, R.W. (Robert)	Marine	R	R	08000	08000	08000	R	R	FRR	FRR	R	R	V1	R	R	V1	ST	R	R	08000	08000	R	R
0031				20000	20000	20000												20000	20000			20000	20000
FOSTER, C.I. (Christopher)	Marine	08000	08000	R	R	08000	08000	R	R	08000	08000	R	R	08000	08000	R	R	08000	08000	R	R	V1	V1
484				20000	20000	20000												20000	20000			01000	01000
STOKES, G.J. (Gregory)	Marine	R	R	08000	08000	08000	R	R	08000	08000	R	R	08000	08000	R	R	08000	08000	R	R	V1	V1	
336				20000	20000	20000												20000	20000			01000	01000

014

ID	Last Name	First Name	Initials	Shift		Sup		Shift		Sup		Shift		Sup		Shift		Sup		Shift					
				Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	Start	End	Start	End				
111711	LAFRANCE, M. M.	(Mark)	GLE	R	R	V1	V1	1800	R	R	R	1800	1800	R	R	0600	0600	R	R	1800	1800	R	R		
111873	BRIASCO, C.	(Cory)	BreatTec	R	R	1700	1700	R	R	R	R	1800	1800	R	R	0500	0500	R	R	1700	1700	R	R		
111925	THOMPSON, S.	(Scott)	GLE	ST	M2	R	R	0500	0500	R	R														
111973	NEAMTZ, J.L.	(Jennifer)	GLE	ST	0700	0700	R	R	SD5	SD5	SD5	SD5	SD5	SD5	SD5	SD5	SD5	V1	V1	V1	V1	0600	0600		
121226	PitB	RATHBUN, Brad	ShiftSup	0600	0600	R	R	1700	1700	R	R	1700	1700	R	R	0500	0500	R	R	1700	1700	R	R		
7359	HANINA, B.E.	(Bruce)	2IC	R	R	0600	0600	0600	R	R	FR	FR	FR	FR	R	R	0600	0600	R	R	1800	1800	R	R	
10654	POSTMA, J.T.	(Jason)	TeamLeader	0600	0600	R	R	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	0600	0600	R	R		
7876	MACNEIL, PAUL	BreatTec	R	R	0600	V1	V1	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600		
9462	BROCKLEY, J.F.	(Jamie)	GLE	R	R	0600	0600	V1	R	R	V1	V1	R	R	0600	0600	R	R	1800	1800	R	R	0600	0600	
10489	AGOLINI, J.J.	(Julia)	GLE	R	R	0600	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	
11180	GRAVELLE, Michael D.	(INTOXSOCO	R	R	0600	0600	V1	R	R	V1	V1	R	R	0600	0600	R	R	0600	0600	R	R	1800	1800		
111788	HILAND, K.K.	(Kieran)	GLE	R	R	0600	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	1800	1800	
111939	BATES, R.W.	(Russell)	GLE	R	R	1800	1800	1800	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	1800	1800	
111982	WAGAR, S.J.	(Steven)	GLE	R	R	0600	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	1800	1800	
12255	BEASLEY, K.	(Keith)	GLE	R	R	0600	0600	0600	R	R	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	1800	1800	
12423	DAVIDSON, Michael J.B.	Prob	R	R	0600	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	1800	1800	R	R	0600	0600		
12640	PitC	BANBURY, T.A.	(Trevor)	ShiftSup	R	R	0600	0600	0600	R	R	0600	0600	R	R	1700	1700	R	R	1700	1700	R	R	0500	0500
10270					R	R	1800	1800	R	R	1800	1800	R	R	0500	0500	R	R	0500	0500	R	R	1800	1800	

SYVRET, W.A. (William)	BreatTec	1700 1700 R R V1 V1 R R V1 V1 R R V1 V1 R R 1700 1700 R R 1700 1700 R R													
6993		0500 0500 R R V1 V1 R R V1 V1 R R V1 V1 R R 0500 0500 R R 0500 0500 R R 0500 0500													
MCNAB, D. (David)	BreatTec	0600 0600 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R 0600 0600 R R													
7244		1800 1800 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R 0600 0600 R R													
FOILZ, J.T. (Jason)	GLE	0600 0600 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R 0600 0600 R R													
9222		1800 1800 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R 0600 0600 R R													
MACDONALD, S.D. (Shaun)	GLE	0800 0800 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R 0600 0600 R R													
12277		1800 1800 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R 0600 0600 R R													
MUSSINGTON, M.A. (Maggie)	GLE	0800 0800 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R 0600 0600 R R													
11496		1600 1600 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R 0600 0600 R R													
KNIER, J.P. (Jeffrey)	GLE	V1 V1 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R V1 V1 R R													
11703		0600 0600 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R V1 V1 R R													
DONNELLY, B. (Brenda)	SOCO	0600 0600 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R V1 V1 R R													
11933		1800 1800 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R V1 V1 R R													
CLARKE, J.M. (Jason)	BreatTec	FR FR R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R V1 V1 R R													
11988		R R V1 V1 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R V1 V1 R R													
GRAVELLE, M.H. (Marc)	BreatTec	0600 0600 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R V1 V1 R R													
12091		1800 1800 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R V1 V1 R R													
ROWE, J.J. (Justin)	GLE	R R V1 V1 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R V1 V1 R R													
12137		0600 0600 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R V1 V1 R R													
KING, J. (James)	GLE	1800 1800 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R V1 V1 R R													
12472		0600 0600 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R V1 V1 R R													
GAY, Daniel S.	Prob	1800 1800 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R V1 V1 R R													
12658		1800 1800 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R V1 V1 R R V1 V1 R R													
<i>P/D</i>															
BUOTORAC, P.J. (Peter)	ShiftSup	1700 1700 R R V1 V1 R R V1 V1 R R V1 V1 R R 1700 1700 R R 1700 1700 R R 1700 1700 R R													
6901		0500 0500 R R V1 V1 R R V1 V1 R R V1 V1 R R 0500 0500 R R 1800 1800 R R 0500 0500 R R													
KRUMINS, I.K. (Ivars)	GLE	1800 1800 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R 1800 1800 R R 0600 0600 R R													
7790		0600 0600 R R V1 V1 R R V1 V1 R R V1 V1 R R 0500 0500 R R 1800 1800 R R 0600 0600 R R													
PIUTTS, T.B. (Trevor)	BreatTec	FR ST R R V1 V1 R R V1 V1 R R V1 V1 R R 0500 0500 R R 1800 1800 R R 0600 0600 R R													
9620		0500 0500 R R V1 V1 R R V1 V1 R R V1 V1 R R 0500 0500 R R 1800 1800 R R 0600 0600 R R													
NIE, R.G. (Richard)	GLE	1800 1800 R R V1 V1 R R V1 V1 R R V1 V1 R R 0500 0500 R R 1800 1800 R R 0600 0600 R R													
10517		0600 0600 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R 1800 1800 R R 0600 0600 R R													
ROBERTSON, D.B. (Derrick)	GLE	1700 1700 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R 1700 1700 R R 0600 0600 R R													
11390		0500 0500 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R 1700 1700 R R 0600 0600 R R													
POLLOCK, J.G. (John)	BreatTec	1800 1800 R R V1 V1 R R V1 V1 R R V1 V1 R R 0500 0500 R R 1800 1800 R R 0600 0600 R R													
11714		0600 0600 R R V1 V1 R R V1 V1 R R V1 V1 R R 0600 0600 R R 1800 1800 R R 0600 0600 R R													

Aug												Sep																								
Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun						
31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5
V1	R	R	ST	V1	V1	V1	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	V1	R				
0800	R	R	ST	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	V1	R				
1600	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R					
V1	V1	CTO	R	R	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	V1	R									
0800	R	R	ST	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	V1	R				
1600	R	R	ST	1600	1600	1600	R	R	1600	1600	1600	1600	R	R	1600	1600	1600	1600	R	R	1600	1600	1600	1600	R	R	1600	1600	1600	1600	V1	R				
0800	R	R	ST	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	V1	R				
1600	R	R	ST	1600	1600	1600	R	R	1600	1600	1600	1600	R	R	1600	1600	1600	1600	R	R	1600	1600	1600	1600	R	R	1600	1600	1600	1600	V1	R				
0830	R	R	ST	0830	0830	0830	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	V1	R				
1630	R	R	ST	1630	1630	1630	R	R	1800	1800	1800	1800	R	R	1800	1800	1800	1800	R	R	1800	1800	1800	1800	R	R	1800	1800	1800	1800	V1	R				
R	R	R	ST	V1	V1	V1	R	R	0800	0800	0800	0800	R	R	0830	0830	0830	0830	R	R	0830	0830	0830	0830	R	R	0830	0830	0830	0830	V1	R				
0730	R	R	ST	0730	0730	0730	R	R	V1	V1	V1	V1	R	R	0730	0730	0730	0730	R	R	0730	0730	0730	0730	R	R	0730	0730	0730	0730	V1	R				
1530	R	R	ST	1530	1530	1530	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	V1	R				
V1	R	R	ST	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	V1	R				
R	R	R	V1	V1	R	V1	V1	V1	V1	V1	V1	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	V1	R					
R	R	R	V1	V1	R	V1	V1	V1	V1	V1	V1	R	R	0700	0700	0700	0700	R	R	0700	0700	0700	0700	R	R	0600	0600	0600	0600	R	R					
V1	V1	V1	R	R	V1	V1	V1	R	R	1700	1700	1700	1700	R	R	1700	1700	1700	1700	R	R	1700	1700	1700	1700	R	R	1800	1800	1800	1800	V1	R			
0800	R	R	ST	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	R	R	0800	0800	0800	0800	V1	R				
1600	R	R	ST	1600	1600	1600	R	R	1600	1600	1600	1600	R	R	1600	1600	1600	1600	R	R	1600	1600	1600	1600	R	R	1600	1600	1600	1600	V1	R				
0800	R	R	ST	0830	0830	0830	R	R	0830	0830	0830	0830	R	R	0830	0830	0830	0830	R	R	0830	0830	0830	0830	R	R	0830	0830	0830	0830	V1	R				

1630				1530 1630				1630 1530 1630 1530 1500 1630 1530 1630 1630				1630 1530 1630 1530 1630 1630 1630				
V1	R	R	ST	0700 0700 0700 0700	R	R	R	0700 0700 0700 0700 0700	R	R	FR	0700 0700 0700 0700 0700	R	R	0700 0700 0700 0700 0700 R	
0730	R	R	ST	V1 V1	FR	R	R	V1 V1	R	R	0730 0730 0730 FR	0730 R	R	0730 0730 0730 CTO	0730 FR R	
1600									1600 1600 1600 1600				1600 1600 1600 1600			1600 1600 1600 1600
0815	R	R	ST	0815 0815 0815 0815	R	R	R	0815 0815 0815 0815 0815	R	R	0815 0815 0815 0815 0815	R	R	0815 0815 0815 0815 R		
1630	R	R	ST	0815 0815 0815 0815	R	R	R	0815 0815 0815 0815 0815	R	R	0815 0815 0815 0815 0815	R	R	0815 0815 0815 0815 R		
0815	R	R	ST	0815 0815 0815 0815	R	R	R	0815 0815 0815 0815 0815	R	R	0815 0815 0815 0815 0815	R	R	0815 0815 0815 0815 R		
1700	R	R	ST	1700 1700 1700 1700	R	R	R	1700 1700 1700 1700 1700	R	R	V1 V1 V1 V1	R	R	1700 1700 1700 R		
0800	R	R	ST	0800 0800 0800 0800	R	R	R	0800 0800 0800 0800 0800	R	R	0800 0800 0800 0800 0800	R	R	0800 0800 0800 0800 R		
1615	R	R	ST	1615 1615 1615 1615	R	R	R	1615 1615 1615 1615 1615	R	R	1615 1615 1615 1615 1615	R	R	1615 1615 1615 1615 R		
V1	R	R	ST	0700 0700 0700 0700	R	R	R	0700 0700 0700 0700 0700	R	R	0700 0700 0700 0700 0700	R	R	0700 0700 0700 0700 0700 R		
R	R	R	ST	1500 1500 1500 1500	R	R	R	1500 1500 1500 1500 1500	R	R	1500 1500 1500 1500 1500	R	R	1500 1500 1500 1500 R		
0700	R	R	ST	0700 0700 0700 0700	R	R	R	0700 0700 0700 0700 0700	R	R	0700 0700 0700 0700 0700	R	R	0700 0700 0700 0700 R		
1500	R	R	ST	1500 1500 1500 1500	R	R	R	1500 1500 1500 1500 1500	R	R	1500 1500 1500 1500 1500	R	R	1500 1500 1500 1500 R		
0730	R	R	ST	0730 0730 0730 0730	R	R	R	0730 0730 0730 0730 0730	R	R	0730 0730 0730 0730 0730	R	R	0730 0730 0730 0730 R		
1530	R	R	ST	1530 1530 1530 1530	R	R	R	1530 1530 1530 1530 1530	R	R	1530 1530 1530 1530 1530	R	R	1530 1530 1530 1530 R		
0800	R	R	ST	0800 0800 0800 0800	R	R	R	0800 0800 0800 0800 0800	R	R	0800 0800 0800 0800 0800	R	R	0800 0800 0800 0800 R		
1800	R	R	ST	1800 1800 1800 1800	R	R	R	1800 1800 1800 1800 1800	R	R	1800 1800 1800 1800 1800	R	R	1800 1800 1800 1800 R		
V1	R	R	ST	1600 1600 1600 1600	R	R	R	1600 1600 1600 1600 1600	R	R	1600 1600 1600 1600 1600	R	R	1600 1600 1600 1600 R		
R	R	R	ST	0800 0800 0800 0800	R	R	R	0800 0800 0800 0800 0800	R	R	0800 0800 0800 0800 0800	R	R	0800 0800 0800 0800 R		
1800	R	R	ST	1800 1800 1800 1800	R	R	R	1800 1800 1800 1800 1800	R	R	1800 1800 1800 1800 1800	R	R	1800 1800 1800 1800 R		
R	R	R	ST	1300 1300 1300 1300	R	R	R	1300 1300 1300 1300 1300	R	R	1300 1300 1300 1300 1300	R	R	1300 1300 1300 R		
R	R	R	ST	V1 V1 V1 V1	R	R	R	V1 V1 V1 V1 V1	R	R	V1 V1 V1 V1 V1	R	R	V1 V1 V1 R		
0600	R	R	ST	0600 0600 0600 0600	R	R	R	0600 0600 0600 0600 0600	R	R	0600 0600 0600 0600 0600	R	R	0600 0600 R		
1600	R	R	ST	1600 1600 1600 1600	R	R	R	1600 1600 1600 1600 1600	R	R	1600 1600 1600 1600 1600	R	R	1600 1600 R		
V1	V1	R	ST	1800 1800 1800 1800	R	R	R	1800 1800 1800 1800 1800	R	R	1800 1800 1800 1800 1800	R	R	1800 1800 R		

1800	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	0600	0600	V1	R	R	1800	1800	R	R	1800	1800	R	R	1800	1800	R	R	
0600	0600	0600	R	R	0600	0600	R	R	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R		
FR	0600	V1	R	R	V1	V1	R	R	0600	0600	R	R	1800	1800	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R		
1800					0600	0600	R	R																						
R	1700	1700	1700	1700	1700	R	R	R	V1	V1	R	R	1700	1700	R	R														
0700	R	R	R	R	1700	1700	1700	1700	R	R	0300	0300	0300	0300	R	R	0700	0700	0700	0700	R	R	0300	0300	0300	0300	R	R		
1700					0300	0300	0300	0300	R	R	0300	0300	0300	0300	R	R	1700	1700	1700	1700	R	R	0300	0300	0300	0300	R	R		
M2	R	R	ST	M2	M2	M2	M2	R	R	M2	M2	M2	M2	R	R	M2	M2	M2	M2	R	R	M2	M2	M2	M2	R	R			
R	R	R	0700	1200	R	R	1200	1200	R	R	0700	0700	R	R	0700	1200	R	R	1200	1200	R	R	0700	0700	R	R	1200	1200	R	R
1200	1200	1200	R	R	0700	0700	0700	0700	R	R	0700	1200	R	R	0700	0700	R	R	1700	1700	R	R	1700	1700	R	R	1700	1700	R	R
2200	2200	2200	R	R	1700	1700	1700	1700	R	R	1700	2200	R	R	1700	1700	R	R	1200	1200	R	R	1200	1200	R	R	1200	1200	R	R
0800	0800	0800	R	R	0800	0800	R	R	0800	0800	R	R	1300	1300	R	R	0800	0800	R	R	0800	0800	R	R	0800	0800	R	R		
2000	2000	2000	R	R	2000	2000	R	R	2000	2000	R	R	0100	0100	0100	R	2000	2000	R	R	2000	2000	R	R	2000	2000	R	R		
R	R	V1	V1	R	R	V1	V1	R	R	0800	R	R	R	0800	0800	R	R	1300	1300	R	R	0800	0800	R	R	0800	0800	R	R	
V1	V1	V1	R	R	V1	V1	R	R	0800	0800	R	R	1300	1300	R	R	0800	0800	R	R	1300	1300	R	R	0800	0800	R	R		
V1	V1	V1	R	R	V1	V1	R	R	2000	2000	R	R	0100	0100	0100	R	2000	2000	R	R	2000	2000	R	R	2000	2000	R	R		
R	R	ST	0600	0600	R	R	1700	1700	R	R	0600	0600	R	R	1700	1700	R	R												
R	R	ST	0500	0500	R	R	1700	1700	R	R	0600	0600	R	R	1800	1800	R	R	0600	0600	R	R	0500	0500	R	R	0500	0500	R	R
1800	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	1800	1800	R	R														
0600	0600	0600	R	R	0600	0600	R	R	1800	1800	R	R	0600	0600	R	R	1800	1800	R	R	0600	0600	R	R	0600	0600	R	R		
1800	1800	1800	R	R	V1	V1	R	R	V1	V1	R	R	0600	0600	R	R	1800	1800	R	R	1800	1800	R	R	1800	1800	R	R		
0600	0600	0600	R	R	V1	V1	R	R	V1	V1	R	R	0600	0600	R	R	1800	1800	R	R	1800	1800	R	R	1800	1800	R	R		
V1	V1	V1	R	R	V1	V1	R	R	V1	V1	R	R	0600	0600	R	R	1800	1800	R	R	1800	1800	R	R	1800	1800	R	R		
R	R	ST	M2	M2	M2	M2	R	R	M2	M2	M2	M2	R	R	M2	M2	M2	M2	R	R	M2	M2	M2	M2	R	R				

R	R	R	1700	1700	R	R	1700	1700	R	R	0600	0600	R	V1	R												
0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	1800	1800	R	0600	0600	R	1600	1600	R	R			
1800	1800	R	R	1800	1800	R	R	1800	1800	R	R	1800	1800	R	V1	V1	R	1700	1700	R	R	1700	R	R			
R	R	R	1800	1800	R	R	1800	1800	R	R	1800	1800	R	R	V1	V1	R	R	0500	0500	R	0500	0500	R			
0500	0500	R	R	1700	1700	R	R	0500	0500	R	R	0500	0500	R	1700	1700	R	R	1700	1700	R	R	1700	R			
M2	R	R	ST	M2	M2	M2	R	M2	M2	M2	R	M2	M2	M2	R	R	M2	M2	M2	R	1800	R	V1	V1	R		
1800	R	R	ST	R	0600	0600	R	R	1800	1800	R	R	0600	0600	R	R	R	R	0600	0600	R	R	1800	1800	R		
0600	R	R	1800	1800	R	R	0600	0600	R	R	1800	1800	R	R	V1	V1	R	R	0600	0600	R	R	1800	1800	R		
V1	V1	V1	R	R	V1	V1	R	R	1700	1700	R	R	1700	1700	R	R	0600	0600	R	R	0600	0600	R	R	1800	1800	R
					0500	0500	R	R	0500	0500	R	R	0500	0500	R	R	1800	1800	R	R	1800	1800	R	R	1800	1800	R

		1530	1630	1530	1630		1630	1530	1630	1630		1630	1530	1630	1630		1630	1530	1630	1630		
R	ST	FR	0700	0700	R	V1	V1	V1	FR	R	0700	SD	0700	0700	0700	0700	R	R	FR	0700	0700	R
R	ST	0730	0730	R	R	0730	0730	0730	R	R	0730	0730	R	R	0730	0730	0730	0730	R	R	ST	
R	ST	1600	1600	1600	R	1600	1600	1600	R	R	1600	1600	1600	R	1600	1600	1600	1600	R	R	ST	
R	ST	0815	0815	0815	R	R	0815	0815	0815	R	R	0815	0815	0815	R	0815	0815	0815	0815	R	R	ST
R	ST	1630	1630	1630	R	1630	1630	1630	R	R	1630	1630	1630	R	1630	1630	1630	1630	R	R	ST	
R	ST	0815	0815	0815	R	R	0815	0815	0815	R	R	0815	0815	0815	R	0815	0815	0815	0815	R	R	ST
R	ST	1700	1700	1700	R	R	1700	1700	1700	R	R	1700	1700	1700	R	1700	1700	1700	1700	R	R	ST
R	ST	V1	V1	V1	R	R	0800	0800	0800	R	R	0800	0800	0800	R	0800	0800	0800	0800	R	R	ST
R	ST	1615	1615	1615	R	R	1615	1615	1615	R	R	1615	1615	1615	R	1615	1615	1615	1615	R	R	ST

		1530	1630	1530	1630		1630	1530	1630	1630		1630	1530	1630	1630		1630	1530	1630	1630	
R	ST	0700	0700	0700	R	R	0700	0700	V1	R	R	0700	0700	0700	R	R	0700	0700	V1	R	R
R	ST	1500	1500	1500	R	R	1500	1500	1500	R	R	1500	1500	1500	R	1500	1500	1500	1500	R	R
R	ST	0700	0700	0700	R	R	0700	0700	0700	R	R	0700	0700	0700	R	0700	0700	0700	0700	R	R
R	ST	1500	1500	1500	R	R	1500	1500	1500	R	R	1500	1500	1500	R	1500	1500	1500	1500	R	R
R	ST	0700	0700	0700	R	R	0700	0700	0700	R	R	0700	0700	0700	R	0700	0700	0700	0700	R	R
R	ST	1500	1500	1500	R	R	1500	1500	1500	R	R	1500	1500	1500	R	1500	1500	1500	1500	R	R
R	ST	0730	0730	0730	R	R	0730	0730	0730	R	R	0730	0730	0730	R	0730	0730	0730	0730	R	R
R	ST	1530	1530	1530	R	R	1530	1530	1530	R	R	1530	1530	1530	R	1530	1530	1530	1530	R	R

		1530	1630	1530	1630		1630	1530	1630	1630		1630	1530	1630	1630		1630	1530	1630	1630	
R	ST	0700	0700	0700	R	R	0700	0700	V1	R	R	0700	0700	0700	R	R	0700	0700	V1	R	R
R	ST	1700	1700	1700	R	R	1700	1700	1700	R	R	1700	1700	1700	R	R	1700	1700	1700	R	R
R	ST	0800	0800	0800	R	R	0800	0800	0800	R	R	0800	0800	0800	R	0800	0800	0800	0800	R	R
R	ST	1600	1600	1600	R	R	1600	1600	1600	R	R	1600	1600	1600	R	1600	1600	1600	1600	R	R
R	ST	0800	0800	0800	R	R	0800	0800	0800	R	R	0800	0800	0800	R	0800	0800	0800	0800	R	R
R	ST	1800	1800	1800	R	R	1800	1800	1800	R	R	1800	1800	1800	R	1800	1800	1800	1800	R	R
V1	V1	V1	R	R	R	V1	V1	V1	R	R	0800	0800	0800	R	R	1300	1300	1300	R	R	
0800	0800	0800	0800	R	R	1300	1300	R	R	R	1800	1800	1800	R	R	2300	2300	2300	R	R	
1800	1800	1800	1800	R	R	2300	2300	2300	R	R	1300	1300	1300	R	R	V1	V1	V1	R	R	
R	R	R	0600	0600	0600	0600	0600	0600	R	R	0800	0800	0800	V1	R	0600	0600	0600	R	R	
R	R	R	1600	1600	1600	1600	1600	1600	R	R	1800	1800	1800	R	R	2300	2300	2300	R	R	
R	R	R	0800	0800	0800	0800	0800	0800	R	R	1300	1300	1300	R	R	0600	0600	0600	R	R	
			1800	1800	1800	1800	1800	1800	R	R	2300	2300	2300	R	R	1600	1600	1600	R	R	

R	0600	0600	R	R	0600	0600	0600	R	R												
R	1800	1800	R	R	1800	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	1800	1800	R	R
R	1800	1800	R	R	1800	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	1800	1800	R	R
R	0600	0600	R	R	0600	0600	0600	R	R												

R	0700	0700	0700	R	R	V1	V1	V1	V1	R	R	R	R	R	R	R	T2	T2	T2	T2	R	R	0700	0700	0700	R
R	1700	1700	1700	R	R	R	R	R	R	0700	0700	0700	0700	0700	0700	R	R	R	R	R	R	1700	1700	1700	R	
V1	R	R	R	1700	1700	R	R	R	R	0300	0300	0300	0300	0300	0300	R	R	R	R	R	R	1700	1700	1700	R	
V1	R	R	R	0300	0300	0300	R	R	R	1700	1700	1700	1700	1700	1700	R	R	R	R	R	R	1700	1700	1700	R	

R	1800	1800		1800	1800	R	R	0600	0600	0600	R	R	0600	0600	0600	R	R	1800	1800
R	0600	0600	0600	0600	0600	R	R	1600	1600	1600	R	R	1600	1600	1600	R	R	0600	0600
R	1600	1600	1600	1600	1600			0500	0500	0500	R	R	1700	1700	1700	R	R	0500	0500
R	0500	0500	R	R	0500	0500	0500	R	R	0500	0500	0500	R	R	1700	1700	R	1700	1700
R	1700	1700		1700	1700	R	R	0600	0600	0600	R	R	V1	V1	V1	R	R	0600	0600
R	0600	0600	R	R	1800	1800	R	R	0600	0600	0600	R	R	1800	1800	R	1800	1800	
R	1800	1800	R	R	0600	0600	R	R	0600	0600	0600	R	R	1800	1800	R	0600	0600	
R	0600	0600	R	R	1800	1800	R	R	0600	0600	0600	R	R	1800	1800	R	0600	0600	

R	1700	R	R	1700	1700	R	R	T2	T2	T2	R	R	0600	0600	0600	R	R	1700	1700
R	0500	R	V1	V1	V1	V1	V1	R	R	0600	0600	0600	R	R	0600	0600	R	1800	1800
R	0600	R	R	0600	0600	R	R	1700	1700	R	R	R	SD	SD	R	R	1800	R	0600
R	1800	R	1800	1800	R	R	0500	0500	0600	R	R	SD	SD	SD	R	R	1800	R	0600
R	1800	R	R	1800	V1	V1	R	1800	1800	R	R	0600	0600	0600	R	R	1800	R	0600
R	1800	R	R	1800	1800	R	R	0600	0600	0600	R	R	0600	0600	0600	R	R	1800	R
R	1800	R	R	0600	0600	R	R	1800	1800	R	R	0600	0600	0600	R	R	1800	R	0600
R	1800	R	R	0600	0600	R	R	0600	0600	0600	R	R	1800	1800	1800	R	R	1800	R
R	1800	R	R	CTO	CTO	V1	R	V1	V1	R	R	V1	V1	V1	R	R	1800	R	R
R	0600	0600	R	1800	1800	R	R	0600	0600	0600	R	R	0600	0600	0600	R	R	1800	R
R	0600	0600	R	0600	0600	R	R	0600	0600	0600	R	R	1800	1800	1800	R	R	1800	R
R	1800	R	R	1800	1800	R	R	0600	0600	0600	R	R	0600	0600	0600	R	R	1800	R
R	1800	R	R	1800	1800	R	R	0600	0600	0600	R	R	1800	1800	1800	R	R	1800	R
R	1800	R	R	1800	1800	R	R	0600	0600	0600	R	R	0600	0600	0600	R	R	1800	R
R	1800	R	R	0600	0600	R	R	1800	1800	R	R	0600	0600	0600	R	R	1800	R	
R	1800	R	R	0600	0600	R	R	0600	0600	0600	R	R	1800	1800	1800	R	R	1800	R
R	1800	R	R	1800	1800	R	R	0600	0600	0600	R	R	0600	0600	0600	R	R	1800	R
R	0600	0600	R	0600	0600	R	R	1800	1800	R	R	0600	0600	0600	R	R	1800	R	
R	1800	R	R	FR	FR	R	R	1800	1800	R	R	0600	0600	0600	R	R	1800	R	
R	FR	FR	R	R	1800	1800	R	R	0600	0600	0600	R	R	1800	1800	R	M2	M2	
R	FR	FR	R	R	1800	1800	R	R	0600	0600	0600	R	R	1800	1800	R	FR	FR	
R	FR	FR	R	R	0600	0600	R	R	0600	0600	0600	R	R	1800	1800	R	0600	0600	

R	1700	1700	R	R	1700	1700	R	R	1700	1700	R	R	0600	0600	0600	R	R	1700	1700
R	0500	0500	R	R	0500	0500	R	R	0500	0500	R	R	1800	1800	1800	R	R	0500	0500

R	0600	0600	0600	R	R	0600	0600	R												
	1800	1800	1800			1800	1800			1800	1800			1800	1800			1800	1800	

0600	R	R	R	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	1800	1800	R	R	0600
1800	R	R	R	1800	R	0700	R	1800	V1	R	R	1800	1800	R	R	0600	0600	R	R	0600
0600	R	R	R	1800	R	1900	R	0600	R	R	R	0600	0600	R	R	1800	1800	R	R	ST
0600	R	R	R	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	0600	0600	R	R	0600
1800	R	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	CTO
V1	R	R	R	1800	1800	R	R	1800	1800	R	R	FR	FR	R	R	1800	1800	R	R	0600
0800	0800	R	R	0800	0800	R	R	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	0600
1600	1600	R	R	1600	1600	R	R	0600	0600	R	R	0600	0600	R	R	0500	0500	R	R	0500
0600	R	R	R	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	1700	1700	R	R	0600
1800	R	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0600
0600	R	R	R	1800	1800	R	R	V1	V1	R	R	0800	0800	R	R	0800	0800	R	R	0800
1800	R	R	R	1800	1800	R	R	1600	1600	R	R	1600	1600	R	R	1800	1800	R	R	1800
0600	R	R	R	T2	T2	R	R	1700	1700	R	R	0600	0600	R	R	0600	0600	R	R	0600
1800	R	R	R	T2	T2	R	R	0500	0500	R	R	0500	0500	R	R	1800	1800	R	R	1800
T1	R	R	R	V1	V1	R	R	0600	1800	R	R	1800	1800	R	R	0600	0600	R	R	0500
V1	R	R	R	V1	V1	R	R	V1	V1	R	R	SD	SD	R	R	0600	0600	R	R	V1
FR	R	R	R	T1	T1	R	R	SD	SD	R	R	SD	SD	R	R	SD	SD	R	R	FR
0500	R	R	R	1800	1800	R	R	1800	1800	R	R	0500	0500	R	R	0500	0500	R	R	0600
1700	R	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	1700	1700	R	R	0600

1700	R	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	1700	1700	R	R	0600
0500	R	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0500	0500	R	R	0500
CTO	R	R	R	1800	1800	R	R	0600												
1800	R	R	R	0500	0500	R	R	0500	0500	R	R	1800	1800	R	R	0600	0600	R	R	0600
0600	R	R	R	1700	1700	R	R	1700	1700	R	R	0600	0600	R	R	1800	1800	R	R	1800
1800	R	R	R	0500	0500	R	R	0500	0500	R	R	1800	1800	R	R	0500	0500	R	R	0500
0600	R	R	R	1700	1700	R	R	1700	1700	R	R	FR	FR	R	R	1700	1700	R	R	0500
1700	R	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	1700	1700	R	R	1700
0500	R	R	R	1800	1800	R	R	1800	1800	R	R	0500	0500	R	R	1800	1800	R	R	0600
1800	R	R	R	0600	0600	R	R	0600	0600	R	R	0500	0500	R	R	1800	1800	R	R	1800
0600	R	R	R	1800	1800	R	R	1800	1800	R	R	FR	FR	R	R	1800	1800	R	R	1800
V1	R	R	R	0600	0600	R	R	0600	0600	R	R	1800	1800	R	R	0600	0600	R	R	V1

1800	R	R	0600	0600	R	R	0600	0600	R	R	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	0600
0600	R	R	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0600
1800	R	R	T1	T1	T1	T1	R	R	FR	FR	ST	ST	R	R	1800	1800	R	R	1800	1800	R	R	1800
0600	R	R	T1	T1	T1	T1	R	R	FR	FR	FR	FR	R	R	0600	0600	R	R	1800	1800	R	R	0600
1800	R	R	T1	T1	T1	T1	R	R	FR	FR	FR	FR	R	R	0600	0600	R	R	1800	1800	R	R	1800
0600	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0600
1800	R	R	0600	0600	R	R	0600	0600	R	R	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	0600
0600	R	R	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	0600	0600	R	R	0600	0600	R	R	0600
1800	R	R	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	1800	1800	R	R	0600	0600	R	R	0600
0600	R	R	1800	1800	R	R	1800	1800	R	R	0600	0600	R	R	1800	1800	R	R	0600	0600	R	R	0600

0600	0600	R	R	0600	0600
1800	1800	R	R	1800	1800
0600	0600	R	R	0600	ST
1800	1800	R	R	1800	
0600	0600	R	R	0600	0600
1800	1800	R	R	1800	1800
0600	0600	R	R	0600	0600
1800	1800	R	R	0600	0600
0600	0600	R	R	0600	0600
1800	1800	R	R	1800	1800
0600	0600	R	R	0600	0600
1800	1800	R	R	1800	1800
0600	0600	R	R	0600	0600
1800	1800	R	R	1800	1800

1800	1800	R	R	1800	1800
0600	0600	R	R	0600	0600
ST	ST	R	R	1800	1800
FR	FR	R	R	1800	1800
V1	V1	R	R	1800	1800
1800	1800	R	R	V1	V1
0600	0600	R	R	1800	1800
1800	1800	R	R	0600	0600
0600	0600	R	R	V1	ST
0600	0600	R	R	V1	V1
1700	1700	R	R	1700	1700
0500	0500	R	R	0500	0500
1800	1800	R	R	1800	1800
0600	0600	R	R	0600	0600
1800	1800	R	R	1800	1800
0600	0600	R	R	0600	0600
1700	1700	R	R	1700	1700
0500	0500	R	R	0500	0500
1800	1800	R	R	V1	V1
0600	0600	R	R	V1	V1

R	R	CTO	0600	1800	R	R
R	R	0500	0500	R	R	
R	R	1700	1700	R	R	
R	R	0600	0600	R	R	
R	R	1800	1800	R	R	
R	R	ST	0600	R	R	
R	R	1800	1800	R	R	

R	R	SD	SD	SD	SD	
R	R	1800	1800	R	R	
V1	0600	R	R	0600	0600	
	1800			1800	1800	
R	R	1800	1800	R	R	
R	R	0600	0600	R	R	
R	R	1800	1800	R	R	
R	R	0600	0600	R	R	
R	R	1800	1800	R	R	
R	R	0600	0600	R	R	
R	R	1800	1800	R	R	
R	R	0600	0600	R	R	
R	R	1800	1800	R	R	
R	R	0600	0600	R	R	
R	R	1800	1800	R	R	
R	R	0600	0600	R	R	
R	R	FR	FR	R	R	
R	R	1800	1800	R	R	
R	R	0600	0600	R	R	
R	R	ST	M2	M2	M2	
R	R	1800	1800	R	R	
		0600	0600			
R	R	1700	1700	R	R	
		0500	0500			

R	R	ST	M2	M2	M2
R	R	R	R	1300	V1

R	R	V1	0700	0700	R
R	R	1700	1700	1700	R

1700	1700	1700	R	R	R
0300	0300	0300	R	R	R
R	0700	0700	0700	R	R

R	R	ST	ST	R	R
V1	V1	R	R	V1	V1
R	R	0800	0800	R	R

R	R	ST	0800	0800	0800
R	R	V1	V1	R	R
R	R	1600	1600	1600	R

R	R	0600	0600	R	R
R	R	1800	1800	R	R
R	R	0600	V1	R	R

R	R	1800	R	R	R
R	R	0600	0600	R	R
R	R	1800	1800	R	R

R	R	1800	1800	R	R
R	R	0600	0600	R	R
R	R	FR	0600	R	R

1530|1630|1530|

R	R	ST	FR	V1	V1
R	R	ST	0730	0730	0730
R	R	ST	0815	0815	0815
R	R	ST	1630	1630	1630
R	R	ST	V1	V1	FR
R	R	ST	CTO	CTO	CTO

R	R	ST	0700	0700	0700
R	R	ST	1500	1500	1500
R	R	ST	0700	0700	0700
R	R	ST	1500	1500	1500
R	R	ST	0700	0700	0700
R	R	ST	1500	1500	1500
R	R	ST	V1	V1	V1

R	R	ST	0700	0700	0700
R	R	ST	1700	1700	1700
R	R	ST	0800	0800	0800
R	R	ST	1600	1600	1600
R	R	ST	0800	0800	0800
R	R	ST	1800	1800	1800
R	R	ST	V1	V1	V1

Sat	Sun	Mon	Tue	Wed	Thu	Dec
26	27	28	29	30	31	

R	R	ST	0800	0800	0800	
R	R	ST	1600	1600	1600	
R	R	V1	V1	V1	V1	
R	R	R	R	R	R	
R	R	ST	V1	V1	V1	
R	R	V1	0800	0800	V1	
R	R	V1	1600	1600	V1	
R	R	ST	V1	V1	V1	
R	R	ST	0830	0830	0830	
R	R	ST	1630	1630	1630	
R	R	ST	0830	0830	0830	
R	R	ST	1630	1630	1630	
R	R	ST	0700	0700	0700	
R	R	ST	1500	1500	1500	
R	R	ST	0800	0800	0800	
R	R	ST	1600	1600	1600	
R	R	ST	0800	0800	0800	
R	R	R	1600	1600	1600	
R	R	R	1300	1300	2300	
R	R	V1	0800	0800	0800	
R	R	ST	0800	0800	0800	
R	R	ST	1600	1600	1600	
R	R	ST	0730	0830	0730	

242

Michael Jack

393083

Period Aug 2008 to Dec 2009

Pay Run	Payouts	Amount	Hours
872 ending 05/17/2009	ot1	723.17	18.5
	ots	684.08	26.5
874 ending 06/14/2009	ot1	254.09	6.5
876 ending 07/12/2009	ot1	429.99	11
	ots	195.45	7.5
878 ending 08/09/2009	ot1	566.81	14.5
880 ending 09/06/2009	ot1	117.27	3
	ots	156.36	6
			93.5

Overtime Earned

	Hours
2008	none
Feb-09	5.25
Mar-09	21
Apr-09	22.5
May-09	3.75
Jun-09	7.5
Aug-09	30
Sep-09	8.25
Oct-09	9.75
Nov-09	9.75
Dec-09	14.5
	132.25

Purolator

AFFIX THIS LABEL TO FIRST PACKAGE / APPoser CETTE ÉTIQUETTE SUR LE PREMIER COLIS

FROM / DE

MINISTRY OF COMMUNITY SAFETY
AND CORRECTIONAL SERVICES
LEGAL SERVICES BRANCH
655 BAY STREET, SUITE 501
TORONTO, ONTARIO M7A 0A8

IMPORTANT -TÉLÉPHONE

(416)314-3509

24 0512

TO / A

MR. Lloyd Japp
252 Angeline St. N.
Lindsay ON K9V 4R1

DESCRIPTION (INCLUDING DANGEROUS GOODS / INCLANT MARCHANDES DANGEREUSES)

LIMITATION OF LIABILITY-LIABILITY OF CARRIER LIMITED TO \$2.00 PER POUND (OR \$4.41 PER KILOGRAM)
COMPUTED ON THE TOTAL WEIGHT OF SHIPMENT UNLESS A HIGHER VALUE IS DECLARED ON FACE OF BILL OF LADING
BY SENDER. CONSULT BILL OF LADING FOR CONDITIONS OF TRANSPORT AND LIMITATION PERIOD FOR FILING CLAIMS.

LIMITATION DE RESPONSABILITÉ - LA RESPONSABILITÉ DU TRANSPORTEUR NE DOIT PAS EXCÉDER 2.00 \$ LA LIVRE
(OU 4.41 \$ LE KILOGRAMME) CALCULÉ SUR LE POIDS TOTAL DE L'EXPÉDITION, À MOINS QU'UNE VALEUR SUPÉRIEURE
N'AIT ÊTRE DÉCLARÉE SUR LE RECTO DU CONNAISSANCEMENT PAR L'EXPÉDITEUR. Veuillez CONSULTEZ LA COPIE DU
CONNAISSANCEMENT DE L'EXPÉDITEUR POUR LES CONDITIONS DE TRANSPORT ET LA PÉRIODE LIMITÉE POUR LA
PRÉSENTATION D'UNE RÉCLAMATION.

+
PUROLATOR'S COPY / COPIE DE PU

SHIP MODE / MODE DE TRANSPORT

AIR GROUND
AÉRIEN ROUTIER

PKG / EMBAL. SERVICE

PURO- LETTER 9 AM
LETTER 9 h
PURO- PAK 10:30AM
PAK 10h30

PIECE ONLY 1 PIECE SEULEMENT
1 PIECE SEULEMENT
OTHER AUTRE SAT. SAM.

CHOOSE CHOISIR

OTHER AUTRE SAT. SAM.

PKG I.D. NO. / N° D'IDENT. COLIS

1212 070 7414

RECEIVER DESTINATAIRE 3RD PARTY TIERS

SENDER EXPÉDITEUR

SHIPMENT / DÉTAILS / EXPÉDITION

#Nbre PCS WEIGHT / POIDS
(4 MAXIMUM) SUBJ TO CORR/ SUJET À CORR.

KG LB

✓ DG MD

