

SAFE DISCLOSURE PANEL
IN THE MATTER OF AN APPEAL BY A.B.
CAREER AND EDUCATION ADVISOR
DEPARTMENT OF Z

Report Anonymized for Distribution

REPORT ON REPRISAL
JUNE 19, 2020

On April 3, 2020 the Panel released its decision on a disclosure made by **A.B.**. Included in that decision were findings of reprisals made against **A.B.** by the Employer.

Section 28.5 of the Memorandum of Agreement that creates the Panel provides that where reprisal is found, the Employer must confirm whether it accepts the recommendations of the Panel. The Employer asked for, and received, an extension of time in order to respond, and on May 27, 2020 responded to the Panel. The Employer did not accept certain of the Panel's findings.

The Employer's submissions were provided to **A.B.**. After also asking for, and receiving an extension of time to respond, **A.B.** provided the Panel with their submission in response on June 13, 2020.

The Panel has reviewed the submissions. The Panel has not been persuaded to change any of its recommendations. The Panel's recommendations, from its April 3, 2020 order, remain.

The Panel notes that section 23.1 of the Memorandum of Agreement provides that the Panel's decision is final.

Section 25 of the Memorandum of Agreement provides that when wrongdoing is found, the Panel's findings must be made available to the public, the Employer, the Union and other employees.

The Panel is providing this decision to the Union, the Employer, and to **A.B.**. The Panel asks both the Union and the Employer to advise it, within 14 days, how each party will make the Panel's decision available to the public and to other employees.

June 19, 2020

“signed by”

Ben McDonald

“signed by”

Glenn Tait