

June 16, 2022

Zoran Boskovic

Employee ID:

Email:

Personal & Confidential

Delivered Via courier and email

Dear Zoran Boskovic:

Re: Recommendation for Dismissal

On January 19, 2022 you were placed on leave of absence without pay for three months as you either confirmed you were unvaccinated for COVID-19 or refused to disclose your vaccination status as required by Human Resource Policy 25 – COVID-19 Vaccination (the Policy).

On October 5, 2021, Lori Wanamaker (Deputy Minister to the Premier, Cabinet Secretary and Head of the BC Public Service) issued an Executive Message to employees on the upcoming requirement to provide proof of full COVID-19 vaccination. On November 1, 2021 a further email was sent to employees by Ms. Wanamaker with a summary of key elements and a link to full details of the Policy.

On March 15, 2022, you were provided a final warning notice to notify your supervisor of a change to your vaccination status and provided the date of April 18, 2022 to comply. You were informed that the consequence of remaining unvaccinated or of continuing to refuse to disclose your vaccination status within three months from being placed on a leave without pay would result in your employment being terminated for just cause pursuant to the Policy and Regulation 284/2021 Public Service COVID-19 Vaccination Regulation (the "Regulation").

To date, you have not confirmed you have been fully vaccinated against COVID-19 as required by the Policy despite being asked to do so. You have also not requested an exemption from the vaccine requirement based on a protected ground as defined under BC's *Human Rights Code*. You were formally notified on two occasions that due to not being fully vaccinated, you are not meeting the terms and conditions of your employment.

I have reviewed this matter and determined that you have refused to comply with the terms and conditions of employment set out by the Policy and the Regulation. In making the recommendation I have also considered that you were given notice of the requirement to comply and provided with sufficient time to comply with the Policy. You did not.

You remain on leave of absence without pay pending the outcome of my recommendation to the Deputy Minister that you be dismissed with just cause pursuant to Regulation from your employment with the BC Public Service.

You will be advised of the result of my recommendation in due course. You are not to attend the worksite unless authorised by management.

If by some miscommunication you did become fully or partially vaccinated, or you refused to disclose your status and then did disclose, please notify me of this immediately.

The Employee and Family Assistance Program remains available to you until your termination is in effect. These free services are accessible through LifeWorks online or over the phone at 1 (800) 655-5004.

Yours truly,

A handwritten signature in black ink, appearing to read "Nick Grant", written in a cursive style.

Nick Grant
ADM Tourism Sector Strategy
Ministry of Tourism, Arts, Culture and Sport

pc: MYHR
Employee Relations Specialist, BCPSA