

MICHAEL SCHUBART

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SALT SPRING ISLAND, BC, V8K 1Y2

July 21, 2015

I fundamentally disagree with the board of trustees' unilateral dictatorial approach toward the fire district's employees. To embark on such a course without prior legal investigation seems imprudent and, I believe, ultimately costly. To alter the working arrangements without any attempt at consultation with the affected parties is arrogant and shows a lack of respect for the employees. This will destroy the goodwill that has been built up over the last ten years. It was similar arrogance and disrespect on the part of trustees in 2005 which led the employees to seek union representation in the first place.

I cannot in good conscience continue to participate in this process, and so I hereby tender my resignation as trustee of the Salt Spring Island Fire Improvement District effective immediately.

Yours truly,

A handwritten signature in black ink, appearing to read 'Michael Schubart', with a long horizontal line extending to the right.

Michael Schubart