

FORMER NORTH VANCOUVER FACILITIES MANAGER GLENN STANTON FILES WRONGFUL DISMISSAL LAWSUIT

By Kerry Morris



Former North Vancouver City Facilities Manager and Vice-President of the Lonsdale Energy Corp ("LEC") Glenn Stainton filed a Civil Claim alleging wrongful dismissal in the BC Supreme Court ("BCSC") on Monday January 26, 2015.

The BCSC Civil Claim filed by Stainton alleges that he was terminated by the City on November 3rd 2015, twelve days before the municipal

election, on allegations of negligence, insubordination or breach of trust. The Civil claim does not speak about the termination of Ms. Sandy Duncan, who reported to Stainton and was also terminated that same day. Ms. Duncan, a long service employee of the City, was subsequently given severance pay, the terms of which now compel her to remain silent on the issues which are alleged to give rise to these terminations. For agreeing to the terms of her departure, accepting the severance pay and executing the requisite agreement, Ms. Duncan has in trade been recorded as having quit the City's employ, and she has been provided with a letter of recommendation.

The matters which give rise to Ms. Duncan's departure relate to an allegation of irregularities involving a long time City contractor, but the degree to which these claims are real or connected to the Stainton matter are currently beyond investigation as the agreements and monies paid muzzle Ms. Duncan and her silence cannot be broken unless she is subpoenaed in the Stainton Civil litigation matter, which may very well occur.

Mr. Stainton, a 59 year old resident of Squamish, BC, who was paid an annual base salary by the City of \$141,323, plus benefits, and six weeks holidays, alleges the termination was brought without cause. Stainton is suing claiming General Damages for wrongful dismissal and breach of contract, Punitive and Aggravated Damages, Interest and Costs. If the matter is decided against the City on the Merits, the claim could easily reach as much as half a million dollars. The discretionary component of the claim will be the likelihood of Stainton acquiring another job of similar stature while carrying about a public stain on his employment record, effectively limiting his ability to mitigate his losses during or after this matter proceeds to trial.

The departure of Stainton and Duncan, and the costs which fall to the City as a result are additions to a long list of terminations and settlements recently paid-out by our previously non-litigious municipality. The trend toward summary terminations and lawsuits against staff, council and others has accelerated in recent years, with many many departures in the last year alone.

The brain drain on our municipality and the 'dear-in-the-headlights' look present in the eye's of long service staff belie the "Happy-City, Friendly-City" mantra pushed publicly by our Mayor. As a long term resident of the City, I can safely say I have never seen staff morale so low.