THE DISMISSAL PROCEDURE and TIMINGS

02-05-2001

Letter notifying the compulsory move to a new post

Far away and of a starter's level

01-05-2001

Start date at the new position, a day off

Notification, a day after…

23-07-2001

Start of 1st dismissal procedure for fault

Later abandoned by the Office.

19-11-2001

Start of 2nd dismissal procedure
Date on the letter informing the dossier can be viewed on the morning of the 23rd

21-11-2001

Letter postmark date

23-11-2001 Morning

Date set by the Office to see the dossier

23-11-2001

Late morning

Letter received at home

05-12-2001

Meeting takes place to take a decision on dismissal
Trade union representatives refuse to agree voting

5-02-2002

Decree announcing the dismissal

Decree based on a (false) agreement from the committee meeting

01-03-2002

Official dismissal date

08-04-2002

At this date the office writes that the report from the committee meeting cannot be issued as it is not yet established

2 months after the decree…

30-07-2002

Date of the report

19-02-2003

Issue of the Report

The report shows no conclusion by vote

2001 | 2002 | 2003

No meetings convened for an assessment by a medical professional

05-2001

Discrimination & medical matter brought up

Requests from Mrs Jarrier to work and find a solution

Mrs Jarrier applied for other positions

No alternative proposal from employer received.

18-06-2001

Letter from the Director stating that Mrs Jarrier will stay in her personal status.

01.12-2001

Change of personal status so that colleagues taking part of the committee do not know Mrs Jarrier and can easily bee misled

11-01-2002

Letter to notify of the change of status

Due to the dismissal procedure chosen by the Office and the timing, Mrs Jarrier could not defend herself : she was not called to the committee meeting and did see her folder.

The dossier offered contains misleading information induced by Management stating she refuses to work and refuses a medical assessment.

A medical agreement was required from the health centre, but the administrative director decided instead.