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Date: Sun, 1 May 2005 18:35:26 -0700

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Subject: Important Memo

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Memo to all KSA Staff and officials,

Please accept this email as an update concerning the status of the ongoing office occupation by a group of members who claim to be the executive committee, and as official direction to you concerning your work duties. The desperate actions of these "rogue executives", in response to their pending official disqualification from the election mid-last week, are being dealt with swiftly and legally.

Firstly, allow me to take a moment and thank you all for your support and patience during this difficult time. I have spoken to most of you personally in the past day or two, and I have been heart-warmed by the support and encouragement the vast majority of you have displayed. Thank you.

Obviously, I am exceedingly troubled by the unlawful actions of this false "rogue executive", but what upsets me most is the unfortunate pressure their actions have placed upon the staff of the Society. You deserve to be treated better than this, and I will do everything in my power to ensure that this situation is brought to an end quickly. I realize that Tuesday is payday, and I will be working with the Senior Staff to ensure that everyone working for the Society will be paid. I will send out another email to you with the specifics, including where and when to pick up your cheque, before Tuesday.

After my return from vacation Thursday morning, I spoke with Penny concerning the status of the KSA offices. I agree with her decision, which she made as Acting-General Manager during my absence, to shut down all KSA operations until further notice. I have directed her to continue this closure until I determine that it is safe and reasonable to re-open operations. It is possible we will have this matter legally resolved as soon as Wednesday, May 4th, and be in a position to re-open by this date - but I will confirm this to you, and order a re-opening of KSA operations, only when appropriate.

THEREFORE, ALL KSA STAFF ARE CURRENTLY PLACED ON PAID LEAVE OF ABSENCE UNTIL FURTHER NOTICE. DESPITE THIS GENERAL DIRECTIVE, I (OR PENNY, IF YOU ARE A BOS OR THE OPERATIONS ASSISTANT) MAY GIVE YOU SPECIFIC DIRECTION, AND YOU WILL BE EXPECTED TO PERFORM ANY FUNCTIONS SO ASSIGNED. FURTHER TO MY APRIL 28TH MEMO, ALL STAFF ARE DIRECTED TO HAVE NO DEALINGS WHATSOEVER WITH THE UNLAWFUL "ROGUE EXECUTIVE", AND ARE STRICTLY ORDERED TO DENY THEM ALL ASSISTANCE AND COOPERATION.

It is important that everyone understand that the KSA has begun extensive legal proceedings which, in part, will very likely be seeking to find all persons involved with this unlawful takeover and trespass personally liable for all damages, costs, etc. The RCMP have been notified, and it is even possible that criminal and other statutory charges will be laid. Any individuals - staff and officials included - who assist these "rogue executives" in their activities will directly expose themselves to such legal actions. What has taken place is completely untenable and without precedent, and those responsible will be held to account.

KSA Council met on Friday, April 29th 2005. Among other actions, they formally reaffirmed my status as General Manager, and granted me specific powers and authorities to help resolve this current situation. It is important to note that the Chief Returning Officer has rendered his Final Report (mid last week). Pending the outcome of any bona fide appeals, it is very likely that it will be formally presented to Council at their next meeting, and the new Executive and Council will take office. The CRO's final report is attached, for your information.

Again, I thank you all for your patience, support and understanding during this difficult time. Please, if you have any questions at all, or require more information, give me a call at 604.512.4487.

Regards,

Desmond

Desmond Rodenbour
KSA General Manager

FYI... below, the email sent to all staff and officials Thursday, April 28th, at approx. 11am.

Attention All Staff and Officials of the Kwantlen Student Association,

It has come to my attention that there is some confusion around the office concerning the status of the election, and the status of elected officials. In light of this situation, I am returning from my vacation effective immediately, and resuming my position as General Manager.

On Tuesday, April 26th 2005 an email was distributed by the KSA Ombudsperson, describing his ongoing appeal investigations. Until this due-process can be completed, KSA Council cannot hear the report of the Chief Returning Officer, and no election results can be formalized. This delay in hearing official results is unfortunate, but necessary in order to ensure that the rights of candidates and voters are appropriately upheld. As such, the 2004/2005 elected officials are still in-office, and are still the legal and empowered elected officials of the Society.

It has come to my attention that a group of candidates, acting as "rogue officials" is attempting to assert authority over the Society, in contravention of the Society's Bylaws and Regulations. This is unlawful, and will be handled appropriately.

PLEASE NOTE: ALL STAFF OF THE SOCIETY ARE HEREBY DIRECTED TO OFFER NO ASSISTANCE TO THESE "ROGUE OFFICIALS", AND EVERYONE IS TO ATTEND TO THEIR DAY-TO-DAY WORK. NO ONE IS TO MEET WITH THESE INDIVIDUALS DURING WORK HOURS. All staff are to support and encourage the current board of directors and executive committee until further notice. Failure to strictly adhere to this directive would be a serious demonstration of insubordination, and will be dealt with swiftly.

It is also my understanding that these "rogue officials" have drafted a letter suspending me from work. I can only surmise that this is a further tactic to try and gain inappropriate control of the Society, for surely it is well known that my strict adherence to the Society's rules would not have permitted me to capitulate to their direction. As I am appointed by Council, only Council (the board of directors of the Society) has such a power over my employment status. Should Council choose to take any job action against me, I will surely go along with their will. But until that time, I am the General Manager of the Society, and will exercise that authority under the direction of the Executive and Council.

I personally thank all of you for your patience and understanding during this difficult time. I will send out updates as soon as possible.

If you have any questions, or require more information, please don't hesitate to contact me at 604.512.4487.

Desmond.