

William Warren Munroe  
763 Beach Road  
Qualicum Beach, BC ,V9K 1S2  
May 28, 2013

Minister of Justice and Attorney General  
Honourable Shirley Bond  
PO BOX 9044 Stn Prov Govt  
Victoria BC V8W 9E2

Re: Request for continuance, to address real matters in dispute request, namely the use of non-statistical and substandard methods used to create population numbers by BC Statistics; unequal protection and benefit of the law due to ideas of race – denial of mediation and arbitration due to ancestry; 32160 BCPSA BCGEU \_Warren Munroe, BC Human Rights Tribunal Case Number 4376, JAG File 392989

Dear Minister,

1. Please be aware, disclosure of the real matters in dispute, namely the use of non-statistical and substandard methods used to create population numbers, was stopped by the Ministry of Labour and Citizens' Services (the Ministry) by denying BC Statistics' Population Analyst "the right to the equal protection and equal benefit of the law" on grounds of ideas of "race" in violation of Canada's Charter of Rights and Freedoms.

15 (1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

2. Within time limits, the Population Analyst provided copies to the Deputy Minister requesting "just cause" be removed from the dismissal, describing again discrimination on grounds covered by the BC Human Rights Code. ([www.wminfomatics.com/WP/Petition/petition.html](http://www.wminfomatics.com/WP/Petition/petition.html))

3. Within time limits, the Population Analyst also made a submission to the BC Human Rights Tribunal (BCHRT) including the following grounds for discrimination: Active, involved, innovative, team player, results oriented, education [Geography – perceived by BC Stat's Manager as a study more relevant for the "dirt" ministries], experience [tradesman also perceived as close to the 'dirt' – also, Jan O'Brian referred to the Population Analyst as a tradesman who returned to university late in life], age [the BCGEU rep asked the Population Analyst's age because if he was near retirement he would not be represented], place of origin [rural], sex [male], political belief [democratic], ancestry [Manager Dave O'Neil's racial slurs and profiling; also the Population Analyst filled out the government employment equity form admitting mixed European / Aboriginal ancestry] (BC Human Rights Tribunal Case Number 4376).

4. The BC Human Right Tribunal Chair person, Heather MacNaughton, ruled out all grounds for discrimination presented except ancestry.

"Your complaint does not set out facts that show that the Respondents' conduct could be discrimination in employment based on age, sex, place of origin and political belief."

5. When questioned about "ancestry" Chair person, Heather MacNaughton would not allow the case to be heard by the BCHRT, insisting instead that it go to the Supreme Court.

6. At this time, a BCGEU representative, Jan O'Brian, contacted the Population Analyst claiming she would be "trust worthy".

7. At a hearing before an Arbiter,

i) the Ministry's contract lawyer loudly exclaimed "THIS IS NOT A HUMAN RIGHTS CASE"

- ii) the Government Employee Union refused to address the human rights violations.
8. One year and seven months after the Population Analyst was ordered to gather his belongings, turn in his security pass, and vacate the BC Stats building, while his grievance had yet to be answered, the Arbiter agreed with the Ministry and ruled that:
- i) for informing the Deputy Minister (including discrimination on grounds covered in the BC Human Rights Code), the Population Analyst had gone down the wrong channel, and
  - ii) arbitration would not be allowed to proceed (32160 BCPSA BCGEU \_Warren Munroe).
9. A BC lawyer, William Southward (paid \$3,000), dropped the case when ancestry was highlighted, claiming that the Population Analyst would look like a “whiner” for pursuing a fair hearing.
10. Other lawyers stated the Population Analyst would likely have to pay the Supreme Court for costs upon losing the case.
11. To be clear, the Ministry stopped further disclosure of the real matters in dispute because of the griever’s ancestry in contravention of the Canada Charter of Rights and Freedoms.
12. Details of the violation of the Canada Charter of Rights and Freedoms, and other applicable acts and codes are detailed in the letter sent to you July 20, 2012 (copy attached).
13. Dear Minister, will you please remove the block and allow disclosure of the real matters in dispute to proceed?
14. The real matters in dispute are described in the October 19, 2012 and the January 31 letters the Ministers responsible (copies attached).
15. Until there is a fair hearing into the real matters in dispute, namely the methods used by BC Statistics to create population numbers, may BC Statistics’ Population Analyst:
- a) be considered innocent until proven guilty
    - i ) removing “just cause” and “insubordination” from records
  - b) receive an apology
    - i) with recognition of the role of the Ministry in creating the work place environment experienced by the Population Analyst
16. Dear Minister, as you are aware, a purpose of Public Service Act, is to:
- “promote harmonious relations of the government and employees”.
17. ... and we share
- “a desire to improve the quality of the Public Service of British Columbia”.
18. Please address this case as soon as possible.

Yours truly,



William Warren Munroe

Cc: Ministers of Ministry of Labour, and Citizens’ Services - Hon. Patrick Bell and Hon. Ben Stewart; BC Statistics; MLA R. Cantelon, MLA Leonard Krog, BC Human Rights Tribunal