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October 9, 2013

Mr. Cocco,  
Acting Assistant Deputy Minister  
responsible for BC Stats  
Government of British Columbia  
Angelo CITZ Cocco:EX <Angelo.Cocco@gov.bc.ca>

Dear Mr. Cocco,

1. Thank you for your opinion (September 16, 2013) regarding my correspondences<sup>1</sup>, requesting arbitration be allowed to proceed to address the real matters in dispute regarding my dismissal for insubordination; nonetheless, I am sure you understand that you can reasonably be seen as being not impartial regarding these matters.

2. Recall my many correspondences to you while you served the Executive Director BC Statistics. Only on one occasion did you reply informing me that the revision of the 1998 General Estimation System (GES) would be published soon;

"An updated (long overdue) GES methodology paper is scheduled for release at the end of August." (Executive Director, A. Cocco, August 8, 2011)

3. However, you did not reply to my many correspondences (September and October 2011) regarding the incorrect statements in the 2011 GES including the statement regarding the adoption of the change in the number of telephone landlines to be used along with electrical hookups as an indicator of population change :

"After extensive analyses it was later determined that telephone line data (Telus) was a suitable indicator and was subsequently added to the model in 2000." (GENERALIZATION ESTIMATION SYSTEM (GES) Small Area Population Estimation, Method and Error Evaluation, August 2011, (GES 2011), P. 8)

4. As mentioned, the analyses was not extensive as Telus data is not independent from electrical landlines and therefore is not suitable.<sup>2</sup> Nor was the use of Telus data peer-reviewed. Indeed, as you know, from 1998 to 2011 the methods, including input data, were changed many times without informing clients. During this time period, the no longer used 1998 GES methods accompanied numbers that were generated using undisclosed methods.

5. In November 2011, the Assistant Deputy Minister for the Ministry of Labour and Citizens' Services, Bette Jo Hughes, did reply. While you repeated Hughes' statement:

"the integrity and objectivity of the population estimation methods and process are safeguarded by BC Stats."

6. you did not address Hughes' quote from a 2005 feasibility study by Statistics Canada (STC):

" ... population estimates produced by three provincial/territorial statistical agencies (Quebec, British Columbia, Northwest Territories) were all found to be of better quality when compared with those based on any of the three STC methods. " (ADM, Bette Jo Hughes, November 2011)

7. How could the use of telephone and electrical hookups be better than Statistics Canada's methods?

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<sup>1</sup> June 19, July 10 and August 14, 2013 including the attachments of letters to the Attorney General, July 20, 2012, and to the Minister and Statistics Canada, October 19, 2012; however, the letters I provided upon request August 22, 2013, provided on August 26 were not addressed including attachments: CPS\_PPP\_Why\_h.pdf, MinL&CSIXb.pdf, AuditorGeneralResponse121204.pdf – another example demonstrating a lack of integrity (not complete or whole).

<sup>2</sup> The Executive Director, Don McRae, simply did not want to use old age security data and want another indicator, because as he stated "two indicators look better than one".

8. Nor did you address the fact that my requests for a copy (or at least the title) of the feasibility study were not answered, and eventually my request through Freedom of Information was denied:

Please be advised the records you requested are withheld in their entirety pursuant to section 16 (Disclosure harmful to intergovernmental relations or negotiations) of FOIPPA. ARCS: 292-30 File: CTZ-2011-00067 (June 22, 2012)

9. Mr. Cocco, the definition of “integrity” is to make whole, to be complete. The fact that incorrect methods accompanied BC Statistics numbers, and that a citation for a quote was denied demonstrates BC Statistics’ and the Ministry’s lack of integrity; another example of the real matters in dispute.

10. As it turns out, the feasibility study refers to “The Equalization Program and the Property Tax Base Feasibility Study Conducted by Statistics Canada”, February 28, 2005. This study was conducted from September 2004 to the end of February 2005, during which BC Statistics used telephone and electrical data for post censal estimates; however, the Population Section Manager, Dave O’Neil, and the Executive Director of BC Statistics, Don McRae, sent incorrect information for the study. The study states:

“BC Stats produces its CSD-level population estimates using regression methods with specific symptomatic indicators (number of residential electrical connections and Old Age Security (OAS) recipients). For more details on the methodology, see Generalized Estimation System (GES), Small Area Population Estimation Methodology published by BC Stats in 1998 and available on their website.” (The Equalization Program and the Property Tax Base Feasibility Study Conducted by Statistics Canada, February 28, 2005. P. 63)

11. As you know, as a Population Analyst for BC Statistics from 2002 to 2006, I was in a position to discover that incorrect methods were sent to STC, as part of my job was to understand the differences between BC Statistics’ and Statistics Canada’s methods for estimating post censal population numbers.

12. During Statistics Canada’s assessment, my many requests, from October 2004 to December 2005, for mediation to address the discrimination I was being subjected to, including removal from all responsibility including the GES, removal for the contacts list, aggressive yelling, no longer invited to section meetings, accusations of not being able to control my behaviour, making my co-workers fear for their safety, were denied.

13. Shortly after submitting a grievance describing some of the dysfunction in the Population Section, I was ordered by the same person who changed methods without notifying clients and who sent incorrect methods to Statistics Canada, Dave O’Neil, accompanied with the Shop Steward, Marvin Paxman, to “close the window”, “leave my computer on”, “gather my belongings”, “turn in my security pass” and “leave the building”.

14. I was sent letters and phoned, telling me that if I did not return to work and submit to an “assessment” for an unspecified “behavioural problem” I would be dismissed. Since this procedure was inadequate to address the real matters in dispute, I refused and insisted on mediation. Instead the Deputy Minister, Gordon Macette, dismissed me for insubordination and the Ministry continues to block arbitration into the real matters in dispute.

15. Mr. Cocco, will you inform Minister of Citizens' Services, Andrew Wilkinson, that you can reasonably be considered to be not impartial and that your opinion (September 16, 2013 email) not be used to justify maintaining the block to arbitration into the real matters in dispute?

Yours truly,



Warren Munroe

Cc: MLA M. Stilwell, Andrew Wilkinson, Minister of Technology, Innovation and Citizens' Services, Shirley Bond, Minister of Labour, Auditor General, Attorney General, Premier