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Andrew Wilkinson,
Minister of Technology, Innovation and Citizens' Services,
Government of British Columbia

Shirley Bond,
Minister of Labour
Government of British Columbia

Regarding: integrity, request for arbitration and relief: removal of “just cause” and “insubordination” from employment record.

Dear Ministers,

1. I write to you to again to request arbitration be allowed to proceed, and to draw to your attention the opportunity for resolution regarding statements provided by Assistant Deputy Ministers, Bette Jo Hughes (November 22, 2011) and Angelo Cocco (September 16, 2013):

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

2. Please be aware, integral to the definition of “integrity” is: “the state of being complete or whole (undivided).” (<http://www.merriam-webster.com/dictionary/integrity>).

3. Evidence¹ clearly proves that people in positions of authority for BC Statistics and the Ministry responsible have demonstrated a lack of integrity, including:

a) providing incorrect methods and data to accompany unfounded post census population numbers used to justify policy-making including public school closures. Please recall, BC Stats acknowledges that the population estimation methods were changed many time between 1998 and 2011 without publication (2011 GES methods paper, p. 8) including using the change in telephone landlines as an indicator of population change. Please recall the assertion that this indicator was “extensively” analyzed. This statement is incorrect as there was no peer – review. Consequently, citizens addressing public facility reviews as well as Statistics Canada addressing equalization payments received false reports from BC Stats; therefore, Mr. Cocco’s statements about being consistent and clear are also incorrect.

b) blocking and excluding relevant information including withholding citations for quotes used to assert the “integrity” of BC Stats. Indeed fraudulent behavior should not be referred to as an example of “integrity”.

c) removed and refused to hear from personnel who would provide complete information including myself when and since serving as a Population Analyst after raising concerns about the non-statistical and substandard methods and models used to create post census population numbers.

4. Indeed, I was accused of making my co-workers fear for their safety during my grievance proceeding (Dave O’Neil and Marvin Paxman – shop steward). Seven years and hundreds of correspondences later I found out from Statistics Canada that the accusers had also provided false reports to Statistics Canada for an assessment of methods for equalization payments.

Please understand, my position required that I would become aware of the falsification; therefore, Dave O’Neil, Don McRae, and Gordon Macatte chose to accuse me of being “aggressive” then ignored my many requests for mediation and instead dismissed me, then ordered me to return to work and required

¹ See STC_MLCS_2.pdf, MinJust41_ed2.pdf and MinJust41.pdf attached

that I have an “assessment” and counseling to address their “belief” that I have “personal problems” These actions were then supported by the BC public Service Agency and the BCEmployees Union.

For insisting on mediation and refusing an assessment of a believed personal problem, I was dismissed by Gordon Macatte for insubordination. For raising human rights violations within time limits after being dismissed, I was found guilty of using a wrong channel and refused arbitration.

Please be aware, I had followed Don McRae’s and Carol Gore’s (HR) requirement that I file an abuse of managerial authority grievance rather than an human rights grievance. I was told that I would have to prove that I had a mental inability to control my behavior to file a human rights grievance. Mr. Angelo Cocco is unreasonable for considering these actions to be “safeguarding” BC Stats’ “integrity”.

All of these points and more are documented and included in the attached letters to Minister Ben Stewart and to Minister Shirley Bond.

Regarding the statement made by Mr. Angelo Cocco,

“BC Stats’ provincial ministry clients, and Statistics Canada, are quite satisfied with the quality of outputs associated with BC Stats’ sub-provincial population estimates program.”

Thank you for authorizing Mr. Cocco’s investigation into the “quality of outputs associated with BC Stats”.

As you know, the quality of BC Stats’ outputs are also of importance to community members addressing public facility reviews including education and health facilities as well as BC Hydro for electrical generation needs ect.

May we please see the investigation including the authors, their methods, who was contacted, and the responses and the dates?

Will you please provide a reference confessing that the false accusation of “aggressive” behavior was used to remove me from the public service in an effort to hide the fraud and the dissemination of false reports.

For more information, please see wminfomatics.com/WP/home.html

Yours truly,



William Warren Munroe

cc: MLA Michelle Stilwell, BC Auditor General, BC Attorney General, BC Premier, Statistics Canada