

William Warren Munroe,  
763 Beach Road,  
Qualicum Beach, BC, V9K1S2  
August 20, 2018

Director, Brad Buck  
Workplace Health & Safety  
Health Promotion & Safety Section  
Letter sent via email to [Brad.Buck@gov.bc.ca](mailto:Brad.Buck@gov.bc.ca)

Regarding: steps to be taken when a manager accuses an employee of making co-workers fear for her safety

To the Director of Workplace Health & Safety, Health Promotion & Safety Section, Mr. Brad Buck, Mr. Buck, thank you for your letter dated July 17, 2018, emphasising legality, the limitations of the Workers Compensation Act and your suggestion to contact the Office of the Information and Privacy Commissioner in response to my questions to you in my letter July 9, 2018. However, questions remain about how to handle accusations by a manager that an employee makes other employees feel unsafe.

First though, regarding legality, I would like to make clear the fact that an arbiter, Vince Ready, was asked by the BCPSA to block arbitration (to block a fair hearing into the real matters in dispute) on the grounds that I went down the wrong channel by contacting the Deputy Minister to let him know that I did not agree with the dismissal for insubordination.

Please be aware, the Master Agreement between the BCPSA and the BCGEU states that a person who disagrees with a dismissal must contact the Deputy Minister within 30 days, which I did. Also, please be aware, the Deputy Minister wrote to me directly to dismiss me; therefore, I was simply replying to the Deputy Minister. Also, the BCGEU misinformed the Arbiter claiming that I was not in a grievance proceeding when I was fired.

Of Course, an Arbitrator can make mistakes; therefore, the grievance can be forwarded to the Labour Relations Board. The LRB, overseen by the Ministry of Labour and Citizens' Services - the same Ministry that fired me, responded over a half year later (8 months) citing wrong dates and not addressing the real matters in dispute (the real ways numbers were created - changed). The day after the LRB endorsed the block to a fair hearing, the Minister of Labour and Citizens' Services resigned.

Also, the BCGEU representative I spoke with, Jan O'Brian, did not want to pursue my case from the beginning. Nor did Ms. O'Brian talk with me about the issues of non-statistical and substandard practices – non-statistical ways numbers were made up etc. Instead the effort by both the BCPSA and BCGEU was to discredit me, describing me as a despicable human being (BCPSA lawyer) and that Mr. Munroe is a construction worker who returned to university late in life, earning a Master's Degree in Geography (BCGEU lawyer). More accurately would have been to say Population Geography.

How can replying to the Deputy Minister be used to justify blocking a fair hearing? The situation is better understood when one considers the attempt to achieve the intent to deceive the federal government and citizens of British Columbia - the fact (documented evidence) that BC Stats officials had committed fraud as described in the previous letter.

Herein lay a fundamental problem in BC's Provincial Government. Rather than focusing on the scientific / statistical methods (there would not have been any fraud if honest discussions about the strengths and weaknesses of the methods and data were allowed in the first place, instead of aggressively attacking an Analyst who made improvements), the BCPSA and the BCGEU engaged in British Columbia's adversarial

legal method focusing on personal attacks. Little wonder former Premier, Christy Clark, described the provincial capital as having a “sick culture”.

Years after being fired, I discovered that at the same time the BC Stats Officials who were attacking me (aggressive yelling, false accusations, removed from the contacts list, etc.) these same officials were engaged in deceiving Statistics Canada and Finance Canada regarding a study into methods and data to determine equalization payments. I contend that the accusation that I made co-workers fear for their (job?) safety was simply made up to distract attention away from the accuser’s fraud. Provincial Government of British Columbia officials and elected representatives have so far not been willing to recognize wrongdoing.

Mr. Buck, I ask again, in another way, if a manager comes to you accusing an employee of making a co-worker feel unsafe what steps are to be taken. What if managers continue to use false accusations (making co-workers fear for their safety) to get rid of workers who are in a position to discover fraud committed by the manager?

Also, is it acceptable that when an employee asks for mediation/resolution (what did they do or say that made the co-worker feel unsafe), is it acceptable to not explain what the accused did to elicit such an accusation? Also, is it acceptable to claim that the resolution is that there be no resolution, and that the matter is closed? I would like your answer to these and the other questions posed in my previous letter.

Again, thank you for your insights and directions. I will continue to advocate verification and replication of numbers used to guide public service in British Columbia. Thankfully, efforts are beginning to be made to claw back deputy minister and other officials’ promotions/bonuses gained by fraud.

In closing, I hope that you now understand that while it may look as though Mr. Ready heard my case he did not – he simply agreed with the BCPSA, with the blessing of the BCGEU, to impose a block to stop the arbitration process; thereby not allowing a hearing into the real matters in dispute, namely the non-statistical and substandard methods data and practises used to create population estimates and forecasts - numbers are used in many policy decisions including opening and closing of public facilities.

I look forward to your answers to my questions.

Cordially,

William Warren Munroe  
Population Projections Project for Canada’s census areas  
An encyclopedic reference with which to understand current demographic trends  
<http://www.wminformatics.com/PopulationProjections/CND2a.html>

A Former Provincial Government of British Columbia Public Service Provider, advocating information users verify and replicate information used to guide public services, having written hundreds of letters for years and years requesting the removal of the block to a fair hearing into the real matters in dispute.