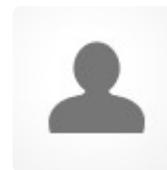


## how to better serve the needs of union members

Tue 2018-09-04 2:13 PM

**From:** "William Warren Munroe"

**To:** gcaroline@carolinelaw.ca



William Warren Munroe  
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September 4, 2018

Gary Caroline,  
Caroline Law  
15 Gore Avenue  
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Regarding: removal of block to a fair hearing into real matters in dispute

Dear Mr. Caroline,

I write to you because of the statement on your firm's webpage:

"We provide practical and strategic legal advice and services tailored to your unique circumstances. We work for individuals and organizations who share our passion for and commitment to defending the rights of all people to dignity, fairness and equality at work and in their communities. We pay attention to the challenges and opportunities you face and generate options and solutions that are responsive to what you and your organization need. We never forget your ultimate vision and long-term interests and work to support you in achieving those goals."

As a former Analyst for the Provincial Government of British Columbia dismissed for insubordination, I continue to advocate that the Provincial Government of British Columbia implement of Statistics Canada's formal policies and assigning clear accountabilities with clear steps to help safeguard the integrity of analytic products used to guide public service delivery. In this manner, for example, correct methods and data would be required to accompany findings, rather than incorrect methods and data accompanying unfounded, ungrounded numbers – numbers that cannot be replicated.

While serving the public in the position of Population Analyst, (Masters level statistical methods courses required) I was subjected to aggressive yelling and accused of making co-workers fear for their safety after I raised concerns about the substandard practices of BC Statistics and providing easily implementable solutions. For example, concerns about the need that correct methods and data accompany findings as well as allowing internal and external peer review of changes to methods and data (i.e. reviews regarding using the change in the number of telephone landline hook-ups adopted while cell phone use was on the increase as an indicator of population change).

I also write to you given your work improving Unions service models as described by Ivan Limpright- President at United Food and Commercial Workers Local 1518:

"I asked Gary and Joanna to assist our union as we looked for ways to improve our union's servicing model and make recommendations on how we could better serve the needs of our members. Their advice and understanding of the needs of our organization has been key in making our transition successful."

As a former public service provider with the Provincial Government of British Columbia, I see an opportunity to better serve the needs of BCGEU members. Rather than supporting the Employer's adversarial personal attacks, the BCGEU should learn how to protect statisticians / scientists who raise concerns about substandard practices. When a union member provides solutions to problems they find (as per their job description), then the union would better serve the needs of their members by protecting their members from aggressive yelling, bullying, and harassment including false accusations of making co-workers fear for their (job?) safety as per the Master agreement.

When an Employee is wrongfully dismissed, the Master Agreement (13<sup>th</sup> in place when I was fired while my grievance was before the Deputy Minister) requires they be reinstated and compensated, contrary to current practices as can be seen in the Vancouver Sun newspaper article by Rob Shaw, April 1, 2016:

"But the government has largely ignored the two fired unionized researchers, Scott and economist Ramsay Hamdi. Both had their cases settled by the B.C. Government and Service Employees' Union (their firings were converted to technical resignations), but neither received severance, an apology or their jobs back.

Scott had to apply and compete for this new job as an external candidate, said his lawyer, Gary Caroline. "The position pays less than what he was earning when he was fired," said Caroline. "He is treated as a new employee."

Clearly members of the BCGEU are treated worse than none members. Perhaps this example helps explain why BC Statistics officials are able to attack and fire Analysts who offer solutions.

As it turned out, many years after being fired, I discovered that at the same time I was being targeted from removal, the same people doing the attacks were providing Statistics Canada with false reports for a study of methods and data for possible refinements to Canada's Equalization Payments Programme on behalf of Finance Canada. (The Equalization Program and the Property Tax Base, Feasibility Study Conducted by Statistics Canada, February 28, 2005, page 63).

If the BCGEU had protected me (or anyone in my position) the falsification would have been caught. If formal policies and clear accountabilities were in place, the estimates would have been improved quickly - BC Stats would have had a more reliable information to help improve the public service and I (or anyone in my position) would not have been fired.

Instead, having been deceived, Statistics Canada officials endorsed BC Statistics methods and data to produce population estimates of "better quality" than Statistics Canada's. This endorsement was used to dismiss concerns about evidence that BC Statistics officials had published incorrect methods and data to accompany unfounded numbers for over 10 years. (BC Stats Generalized Estimation System, August 2011, page 8). Promotions for wrongdoers. Firings for people providing solutions.

Mr. Caroline, given that there is this evidence of wrongdoing (deception), could the block imposed to stop a fair hearing into the real matters in dispute (a block imposed by the BCPSA without contest from the BCGEU and supported by the Labour Relations Board) be removed to allow a fair hearing to proceed? This would allow relevant verifiable evidence of the attempt to deceive Statistics and Finance Canada as well as BC citizens and BC Government clients to be included.

As well Mr. Caroline, is there any way that I could have my government service record amended. Is there a way to remove "just cause" from the dismissal? Indeed, if I were simply dismissed, for "being a square peg trying to fit into a round hole" as the BCGEU lawyer stated to me, I would not have had to write hundreds of letters to clear my name. I would simply have collected my severance pay and been able to apply for employment insurance while I looked for work. But instead, an effort was made to discredit a person in a government position where they would discover false reporting.

In closing, it is not my goal to find blame, but rather to promote honest discussion early when addressing the reliability of information used to improve the public services rather than using an adversarial system accepting false accusations covering up false reporting to get rid of honest people and reward wrongdoers.

Cordially,

William Warren Munroe  
Attached is a .pdf for your convenience

**Attachments:**

- CarolineLaw\_1a.pdf