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Jan O'Brien  
BCGEU  
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Re: working towards creating a positive work environment

Hello Jan,

Could you please let me know how your investigation is proceeding. Also, please let me know if you have any further questions to those you posed to me at our meeting a month ago (January 23, 2007). I still have not received a written response to my letters dated January 16, 2007 (to you), and January 25, 2007 (to the Secretary, Grievance Appeal Committee).

I was told by a Labour Relations Board (LRB) information officer that the dismissal is to be considered first, contrary to what I was told when phoned by a BCGEU representative on February 15, 2007. As you are aware, the effort to have me dismissed has been continuous since before I first asked, in October 2004, for steps to be taken to work towards creating a positive work environment.

Thank you for understanding that I would still be working in my position as the "expert in migration" for the provincial government if an effort would have been made to work towards creating a positive work environment. Curiously, when the position was posted after I was fired (August 2007) the statement "expert in migration" had been removed.

As you know from our meeting, I had never wanted to openly complain about the problems in the Population Section of BC Stats in order to justify my requests for team effectiveness training and project planning courses etc. Rather, I tried to address the yelling (directed towards me) by advocating constructive solutions. Unfortunately, my requests to find ways to work towards creating a positive work environment resulted in an increase in hostilities and eventually to me being fired.

Also, as you know, I contend that this is a human rights violation. The antagonistic co-worker who became the manager (Dave O'Neil) gave a younger female (Jennifer Hansen), with the same classification but less seniority than myself, responsibility over my work in all the projects that we worked on together. I contend that the antagonistic manager used Employment Equity as a justification for me being yelled at and as a convenient way to have me bullied out of my job without fair representation from the BCGEU. Unfortunately, Jennifer was brought into an antagonistic work environment.

I fear that the imposition of a hierarchical system was used to set up an employee (myself) as the fall guy for the problems in the section, while the other members of the team and the

manager took forty five minute coffee breaks, and flippantly referring me to wrong datasets to do their menial tasks. Therefore, it was easy to blame me for things I did not do wrong. An effort was made to discredit me both as an Analyst and as a team player. It is little wonder then, that courses for the team were rejected...the idea and the convert, and eventually overt effort was to have me dismissed.

I would prefer that my case be considered in house by an arbitrator(s) without going public because it is potentially embarrassing to many of the people involved. If the BCGEU continues to not allow my case to be presented to an arbitrator, I will take your report to the Labour Relations Board.

Just a little side note...Statistics has undergone changes over the last few decades as have many disciplines. Twenty years ago, the practice of kicking out outliers was considered acceptable since difference was considered to be "noise". Now a days, good reasons must be given before kicking out outliers. When I first started working with BC Stats, I was told (by D. McRae) to kick out outliers (for two and a half months) in order to reduce error in the results from an estimation model. This was not an exercise in statistics, but rather an exercise in perception. While working at home, I hypothesized that the error was high because there may be an internal variation in the number of people per meter. This proved to be correct; therefore, we did not have to kick out outliers. Unfortunately, my suggestion for further testing including bringing the change in number of births into a multiple regression as an explanatory variable led to me being excluded from methods and modeling meetings. In BC Stats, I was the outlier, the person who sees things from different angles. Surely, instead of fostering antagonism, improvements can be encouraged.

It is my understanding that I do have a right to a positive work environment, and that I have a right to arbitration. As you know, I am willing to return to the position from which I was fired, if an effort is made to work towards creating a positive work environment. Everyone involved (including myself) can benefit from the team effectiveness training courses, the project planning courses etc. This is an opportunity for everyone involved to focus on meeting the goals of the Ministry and the Government.

Thank you for your efforts to help work towards creating positive work environments.

Sincerely,

Warren Munroe