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April 20, 2007

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

Hello Jan,

This is to acknowledge the receipt of your letter dated April 3, 2007 received April 11, 2007. I will post pone going public with discrimination suit, until after hearing the recommendations made by the arbitrator, Vince Ready, whom you and the Employer have chosen.

Regarding the collusion between the BCGEU and the Employer to have me fired and to put up as much resistance as possible to stop my case being heard by an arbitrator - this is BCGEU's and the Employer's process, not mine. I had asked the BCGEU and the Employer for help in advocating team effectiveness training but instead I was set up to be fired for just cause and denied timely arbitration. Indeed, it is with no pleasure that I have been forced to justify my request for help in working towards creating a positive work environment by pointing out deficiencies until there is a response to the antagonism directed towards myself for being a dedicated public servant.

I will attend the arbitration meeting on June 22, 2007 in Victoria. It is not necessary for you to try to have the hearing held in Nanaimo. Please understand, my family moved to Qualicum Beach in February 2002. You should be aware that I had applied for a full time regular position in July 2001 which was offered in mid December 2001 but changed to an Auxiliary position and I was asked to start January 14, 2002. I asked to start on February 1, 2002 however, in later correspondence, this was not accepted and I was forced to move in a month. Since we sold our home quickly and paid for our move, we sought affordable housing outside of the Victoria area. I commuted and stayed in Victoria during the week for three and a half years, dedicating my efforts to meet the goals of BC Stats (to provide reliable information), the Ministry (to be results oriented, a team player, creative and innovative) and the Government (to be accountable). It was only after I was offered a fully funded phd research position at the University of Calgary that BC Stats offered me the full time position. We moved our family to Victoria in August 2005 because we trusted that an honest effort would be made to work towards creating a positive work environment.

You should also be aware that I was put in a position where by doing my job properly, I would be subjected to a constructive dismissal. Statistical methods were not always utilized. For example, I found out after many runs of many methods, that the Ministry of Finance had arbitrarily reduced the number of migrants to the province by 7,000 people. I was told by the Director that this was because it would look bad if fewer migrants actually showed up, and it would look good if more migrants arrived than expected. Also, the GVRD complained that the estimated 8,000 migrants (net) to the region was too low (Stat Can estimated 24,000). The numbers were low for the GVRD primarily because BC Stats chose to include the change in telephone hook-ups as an indicator of population change, because, as I was told by the Director, one indicator does not look as good as two indicators.

I asked regularly to have the inclusion of Telus data reviewed. I also continue to advocate, that revised methods papers (for example, the use of Telus data, and the division of municipalities into two groups, etc.) be published and made available to the public.

Not only were the deficiencies in many of the methods obvious, I provided easily implemented solutions. I asked that the population estimates and forecasts (used to justify school and hospital openings and closures etc.) be done based on sound statistical methods.

I contend that I was yelled at, removed from meetings, and set up to be fired for doing my job well. For example, it was acceptable to use the color printer for personal photographs but it was not acceptable for me to print a spatial interpolation map showing the change in number of births for Local Health Areas since 1986. BC Stats ran itself as a personal service and was not a public service. For my efforts, including moving my family from Ottawa to take a position, posted nationally, and working hard to address the stated goals, I was fired.

After the BCGEU and the BCPSA explain their motives for complicity before the arbitrator, I would like to address the stated goals of the government, ministry and of BC Stats. It appears that the only way to ensure that the real goals are clearly stated and are agreed upon will be to have a full public inquiry into the methods used by the government of BC to control the creation of population figures. The methods, used to avoid addressing the stated goals of providing reliable information and to be accountable, along with the recommendations of the arbitrator will have to be made public.

Unfortunately, the good work done by many may be tainted by the lack of professionalism by the few (e.g. nepotism in restricting manager position to one person, yelling, forcing me to sign off on work that is obviously wrong e.g. Provincial Electoral District, etc. etc.) Preferably, I would like to ensure the work done by many of the people throughout BC Stats, on the successful projects initiated to address the stated goals, be recognized; however, my efforts to do so resulted in me being fired and denied timely arbitration. Instead of constructive solutions, I was put through a barbaric system used to deny fundamental rights.

Just one last thing, bullying and mobbing, can lead to discrimination, and hate crimes including genocide. I must say that I am still astounded by the bizarre behavior and the process created to stifle constructive resolutions that I met through my employment with the BC Government. Again, bullying should not be considered acceptable in the school yard, on the street, nor in the work place. Thank you for your efforts to help work towards creating positive work environments.

Sincerely,

Warren Munroe

cc. Labour Relations Board