

William Warren Munroe
763 Beach Road
Qualicum Beach, BC
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BROWN CRAWSHAW INC.
1490-1090 West Georgia Street
Vancouver BC V6E 3V7

Dear Mr. Crawshaw,

I was the Population Analyst for BC Stats, Ministry of Labour and Citizens' Services, from January 14, 2002 to February 15, 2006. During this time, I reduced the error in the population estimation models and initiated and championed several successful projects that helped reduce error, time and cost; however, my accomplishments were met with increasingly negative behavior by the long time employees, one of whom became the manager in late 2003.

My requests for assistance were denied. Instead, I was accused by the manager, who had been the shop steward for many years, of not being able to control my behavior which made a female co-worker, later revised to two female co-workers, feel unsafe. My continued requests for mediation were denied. I was removed from being responsible for any projects and removed from the contacts list, as well as excluded from section meetings. I complained of discrimination and was required to file a grievance in order to have mediation.

I insisted on a human rights grievance on the grounds that I was perceived to have a mental disorder because to the accusation of not being able to control my behavior. This was not allowed, because the BCPSA representative claimed I must prove that I have a mental problem. The resolution made by the Executive Director of BC Stats, Don McRae, was that there would be no resolution. My grievance of abuse of authority went to the Deputy Minister January 30 2006.

Shortly after returning from vacation, before the Deputy's decision was received, the manager ordered me to gather my belongings, turn in my security pass and leave the building. In March 2006, I was ordered to return to work and required by BC Stats Executive Director to attend the BC Employee Family Assistance Program through Brown Crawshaw Inc. See www.wminfomatics\WP\Petition\Exhibit43.pdf.

I learned that the program was for employees who had documented performance problems who were believed to have problems at home that might effect work. In my case, I had an excellent work record with no documented performance problems; therefore, I insisted on mediation before returning to work, but instead, management and the BCPSA required I take the BCEFA program. Because I would not return to work and participate in this inapplicable program, I was dismissed "for just cause" in April 2006. Hundreds of letters later, arbitration is still denied.

Do you recall the BCEFA program stipulations regarding documented performance problems? Could you point me where the description of the program from 2006 can be found? Any assistance is appreciated.

Sincerely,



William Warren Munroe, M.A.
Population Analyst
WM Population Analysis