

This file contains the email correspondence with Don McRae from February 10, 2006 back to September 2005, ...in reverse order as the emails include replies.

From: Munroe, Warren LCS:EX
Sent: February 10, 2006 7:46 AM
To: McRae, Don LCS:EX
Subject: team effectiveness training?

Hello Don,

I would like to take this opportunity to confirm my commitment to finding ways to work together with the members of the population section to meet the goals of the section, the division, the ministry, and the government.

If there truly is an interest among all of us in learning how to work together, it is vital that team building be addressed, communications be improved, and trust be re-established.

To hide from the fact that there is dysfunctionality, or to pretend that there is no dysfunctionality in the section is not constructive. It would only mean that the dysfunctionality would continue.

It is very important that these issues of team building, communications, and trust be addressed immediately.

The sooner this is done, the sooner we will create a positive work environment, and the better will be our products and services.

I would like to know, as soon as possible, if and when these issues are going to be addressed.

Thank you for your consideration of this matter,

Warren

Warren Munroe,
MIGRATION ANALYST, BC STATS
Ministry of Management Services
Province of British Columbia
Tel (250) 387-0334; Fax (250) 387-0380

Visit BC STATS on the Web at <http://www.bcstats.gov.bc.ca/> <
<http://www.bcstats.gov.bc.ca/>>

From: Munroe, Warren LCS:EX
Sent: January 17, 2006 2:05 PM
To: McRae, Don LCS:EX
Subject: island mig est

Hello Don,

The migration data is on your transfer drive as

IslandMigration0105.xls

It has worksheets for the RDs and an All RDs table as well as tables by
scale

Please let me know if there is anything else.

Warren

Warren Munroe,
MIGRATION ANALYST, BC STATS
Ministry of Management Services
Province of British Columbia
Tel (250) 387-0334; Fax (250) 387-0380
Visit BC STATS on the Web at <http://www.bcstats.gov.bc.ca/> <
<http://www.bcstats.gov.bc.ca/>>

From: Munroe, Warren LCS:EX
Sent: December 23, 2005 9:31 AM
To: McRae, Don LCS:EX
Subject: News?

Hello Don,

Do you have any news available??

Warren

From: Munroe, Warren LCS:EX
Sent: December 8, 2005 10:42 AM
To: McRae, Don LCS:EX
Subject: Accepted: Updated: Article 32.15 Summary of Findings

From: Munroe, Warren LCS:EX
Sent: December 6, 2005 7:43 AM
To: McRae, Don LCS:EX
Cc: Paxman, Marvin LCS:EX; Gore, Carol PSA:EX
Subject: RE: Personal harassment

Hello All,

Here is something interesting along the lines of what I have been

requesting.....

<http://www.bcpublicservice.ca/learning/wpskills.htm>

Warren

-----Original Message-----
 From: McRae, Don LCS:EX
 Sent: December 5, 2005 3:27 PM
 To: Munroe, Warren LCS:EX
 Cc: Paxman, Marvin LCS:EX; Gore, Carol PSA:EX
 Subject: RE: Personal harassment

Warren, in your e-mail of Dec 1 a number of allegations were made re Dave's misusing his authority as manager. You go on to say at the end: "My requests to be treated with civility and decency have not been heeded", indicating that you feel that the alleged abuse is current and on-going, hence the reason why I want to get to the bottom of it ASAP. However, in your response below you indicate that you want to proceed under Clauses 1.7 (Human Rights Code) and 1.9 (Discrimination). Does this mean that you are dropping your complaint of misuse of managerial authority under Article 32.14?

-----Original Message-----
 From: Munroe, Warren LCS:EX
 Sent: December 5, 2005 12:05 PM
 To: McRae, Don LCS:EX
 Cc: Paxman, Marvin LCS:EX
 Subject: RE: Personal harassment

Hello Don,

I have had a chance to speak with the union representative and we are both ready to meet as soon as possible.

However, the provisions under Article 32.15 do not adequately address the situation.

I want to make sure that it is clearly understood that my contestable mental disability has been used by my manager Dave O'Neil to discriminate against me.

This must be taken into consideration because this contention has been used to justify my continued exclusion and isolation in the section.

I therefore am making a complaint of discrimination and choose to proceed in reference to Article 1.9.

I look forward to proceeding at the earliest possible time once the correct procedure has been agreed upon.

Warren

-----Original Message-----
 From: McRae, Don LCS:EX
 Sent: December 5, 2005 10:46 AM

To: Munroe, Warren LCS:EX
Cc: Paxman, Marvin LCS:EX
Subject: RE: Personal harassment

Warren, it appears that you are asking two questions:

1. Can events prior to the 30 day window noted in Article 32.15(a) (i.e. Nov 1, 2006 to Dec 1, 2006) be admitted as part of the investigation?
The answer is yes, but only if they directly relate to the event(s) that triggered the format complaint under Article 32.15, which was received on Dec 1, 2006. In essence, I need to have evidence that the alleged misuse of managerial authority is current and on-going, hence, the reason why the Collective Agreement uses a 30 day window. Therefore, if you wish me to proceed with this investigation, you need to focus on current accusations of misuse of managerial authority.

2. Can the time of our interview be extended?
The answer here is also yes, but within limits. In order to conduct an adequate investigation within the 30 day time limit I'll likely need to interview a number of staff members aside from yourself. Given the various approved vacation plans, the availability of staff is going to be an issue. Hence, I'm willing to postpone our initial interview until Tuesday morning, Dec 6, or Wednesday morning (Dec 7) at the latest.

-----Original Message-----

From: Munroe, Warren LCS:EX
Sent: December 5, 2005 9:03 AM
To: McRae, Don LCS:EX
Cc: Paxman, Marvin LCS:EX
Subject: RE: Personal harassment

Hello Don,

I have had a chance to read Article 32.15. Again thank you for letting me know how you wish to proceed with my concerns.

There are two points that I wish to clarify at the outset.

The Article 32.15 refers to a 30 day limit. This is not long enough to address my concerns. The events in question cover a much longer time frame. Indeed, I have been drawing attention to the problems in the Population Section for over a year. Therefore, it is necessary to include all relevant information since I started working for BC Stats.

Also there is no mention of possible motives for the harassment on the part of the manager Dave O'Neil.

I draw attention to this because Dave O'Neil accused me of having a mental problem which makes me incapable of team work.

It is because of this mental disability, he contends, that my co-workers are not willing to attend meetings with me.

Indeed, my mental disability is so bad, I have been told, that my co-workers fear for their personal safety, and this is why my co-workers and the manager (Dave) have been going for coffee together without inviting me for over a year, even though I have asked many times to join them.

I contend that this assertion by the manager, that I have a mental problem, has been used to deflect attention away from his role in having created a negative work environment. When I have asked to be treated fairly, the manager has reprimanded me. When I asked for team effectiveness training my manager has said that I have a mental problem.

Regardless, I feel strongly that the manager (Dave) should not use this contestable mental problem as a reason to discredit me and to treat me with disrespect.

I have been asking for team effectiveness training with the view that it would be helpful for myself and agree it would be helpful for all of us, as I have seen how incredibly skillful facilitator's came be.

I therefore want to make sure that it is clearly understood that my contestable mental disability has been used by my manager Dave O'Neil to discriminate against me.

Also, to date the BCGEU has not been representing me adequately, but rather have been siding with the manager (Dave) because he was a shop steward for the BCGEU.

I request that we meet at a later date so that I can have an opportunity to speak with the BCGEU to discuss this matter.

Thank you.

-----Original Message-----
From: McRae, Don LCS:EX
Sent: December 1, 2005 5:00 PM
To: Munroe, Warren LCS:EX
Cc: Paxman, Marvin LCS:EX;
O'Neil, David LCS:EX; Gore, Carol
PSA:EX
Subject: RE: Personal
harassment

Warren,

With reference to your e-mail sent this morning entitled "Personal harassment," I am obligated to interpret the allegations as a formal complaint of misuse of managerial authority under Article 32.15 of the Master Agreement. The Employer takes such complaints very seriously. Accordingly, I will be investigating the allegation against David O'Neil, Manager of Population Statistics, in the manner outlined in Article 32.15(a).

I would like to point out that both the Employer and the Union view complaints under this clause as being of an extremely serious nature. I encourage you to review the provisions of Article 32.15 covering the potential escalation of the complaint to the Deputy Minister, as well as 32.15(f), regarding the potential outcome of allegations found to be ill-founded.

Don McRae
Director, BC Stats

-----Original Message-----

From: Munroe, Warren LCS:EX
Sent: December 1, 2005 10:22 AM
To: McRae, Don LCS:EX; Gore, Carol PSA:EX
Cc: Paxman, Marvin LCS:EX;
O'Neil, David LCS:EX
Subject: Personal harassment

Hello All,

I would like to make it perfectly clear that I have no doubt that Dave O'Neil, the manager of the Population Section of BC Stats has been making an effort to create an intolerable work environment for myself.

He has done this by creating a negative, intimidating, and antagonistic work environment where my co-workers have been encouraged and supported in yelling at me and telling me what to do and how to do it. I have been criticized both in meetings and outside of meetings, given less and less responsibility, and reprimanded for asking to be treated in a civil manner.

It is clear that while I thought that an honest effort was being made by the manager to rectify the

situation and work towards creating a positive work environment over the last year, he was instead condoning and supporting personal harassment towards myself.

The effort to bully me out of my position came out into the open after the meeting with HR regarding my request for team effectiveness training. After this meeting, an open effort was made by the manager of the Population Section to discredit me in an attempt to make me quit my job.

I consider the actions of Dave O'Neil, the manager of the Population Section, to have been, and to continue to be an effort towards a constructive dismissal.

My efforts to find a positive solution to the personal harassment has been met with reprimands from the manager. My requests to be treated with civility and decency have not been heeded.

I feel it necessary to raise this issue again because the intolerable work environment not only affects me personally both at work and at home, but it is also affects the work.

Sincerely,

Warren

From: Munroe, Warren LCS:EX
Sent: November 18, 2005 12:59 PM
To: McRae, Don LCS:EX
Subject: RE: CSD estimates

Aokay.

Warren

-----Original Message-----
From: McRae, Don LCS:EX
Sent: November 18, 2005 12:32 PM
To: Munroe, Warren LCS:EX
Subject: RE: CSD estimates

Hi Warren,

There's really no need to cc me on specific work related issues.
Dave will address it.

Don

-----Original Message-----
From: Munroe, Warren LCS:EX
Sent: November 18, 2005 9:29 AM
To: O'Neil, David LCS:EX
Cc: McRae, Don LCS:EX
Subject: FW: CSD estimates

Hello Dave,

This is a change from what was agreed previously; outputs were to be taken care of by the person who created them (in this case Frank). Also, as previously offered, I would gladly take on the role of running the estimates (from beginning to end).

The last time (2002) that I created and formatted the html, .csv files, and the .pdfs, it took me over 5 weeks along with my regular chores. I have not been taking any courses or had a chance to improve my ability to create these outputs more quickly which is a very manual and time consuming process. Therefore, in order to create these outputs in one week, I will need help and/or have to work overtime.

However, if I use the program that I had initiated and championed (estatsBC) and designed, the outputs can be generated in a matter of minutes once they are put into MS Access (the government standard for database on pcs). As you know, this program, estatsBC, writes the code that creates the webpage and allows for .csvs to be downloaded. As you know, government employees are encouraged to be innovative.

Indeed, the preliminary outputs are already in html and csvs. All that need be added to estatsBC is a pdf generator (easily done).

When Frank gets the numbers finalized, I will put them up on estatsBC right away and the numbers will be available in a matter of minutes.

As you know, the Outcomes surveys people use MS Access and eventually Oracle (which estatsBC can also work with) in order to allow users to query the databases themselves. Therefore, this way of providing data via the internet with spreadsheet downloads has precedence.

By automating the processes, we can focus on ensuring the highest quality of the data along with the highest quality of the sourcing, footnotes, meta data (notes to the reader) and even to our reports and studies.

However, if you would rather that I use the very manual (and error prone) process in one week, I will need help and/or have to work overtime.

Warren

-----Original Message-----
From: O'Neil, David LCS:EX
Sent: November 17, 2005 11:45 AM
To: Munroe, Warren LCS:EX
Subject: CSD estimates
Importance: High

Warren,

A couple of things. First, I'd like you to do the standard package of outputs for the CSDs, LHAs, etc that we publish on the web this year. This means getting the data from Frank, then, using last year's tables, generate the html, pdf and csv outputs for the web site. This would include the last table that goes in to the Municipal Population Estimates Highlights pdf. As before, I'll do up the rest of the document and pass it on to you to take a look at. As we still have to finish all the estimates and aggregates, it will be a day or so before we get the numbers to Local Government for their ok. So, if Frank's finished by the end of this week/early next week, then likely we'll have approval by mid next week. This will then give us about a week to get all the tables prepped and up on the web site (by the end of this month).
As regards your note re GVRD migs... I want to check some things out about it and then get back to you.

David O'Neil, Manager
Population Section, BC Stats
Ministry of Labour and Citizen's Services

email: Dave.ONeil@gov.bc.ca
tel: 250-387-0335 fax: 250-387-0329
www.bcstats.gov.bc.ca

From: Munroe, Warren LCS:EX
Sent: November 3, 2005 12:55 PM
To: McRae, Don LCS:EX
Subject: pop section

Hello Don,

Not to burden you with detail, but here is a copy of the doc regarding some (not all) of the difficulties in the pop section.

Warren

Warren Munroe,
MIGRATION ANALYST, BC STATS
Ministry of Management Services
Province of British Columbia
Tel (250) 387-0334; Fax (250) 387-0380
Visit BC STATS on the Web at <http://www.bcstats.gov.bc.ca/> <
<http://www.bcstats.gov.bc.ca/>>

From: Munroe, Warren LCS:EX
Sent: November 3, 2005 12:11 PM
To: McRae, Don LCS:EX
Subject: pop section

Hello Don,

Thank you very much for having taken the time to listen to my concerns regarding how things are going in the pop section.

As mentioned, I honestly and truly believe that from problems, solutions can be found and improvements can be made.

There is no doubt that the difficulties in the pop section stem from poor communications and also that there is a misunderstanding regarding roles and responsibilities.

Although I think that I am an equal with my co-workers, it appears that in fact my co-workers are my supervisors. For example, I did not know that Jennifer (who has the same classification and has been here a shorter time) was given the role of being my supervisor on the population projections and that was why she was telling me what to do and how to do it during the last production, and afterwards, at our pre-production meetings. I honestly did not know this. Nor did I know that she was responsible for the PED estimates.

In meetings and outside of meetings, my co-workers continually tell me what to do and how to do it. In many instances, they raise their voice, blaming and accusing. Yet, when I request that my co-workers not yell or 'don't tell, just ask', the section manager reprimands me. This has led to meetings with the shop steward, the manager, and myself where I thought we agreed that the manager would be managing and that my co-workers and I would be treated as equals and treated fairly.

Only after our meeting about the importance of team effectiveness and creating a positive work environment which Carol Gore from HR had requested, did I find out that my co-worker was my supervisor.

At this meeting, I was told that an effort had been made towards improving team work by my co-workers and that the attempt failed. I was told that the co-worker who loudly scolded me for having done some work wrong and for not understanding the corporate culture around here, had apologized. In fact, this co-worker did say that she was sorry that I did not understand her commitment to the customer. However, if she were so committed to the customer, why did she wait a week to raise the issue in front of the rest of the section? The issue should have been dealt with at the earliest possible moment with the manager and myself. The level of antagonism from this co-workertowards myself, especially after the reclassification of her position was less successful than she had hoped, continued to be extreme. In an effort to create a positive work environment, one where I could go to work without being treated so badly, I asked that we practice speaking positively to each other and treat each other as though we are all equally interested in providing as good a service as possible.

I honestly thought that we were all honestly interested in working towards creating a positive work environment. To me, positive means being treated fairly rather than scolded and reprimanded.

Also it would be very helpful to have tasks clearly defined.

If I am requested to do a special task which I have not done before, it would be helpful to have the steps clearly defined. For example, last spring in the middle of the PEOPLE run I was told to figure out sex ratios. After checking many different files and variables in an attempt to resolve the difference between the sum of all the ages and the total (-999 in APL) for males and for females migrants, I was told that I should have included death separation in the calculation. It would have been helpful to have had this mentioned at the beginning of the exercise.

Other examples include a clarification of the tasks in the PEOPLE run, as well as steps necessary for the Migration releases (which I think I have finally figured out all the necessary steps through trial and error and now have been able to cobble together a write up) and the PED estimates where I was told one day to change the colors and have a 'full report' ready the next day.

It would be very helpful to have all the steps laid out clearly so that I can know what is expected of me.

Just one last point, contrary to the section managers belief, my figuring out that there are differences in the change in the number of people per meter was not dumb luck. Nor was my concern regarding using compound growth for the places with an increase in the number of people per meter. Indeed, my contributions are regularly called down and me with them. An

old rule about conduct states that praise should be offered in front of others and mistakes should be taken up individually.

Better communications and clearly defined roles and responsibilities would very much improve matters. Also an effort to recognize contributions would be appreciated instead of always trying to find fault.

In closing, I would like to say again that I very much enjoy my work. I have found it to be a wonderful challenge. I have learned a great deal, and know that I am capable of learning a great deal more. I have put in a great deal of good will particularly with the Regional Index and also with automating processes. I have approached my job with enthusiasm and passion. I have been able to contribute to providing better products and services and look forward to doing a better job still.

Thank you for your consideration of this matter,

Warren

PS. Here is an example of the resources being made available to help 'facilitate the acquisition of the awareness and skills to seize the opportunities for personal and organizational growth that conflict provides'

http://www.viha.ca/conflict_management/ <
http://www.viha.ca/conflict_management/>

Warren Munroe,
MIGRATION ANALYST, BC STATS
Ministry of Management Services
Province of British Columbia
Tel (250) 387-0334; Fax (250) 387-0380
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<http://www.bcstats.gov.bc.ca/>>

From: Munroe, Warren LCS:EX
Sent: October 18, 2005 8:23 AM
To: McRae, Don LCS:EX
Subject: Proposal for handling quarterly pop components

Hello Don,

Here is another proposal that was sent to Dave last week regarding the handling (fumbling?) of the quarterly components of population change.

Hello Dave,

As mentioned yesterday, some of the components in QPOPPCOMP had to be changed ... as well data in the QuarterlyComponentsBC_71-current.xls table had to be revised.

The data from the last quarter output from StatCan thru QuarterlyComponentsBC_71-current.xls to utils in APL to QPOPCOMP and QPOPPROV to the MIGFLOW maps were reviewed again this morning and appear to be correct. Please check them again and let me know how the migflow maps compare.

Just a thought....you know how the current approach is prone to error because it is done quarterly and in some cases annually (revisions of previous years) and is so manual with its copying and pasting from one matrix to another with many steps in many files and programs and with more than one person involved in doing different unspecified parts that perhaps it would be a good idea to have all these steps written up clearly and one person be given responsibility with another person reviewing the results. Just a suggestion.

I have found that having set up the process for processing the CTB monthly data and having thoroughly learned the methods and knowing the relevance of all the inputs as well as the dates of the revisions of the various inputs and having done a write up of the process that it is easy for me to say to McRae that if there are any mistakes from now on, they are mine.

Please let me know if there is anything that I can do to help.

Warren

Warren Munroe,
MIGRATION ANALYST, BC STATS
Ministry of Management Services
Province of British Columbia
Tel (250) 387-0334; Fax (250) 387-0380
Visit BC STATS on the Web at <http://www.bcstats.gov.bc.ca/> <
<http://www.bcstats.gov.bc.ca/>>

From: Munroe, Warren LCS:EX
Sent: October 12, 2005 2:51 PM
To: McRae, Don LCS:EX
Subject: PINE BEETLE

Hello Don,

The information available ...

<http://www.for.gov.bc.ca/hre/bcmapb/>

ANNUAL amount of pine killed over time:

* An automatic animation <
<http://www.for.gov.bc.ca/hre/bcmapb/Annual.gif>> (this is 2.2 megs so it

may take a while to load).

by 2014 ~80% of the pine will likely have been killed by the fungus carried by the pine beetle. (cumulative)

CUMULATIVE amount of pine killed over time:

* An automatic animation <

<http://www.for.gov.bc.ca/hre/bcmap/Cumulative.gif>> (this is 1.5 megs so it may take a while to load).

Warren

Warren Munroe,
MIGRATION ANALYST, BC STATS
Ministry of Management Services
Province of British Columbia
Tel (250) 387-0334; Fax (250) 387-0380
Visit BC STATS on the Web at <http://www.bcstats.gov.bc.ca/> <
<http://www.bcstats.gov.bc.ca/>>

From: Munroe, Warren LCS:EX
Sent: September 16, 2005 10:10 AM
To: McRae, Don LCS:EX
Subject: estatsBC

Hello Don,

As you know, we received the revised estatsBC program from the contractors last spring.

Several important improvements have been made.

I would like to show you the results when it is convenient for you.

Warren

Warren Munroe,
MIGRATION ANALYST, BC STATS
Ministry of Management Services
Province of British Columbia
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