

William Warren Munroe
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April 9, 2010

HONOURABLE BEN STEWART
Minister of Citizens' Services
PO BOX 9068 STN PROV GOVT
VICTORIA BC V8W 9E2

HONOURABLE MURRAY COELL
Minister of Labour
PO BOX 9052 STN PROV GOVT
VICTORIA BC V8W 9E2

Honorable Ministers,

Thank you for your continued interest in my case. Please be aware, I was required to submit, to my employer, information regarding my ancestry, where I admitted to having European and Aboriginal ancestry.

Following my admission, the person who was appointed manager, David O'Neil, made statements with racial slurs and racial profiling. For example, he said that anyone who claims mixed European and Aboriginal ancestry just saw "Dances with Wolves" or is "looking for a hand out".

Mr. O'Neil also said that he had worked with an Aboriginal once, and that he (the Aboriginal) had a bad attitude and that he (the Aboriginal) was encouraged to leave.

I had originally asked that my co-workers not yell at me. For example, the person who was appointed Director of BC Stats, Don McRae, yelled "YOU IDIOT" at me loud enough for people down the hall to hear. Other derogatory yelling from my co-workers included being called STUPID, GET OUT OF HERE, YOU SHOULDN'T BE DOING THIS KIND OF WORK ANYWAY, etc. while a co-worker (who claimed that I made her fear for her safety, after I asked for mediation), looked on and snickered. Also, I was accused of making errors that I did not make.

Discrimination also included significant changes from my job description where I was removed from all responsibilities and given menial tasks, and removed from the contact list.

After I requested mediation to address the yelling directed towards me I was told to file a grievance. I filed a human rights grievance specifically addressing the accusation made by Mr. O'Neil that my requests for mediation (as prescribed by the Master Agreement) were said to be an example of a disorder he called "passive aggressive" and that this disorder made my co-workers fear for their safety.

Proceedings under the Human Rights sections were denied unless I could prove that I had a mental problem (Don McRae and Carol Gore). The resolution offered by Don McRae, was that there would be no resolution. Shortly after submitting my grievance to the Deputy Minister (as prescribed by the Master Agreement), I was dismissed. As you know, I was ordered to return to work a week later and accept the current working conditions.

The BCGEU was also aware of my ancestry and refused to address this issue throughout the proceedings, preferring instead to insinuate that I have behavioral problems for having raised concerns about the work environment and the non-statistical and substandard methods and models used to estimate and forecast official BC population.

Also, please be aware, the person (Mr. Ready) who the BCGEU and the BCPSA agreed upon to hear my case made a very important ruling that is contrary to the Labour and Human Rights Codes, in that my grievance of discrimination on grounds covered by the Human Rights, submitted within time limits, was considered a deviation from the Master Agreement; therefore, Mr. Ready denied me arbitration in contravention of the Human Rights Code.

As you know, the Labour Relations Board has also denied me arbitration, which is also in contravention of the Human Rights Code.

Please be aware of the BC Labour Code, Section 144 - Powers of minister: For the purpose of obtaining information to which the minister is entitled under this Code, the minister or a person designated by the minister has the powers, privileges and protection of a commission under sections 22 (1), 23 (a), (b) and (d) and 32 of the Public Inquiry Act.

Also, please be aware of the BC Human Rights Code, Section 4 “the Human Rights Code prevails over other enactments, if there is a conflict between Codes”, and Section 13. (1) “A person must not (a) refuse to employ or refuse to continue to employ a person, or (b) discriminate against a person regarding employment or any term or condition of employment in particular because of the race, ancestry, place of origin, political belief, sex, sexual or age of that person”, and Section 14 “A trade union, employers' organization or occupational association must not (c) discriminate against any person or member because of the race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation or age of that person or member”

Your attention to this matter is appreciated,

A handwritten signature in blue ink that reads "W. Munroe". The signature is written in a cursive, slightly slanted style.

William Warren Munroe