

William Warren Munroe
763 Beach Road
Qualicum Beach, BC
V9K 1S2

September 30, 2009

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,

Please be aware that I continue to pursue a fair, open, public hearing before an independent arbitrator / tribunal with regard for the real substance of the matters in dispute pertaining to my wrongful dismissal from the Ministry of Labour and Citizens' Services in 2006.

I have been informed by the BC Human Rights Tribunal and the Labour Relations Board (BC) that I must first petition the BC Supreme court to allow arbitration to proceed (web address below).

Request

Before burdening the courts, I am formally requesting that my case be allowed to proceed to arbitration with regard to the real substance of the matters in dispute.

Ministers do have the authority to investigate and remedy this situation as stated in the Labour Code and the Public Service Act for BC.

Grounds for Relief

For more details on facts, and for my statement regarding diligence, accusations, racial slurs, and exhibits please first see www.wminfomatics.com/WP/petition/petition.html. Specifically, see the letter sent to the LRB and the BCHRT in June 2009 at www.wminfomatics.com/WP/petition/CoverLRB.pdf for the grounds for request and the facts, and see www.wminfomatics.com/WP/BCSCA16.pdf Section 8 for greater detail, and Section 5.8. regarding "Fear for safety accusation used to justify discrimination and harassment".

Real Substance of the matter in dispute

I contend that the real matters in dispute are: 1) the use of non-statistical and substandard methods and models in creating Official Population Statistics, 2) the use of substandard, antiquated, disorganized, incorrectly labeled and coded databases, 3) resistance to courses on work place skills, project planning, team effectiveness training etc., 4) resistance to adopting innovation as well as implementing the new government standard in databases.

Accusations used to Justify Discrimination

I maintain that the false accusations made against me of 1) having a behavioral problem, 2) thereby

making co-workers fear for their safety; and of 3) being bad at my job (made after I was refused mediation and fired) have been created to avoid mediation and arbitration to address the real matters in dispute.

These unresolved accusations have been used to justify the intimidation and antagonism and discriminatory behavior directed towards me during and after my employment with BC Stats of the Ministry of Labour and Citizens' Services.

The unresolved accusations have rendered me unemployable.

Background

Please be aware, I was hired after earning a Master of Arts degree in Geography specializing in migration and statistics as a Population Analyst to be the provincial expert on migration, by BC Stats of the Ministry of Management Services, later changed to the Ministry of Labour and Citizens' Services.

Contributions

I had an excellent work record, making many improvements to the methods and models used to estimate, and forecast population change.

I also initiated and championed the successful development of the e-statsBC project (approximately 250 to 350 times faster than conventional methods), with the goal to organize and make available all of BC Stats data, thus reducing error and saving tax payer's dollars.

I also developed a fourth population forecast scenario (after high, low, and medium scenarios), employing cyclicality (boom and busts are important to migration) which showed (in 2004) that the next down turn in the economy would like occur in 2008-09.

Hostilities towards me increased when the projects I completed were successful including e-statsBC, Regional Index Online, Population Estimates Model, the Monthly Interprovincial Migration Estimates Model, the Liquids database for current events etc.

Please be aware that these projects successfully reduced error, time, and cost to tax payers. My EPDP showed that I met and exceeded expectations. However, despite my successful contributions, or perhaps because of them, I was eventually described as being confrontational.

I would gladly show the Ministers e-statsBC, the Regional Index Online, and the Liquids database.

Errors found

Also, please be aware that by being diligent and doing my job, I found out that the population numbers were purposefully being changed without informing analysts or clients.

Indeed, wrong numbers were given to BC Hydro, the Ministries of Education, and Health, as well as parents at hearings regarding school closures, etc.

BC Stats reaction

When I brought my concerns to the Director of BC Stats, now referred to as the Executive Director, I was told by him that I needed to be aware of the military side of government. At the time, my co-workers and the manager were going for long coffee breaks. Some were also using the color printer for personal photos and conducting business while at "work".

When e-statsBC was first utilized, many errors in the old database management system became apparent and my efforts to make corrections resulted in me finding the source of discrepancies

between BC Stats and Statistics Canada numbers. Consequently, the coercion intensified, I was removed from overseeing any projects and removed from the contacts list, refused courses aimed at improving harmony, and the e-statsBC project was shut down and I was fired.

As mentioned in the hundreds of letters / emails / phone calls to the Ministry of Labour and Citizens' Services, and its affiliates (LRB, BC Human Rights Tribunal, BCGEU, BCPSA as well as Minister and Ministry officials, and law societies and lawyers etc.), while employed by the provincial government, I requested assistance in addressing the intimidation and antagonism I was subjected to (eg, YOU IDIOT, STUPID, GET OUT OF HERE, YOU STINK, GO HOME, YOU SHOULDN'T BE DOING THIS KIND OF WORK ANYWAY) while in some cases, co-workers looked on and snickered (one of whom had coughed on my food, justifying this by saying that she did not like that kind of food anyway....she later accused me of making her fear for her safety???)

Please be aware that my contributions to the success of projects like e-statsBC (later winning an innovation award in another Ministry), the Regional Index online, the Liquid database, were met with increased antagonism including yelling. Indeed, on one occasion I was told that "there are always problems and that I should get over it", and that the manager adamantly shook his head signaling NO to my statement that creative solutions are to be encouraged. Please be aware that the new manager was a long time employee who was a shop steward and had worked with the BCGEU on Article 29 of the Master Agreement regarding limiting the impact of innovation.

For examples of abuse in the work place please refer to the human behavior experiments: the Stanford University Experiment; and the Milgram Experiment. Please be aware that I informed the Minister of the Labour and Citizens' Services of how the BC Stats creates work environments similar to these experiments shortly after being denied a timely and fair hearing.

Instead of being recognized in a positive way I was considered to be a threat to the long time employees of BC Stats. My requests for assistance to address the yelling led to a serious accusation against me.

Questions

Behavioral issues procedures

- 1) Do the ministers consider an accusation of having a behavioral disorder that makes co-workers fear for their safety to be a serious matter?
- 2) Do the ministers consider the resolution, that there be no resolution to address the accusations, to be acceptable?
- 3) Could you please tell me and the people of British Columbia whether an employee is required to prove that he has a mental/behavioral disorder to be allowed to proceed with a grievance of discrimination and harassment under Article 1.9 of the Master Agreement (13th)?
- 4) Could you please tell me and the people of British Columbia how an accusation of having a mental/behavioral disorder that makes co-workers fear for their safety is to be addressed.
- 5) Regarding legislation relevant to employment with the BC public service, is it acceptable that when an employee asks for mediation, including team effectiveness training and work place skills, and project planning courses, as directed by Human Resources, that management then accuses that employee of having a mental/behavioral disorder making a female co-worker fear for her safety and refuse said courses?

Canadian law states that accusations are to be stated clearly and made in a timely manner and the

accused is to be tried within a reasonable time, and not be subject to cruel and unusual punishment.

I contend that the creation of the negative work environment and the accusations against me, and the mishandling of my requests for mediation and arbitration are a form of cruel and unusual punishment, and a violation of the laws governing labour and the public service in BC and in Canada.

6) Does an employee who is accused of an offence that justifies discrimination have the right to be informed without unreasonable delay of the specific offence; to be tried within a reasonable time; and to be considered innocent until proven guilty?

Behavior problem?

Please be aware that I was accused of having a behavioral problem without ever being informed of the specific offence.

7) Is providing creative, results oriented, innovative solutions a behavioral problem?

8) Is reducing time to do projects by 250 to 350 times, reducing error, and reducing cost a behavioral problem?

9) Is referring to the goals and the mission statements of the Ministry and Government a behavioral problem?

10) Is asking for work place skills courses, team effectiveness training, and labour relations and project planning courses to address discrimination coercion, intimidation, antagonism, a behavioral problem?

11) Is refusing to change population numbers to cover up easily fixable errors in models a behavioral problem?

12) What was the specific offense used to justified the discrimination?

Safety Meeting

13) Is refusing to attend the resumption of meetings which were said to be the cause of the accusation of making a co-worker fear for her safety, until mediation were agreed upon, grounds for dismissal for insubordination?

14) Does the employee who is accused of having a mental/behavioral disorder that makes co-workers fear for their safety have the right to refuse to work with the co-workers who is said to have made the accusation until there is a resolution?

15) Does an employee have a right to not engage in an unsafe activity until there is a resolution especially if it is their behavior that is considered unsafe?

16) Is firing an employee who refuses to engage in an unsafe activity until there is a resolution, especially if it is their behavior that is considered unsafe considered acceptable?

Courses / Mediation / Arbitration

17) Is it acceptable to deny an employee of mediation and eventually arbitration (after he was fired...told to turn in his security pass and vacate the building) to address the real substance of the matters in dispute including accusations against said employee, of having an disorder that makes female co-workers fear for their safety?

Such accusations, with no resolution, can reasonably be seen to be used as a form of coercion to single out and wrongfully dismiss an employee.

Human Rights

Indeed, as I pointed out within time limits, that the motivation for the discriminatory behavior by the Ministry of Labour and Citizens' Services and the BCGEU can reasonably be found to be a Human Rights violation. please see my submission to the BCHRT at ../WP/HRCComplainant1.pdf

18) Does a person with mixed ancestry (European / Aboriginal) from rural Canada have the right to fair representation to face accusations used to justify a dismissal.

19) Is discriminatory behavior towards an employee considered acceptable if management and the union determine that the said employee has a behavioral disorder, referred to as passive aggressive?

Please be aware that management specifically determined that I have a behavioral disorder.

Please be aware the manager of BC Stats Population Section also referred to people who acknowledged their mixed European / Aboriginal (as I did in a government survey – witnesses available) as “looking for a hand out” and “having just seen Dances with Wolves” and that “the problem with Aboriginals is their enjoyment of cheap wine”.

Please be aware that an emphasis on behavior along with refusing courses is an indication of a racist mentality where I was considered incapable of learning.

The emphasis on behavior highlights the thinking that certain races inherently behave in predetermined ways and therefore training courses / lessons would be a waste of time and money.

Please be aware that it is possible that racism played a roll in the discrimination towards me. Indeed, there may be an interaction effect between the variables of 1) providing creative, results oriented, innovative solutions and of 2) ancestry and place of origin, which made management and the union determine that an employee who asks for help is to be considered confrontational and insubordinate.

Please be aware that it is possible that the creation of the intimidating and antagonistic work environment (see Stanford University Experiment) along with the serious accusations and lack of resolution likely stem from an effort to discriminate against people who provide creative solutions and stand up to be counted as having mixed ancestry.

Investigation

20) Also, what has been done to address the use of non-statistical and substandard methods and models by BC Stats Population Section, as well as the use of perks and intimidation to coerce analysts into changing and disseminating corrupted information since February 2006 when I was fired, and since April 2008 when I informed the Minister of Labour and Citizens' Services of these issues?

21) Will you please allow an independent statistical team, to be agreed upon, to investigate BC Stats Population Section?

Arbitration procedures?

22) Is writing to the Deputy Minister within the 30 day timeline, to dispute a wrongful dismissal, pointing to the possibility of discrimination on the grounds covered by the Human rights code, to be considered using another channel, thereby justifying the denial of a fair hearing into the real

substance of the matters in dispute?

Fair hearing

23) Will you allow a fair and open public hearing into the real substance of the matters in dispute, before an independent and neutral board, to proceed?

Comment / Summary

You know what is so sad about this harmful, antagonistic, negative approach imposed by the Ministry of Labour and Citizens' Services management, is that none of this needed to happen. I spoke to the co-worker who was said to have accused me of making her fear for her safety. At the end she was calm and relaxed and said thank you; however, management continuously exasperated the situation.

I contend that this management technique of hiding behind other employees (using them as human shields) was utilized in an attempt to cover-up the fixable mistakes in the methods and models used by BC Stats. Indeed, disorganized databases appear to have been purposefully imposed on the methods in an effort to hide how numbers were being changed outside of the models.

Compromises to the statistical methods were imposed which made the official population numbers less reliable than they could have been. For example, BC Stats knew that the margin of error given to BC Hydro could not be true. Yet I was told to tell BC Hydro that the population projection made twenty years ago for Vancouver Island, when compared to today's population estimate, was out by 12 people (or ~.015%). The BC Hydro representative said something to the effect of ".....(pause).....oh, come on!!!" Btw, Statistics Canada provides a margin of error....always. For BC the margin of error for census is estimated to be some where around 4% plus or minus.

Not only were unreliable numbers being given to BC Hydro during it's efforts to prepare for electrical generation needs, unreliable numbers were also given to many Ministries and to the provinces municipalities and the Union of Municipalities.

Do not believe me? May I kindly suggest that you check it out yourselves, and please let us know your findings. Perhaps, a good place to start is to ask for the method testing paper which should have been done prior to the incorporation of the variable - changes in telephone land line hook ups - to be used along side changes in electrical hook ups to estimate population change. If you see that there might be a problem using these indicators then join the club. Also ask about the practice of kicking out outliers, about joining and splitting data sets, taking people out of high growth areas to coverup modelling errors. Also ask why wrong column headings are not fixed, and why tables routinely have municipalities missing and others repeated.

This atmosphere of compromised quality (fudging) allows BC Stats to make up numbers in an effort to "look good", for example the margin of error told to BC Hydro. Looking good was something that the Director referred to often. For reducing error, doing my job, I was discredited.

Thank you for your consideration of this "important case" (Canadian Bar Association).

Sincerely,

William Warren Munroe