

-----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

-----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 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 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 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 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?

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