

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

May 1, 2006

Cheryl Jones
BCGEU

Re: Wrongful Dismissal

Hello Cheryl,

Thank you for your continued interest in working towards creating a positive work environment. I have not been able to reciprocate with you in our shared goal of late as I have had to move my family because I was suspended without pay.

I had been led to believe that mediation would be made available in early February. In early February assistance for addressing the negative work environment was refused by management.

I was told to attend a meeting with people who had a history of antagonism towards me including yelling. Previously, these meetings had led to letters aimed at discrediting me to be sent to the Director and the BCGEU (October 2005). I have been asking for help (since July 2005) in addressing the negative work environment created for me which seems to have begun since starting at BCStats.

I refused to attend the resumption of these meetings (Feb. 15, 2006) until assistance was made available and was told to leave the building and I was suspended without pay. I was told to return to work and that no effort would be made by the management to address my concerns regarding the antagonism directed towards me. If I again refused to attend a meeting with people who had a history of antagonism towards me, including yelling, I would be suspended without pay again.

When I received notice that I was suspended without pay, I asked the shop steward how long it would take to overturn the suspension without pay verdict. I was told that it could take 9 to 12 months. I also asked if there was any assistance available. I was told that no assistance was available and that I would also not be eligible for employment assistance if I quit (even though I was the subject of intimidation and antagonism). A reduction in income for potentially 9 to 12 months meant that I would have to reduce my over head and find another job as quickly as possible. In early March 2006, I was told that the union was on my side and that if I quit now, nothing negative about me would be put on my record. I find this unacceptable.

Being suspended without pay and the threat of continued suspensions resulted in me having to take my children out of school and after school care (which cost), breaking a

lease (which also cost), packing, cleaning, unpacking, building desks, putting in shelving, getting my children into another school, etc., while maintaining a good attitude for the children .

Now that we are unpacked and settled into a healthy routine, (I am at home taking care of the children and chores while looking for work) without the threat of continued suspensions without pay, and the children are still able to do well, I am able to address my wrongful dismissal or more accurately my firing and the alleged 'just' cause. In fact, I would like the records to show that I dispute the dismissal and the 'just' cause allegation.

On April 28, 2006 I was finally able to pick up a letter from the deputy minister formally firing me. I use the term firing rather than dismissal because of its historical meaning which still has relevance. The term 'firing' comes from the fact that in order to eliminate someone, their home would be set on fire and burnt down. In modern times, this technique need not be used as all an employer need do is suspend someone without pay, thereby causing them to not be able to make payments and therefore they would have to move nonetheless. This is what happened to me and my family as we had to move because of management's continued use of intimidation and antagonism by suspending me without pay.

I find it odd that the deputy minister should refer to the article 32:15 action as having relevance to the my refusal to attend antagonistic meetings and the subsequent suspension without pay and being ordered to return to work. I was told both by Don McRae, the director of BC Stats, and yourself that the 32:15 action was clearly separate from assistance in addressing the obvious problems in the section through team effectiveness training. However, when the time came in early February to start the team effectiveness training program, assistance was refused. I was told that this was because of the 32:15 action. Why was I not told that if I wrote to the deputy minister of the antagonism directed towards me by the manager that assistance would be delayed and possibly refused if the deputy found that the 32:15 had been adequately addressed by the director in December 2005.

Nonetheless, the 32:15 ruling has been used to justify no assistance being made available to address the obvious problems in the section, the suspensions, and the recall to work. Again, although I had been led to believe help would be provided in early February, it was refused. I therefore refused to attend the afore mentioned meeting until assistance was made available and was suspended without pay. Oh yes, regarding my saying 'do what you must do' I referred to the need to work towards creating a positive work environment not fire the guy how is being bullied.

Also, the deputy minister might think that it is alright for people to yell at me and for me to be cut short when trying to speak to the issues which gave rise to the yelling, and subject to increased antagonism when asking for assistance but I do not think it is alright.

It appears to me that there needs to be a policy written to handle personal harassment issues as the current procedures do not effectively address these issues; neither article 1.9 nor 32:15 are adequate in addressing bullying. It would be wrong to not address bullying

in the work place otherwise it might be used again to get rid of people that others simply do not like (for what ever reason, including being too active and involved).

In this case, as soon as the manager went to human resources about my standing up to being told what to do by someone who had a history of yelling at me and bossing me around (March 2005), every effort should have been made to get our section to benefit from the project planning and management courses as well as the team effectiveness training courses. When I went to HR about the need to address the problems because they persisted (August, 2005), an increased effort should have been made to address the problems.

Also, most certainly, the 'informal' reprimand made wrongly by the manager (who at the time said he did not have the time to be formal) when he went to HR (March 2005), should not have been used to support the submission of letters aimed at discrediting me (Oct. 2005) by the people who had been yelling at me for no good reason. This only led to exponentially increase the negative work environment, rather than work towards creating a positive work environment. The writing was on the wall. I could tell that the goal was to get rid of me rather than benefit from project planning courses etc.

I would like to receive an apology from management and have the records show that I was wrongfully dismissed. Also, I would like to be compensated for having moved my family from Ottawa (January 2002), as I did not expect to be taking a position with an employer who supports and maintains a negative, intimidating, antagonistic work environment. Is there a standard amount issued for moving by distance?

Just a couple of points, when I told the director (Feb. 13, 2006) that I could not attend the meeting previously mentioned, I told of how it seemed that I was being treated unfairly. I relayed how I have been told by others (females) that if it were a female being yelled at and bullied by males something would have been done a long time ago, but because I am a male being yelled at by females in the section nothing was done. Also, I told the director that I did not write all incidences of harassment in the letter to the deputy minister as the letter followed the article 32:15 format. I told (just like a child in kindergarten) of the fact that when Frank Ip was yelling at me to go home and that I should not be doing this kind of work anyway (what planning trips during work hours?) Jennifer's jaw dropped in shock which turned into snickering as she covered her mouth and walked away when Frank called my request stupid. It goes on and is very childish. It is rather disgusting to have to recall such incidents but I maintain that working towards creating a positive work environment is valid.

Sincerely,

Warren Munroe