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Margaret MacDiarmid
Ministry of Labour, Citizens' Services and Open Government
PO BOX 9594 STN PROV GOVT
VICTORIA BC V8W 9K4 (sent via email)

Honorable Minister,

On this day, six years ago, February 15, 2006, the recently appointed manager of BC Stats Population Section, Dave O'Neil, ordered me, BC Stats' Population Analyst, to close my office window, leave my computer on, gather my belongings, turn in my security pass, and leave the building.

My grievance, January 30, 2006, had yet to be ruled upon when this dismissal took place. In the grievance, I had:

- 1) described the dysfunction in the Population Section including the use of non-statistical and substandard methods to create population numbers used to justify opening and closing public facilities including schools, (e.g. using the change in number of telephone, along with electrical, landline hookups as an indicator of population change) and*
- 2) requested mediation to address the accusation by Mr. O'Neil (made after I requested assistance in addressing yelling directed towards me) that I made co-workers feel unsafe.*

My requests for mediation and/or a transfer were denied. A week after being dismissed, I received a letter ordering me back to work and requiring me to take counseling designed for employees who:

- 1) have documented work performance problems,*
- 2) management "believes" are having problems at home.*

I had an excellent work record including reducing many of the errors in many models and no documented work performance problems.

For insisting on mediation, the Deputy Minister, Gordon Macatee, determined that I was insubordinate and therefore decided to subject me to a "dismissal for just cause".

Please understand that **if my requests**, made within 30 days:

- 1) to remove "for just cause" from the dismissal*
- 2) for the Ministry of Labour and Citizens' Service to acknowledge the role of management in the creation of the work place environment, and*
- 3) to receive an apology*

...**were agreed upon**, I would not have wasted the last six years asking for arbitration. These requests were refused. Please agree to these requests or allow arbitration to proceed.

Yours truly,



William Warren Munroe

Cc, British Columbia's Members of the Legislative Assembly