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Honourable Margaret MacDiarmid, Minister  
Ministry of Labour, Citizens' Services and Open Government  
PO BOX 9594 STN PROV GOVT  
VICTORIA BC V8W 9K4

Regarding: Accusations of Inability to Control Behaviour, Making Co-workers Feel Unsafe, Are Used by Ministry of Labour, Citizens' Services and Open Government to Stop Grievance Proceedings.

Dear Minister,

Please remove the block to arbitration thereby allowing the “disclosure” of the real matters in dispute to proceed.

As you are aware, the Ministry of Labour and Citizens’ Services and Open Government stopped a grievance proceeding by accusing the griever, the Ministry’s Population Analyst, of not being able to control his behaviour (proceeding with a grievance wherein there would be a disclosure of the real methods used by BC Stats to create population numbers) thus making co-workers feel **unsafe**<sup>1</sup>.

Following the grievance procedure cannot be considered justification for co-workers of the griever to complain that they feel unsafe and subsequently such accusations (feeling unsafe while a grievance procedure is underway) cannot be used to justify stopping the grievance procedures.

I contend that the accusation, made by the Ministry, against the Minister’s Population Analyst of making two female co-workers feel unsafe, and the resolution there be “**No Resolution**”, and considering the **case “Closed**”, and the “**Dismissal**” of the Population Analyst while the grievance was before the Deputy Minister, along with other forms of discrimination<sup>2</sup> were efforts to coerce, threaten, intimidate, and refuse to continue to employ the Population Analyst because he would, and eventually did, file a complaint and was about to make a disclosure in proceedings protected by the Labour Code, Section 5 (1)<sup>3</sup>.

Following proper procedures as set out by the Labour Code would have resulted in the “disclosure” of the problems within the Ministry’s Official Statistical Agency, BC Stats that arise from the use of non-statistical, and substandard methods by BC Stats<sup>4</sup>.

Honourable Minister, I have 3 daughters and 5 grand daughters. Like many people in BC, I am very concerned about Human Rights violations against females and against anyone. Every effort should be made, as early as possible, to ensure that other hard working dedicated Public Servants who provide creative, results oriented solutions, are not subjected to cruel treatment by the Ministry of Labour, Citizens' Services and Open Government.

As you can appreciate, I would like to reassure potential employers that I did not make two female co-workers feel unsafe, but rather, the unsafe feelings were caused by the disclosure of

the real methods used to create numbers by BC Stats. Indeed, it is the Ministry that is in violation of relevant Acts and Codes and must correct deficiencies as soon as possible.

Allowing the hearing into the real methods used by BC Stats would be a proper, legal, reasonable, justifiable step toward the goal of the public service,

*"to share a desire to improve the quality of the Public Service of British Columbia"*

Please remove the block to arbitration, imposed by the Ministry of Labour and Citizens' Services, and allow a fair hearing into the real matters in dispute, namely the real methods used by BC Stats, to proceed.

As mentioned, the Minister does have the right and responsibility to evaluate "...the manner in which the legislation (Labour Code) is functioning and to identify problems that may have arisen under its provisions" and to "make recommendations on any specific matter" (BC Labour Code, Section 3 (1), (a) and (c)) including allowing arbitration to proceed.

Sincerely,



William Warren Munroe

cc, British Columbia's Members of the Legislative Assembly, BC Stats, and other interested parties

### **Endnotes**

1. The accusation was first revealed on October 13, 2005 and later reaffirmed during the Preliminary hearing on June 22, 2007 (one year and four months after dismissal). See <http://www.wminfomatics.com/WP/petition/CoverLRB.pdf>
2. See <http://www.wminfomatics.com/WP/petition/CoverLRB.pdf>, p. 3. For other examples read <http://www.wminfomatics.com/WP/Facts6aMLCS1j.pdf> and <http://www.wminfomatics.com/WP/petition/BCGEUAdvocacy5b.pdf> and <http://www.wminfomatics.com/WP/Home.html>
3. The Labour Code Section 156 states ...  
*"A proceeding under this Code or a collective agreement must not be considered invalid because of a defect in form, a technical irregularity or an error of procedure that does not result in a denial of natural justice, and the board, arbitration board, industrial inquiry commission, special officer, court or other tribunal may relieve against those defects, irregularities or errors of procedure on just and reasonable terms".*  
See <http://www.wminfomatics.com/WP/petition/LRBSec99All1.pdf>
4. <http://www.wminfomatics.com/WP/Home.html>