

William Warren Munroe  
763 Beach Road  
Qualicum Beach, BC  
V9K 1S2  
May 7 2012

Vincent L. Ready  
Labour Arbitration & Mediation Services Ltd.  
Suite 203, 1275 West 6th Avenue, Vancouver  
British Columbia V6H 1A6

Letter sent via email.

Regarding: Dismissal, during grievance proceedings, from Ministry of Labour and Citizens' Services, 32160 BCPSA BCGEU \_Warren Munroe

Dear Mr. Ready,

Please recall, you agreed with the Ministry of Labour and Citizens' Services to not allow mediation, nor to allow arbitration, regarding the real matters in dispute relevant to the dismissal of Warren Munroe, the Population Analyst for BC Stats of the Ministry of Labour and Citizens' Services, (the Ministry), October 2007.

You agreed with the Ministry, the Population Analyst had gone down the wrong channel by informing the Deputy Minister along with the BCGEU

“that he did not agree with the claim of just cause regarding his dismissal.” (summary of letter to Deputy Minister by Charbonneau, Michelle, Exhibit 40a)

within 30 days of receiving the dismissal letter (April 28, 2006) directly from the Deputy Minister. I continue to request arbitration be allowed to proceed.

**Please confirm you were not aware,** the Population Analyst provided many solutions reducing error, time, and cost including reducing the population estimation error from over 6% to less than 2%, initiating, championing the successful estatsBC team project. (links, Appendices below)

**Please confirm you were not aware,** the Population Analyst’s creative results oriented solutions were met with negative statements and gestures, such statements as

*“there are always problems, get over it”*

**Please confirm you were not aware,** eventually, the Population Analyst was not invited to section meetings, was removed from all responsibility, was taken off the contacts list, subjected to aggressive yelling, and racial profiling.

**Please confirm you were not aware,** the Population Analyst sought assistance to promote harmony in the work place.

**Please confirm you were not aware,** the Population Analyst was told that Work Place Skills courses would “only make things worse” (new Population Section Manager, long time Employee and shop steward who represented the BCGEU in discussions about saving jobs in the face of innovation) .

**Please confirm you were not aware,** the Population Analyst was removed from two courses designed to explain the proper channels to take to promote harmony in the work place.

**Please confirm you were not aware**, after requesting mediation, the Population Analyst was accused of having a condition that made him unable to control his behaviour. The specific behaviour was never stated.

**Please confirm you were not aware**, the Population Analyst was required to file a grievance to have mediation.

**Please confirm you were not aware**, the Population Analyst made it clear that the accusation was a form of discrimination on grounds covered by the Human Rights Code.

**Please confirm you were not aware**, the Ministry and the BCPSA would not allow a human rights grievance to proceed, requiring that the Population Analyst would have to prove he had a mental problem making him unable to control his behavior.

**Please confirm you were not aware**, the Population Analyst forwarded a human rights grievance to the Executive Director of BC Stats, December 5, 2005, (Exhibit 16), referring to the accusation by the Ministry that the Population Analyst had a mental problem whereby he is said to not be able to control his behaviour, thus making co-workers, revised (at the June 22, 2007 preliminary hearing you attended) to two female co-workers, feel unsafe.

**Please confirm you were not aware**, the Executive Director ruled the resolution would be that there is “No Resolution” and that the case was considered “Closed” (December 12, 2005).

**Please confirm you were not aware**, the Population Analyst forwarded the grievance to the Deputy Minister on January 30, 2006.

**Please confirm you were not aware**, after forwarding the grievance to the Deputy Minister, and shortly after the new manager returned from vacation, the Population Analyst was ordered to gather his belongings, turn in his security pass, and leave his office and the BC Stats building (February 15, 2006).

**Please confirm you were not aware**, a week later, the Population Analyst was ordered to return to work, refused mediation, but rather registered in counseling restricted for employees with documented work performance problems believed by management to be a result of problems at home.

Also, please provide the package provided to you by the Minister contract lawyer, as well as all other recordings pertaining to the Population Analyst, Warren Munroe, and to this case.

Sincerely,



William Warren Munroe  
Population Analyst  
Public Consultation Advocacy

cc. Ministry of Labour and Citizens' Services Minister, Vince Ready, MLA R. Cantelon, and other interested people

For more information see [www.wminfomatics.com/WP/home.html](http://www.wminfomatics.com/WP/home.html) and for Exhibits see [www.wminfomatics.com/WP/Petition/petition.html](http://www.wminfomatics.com/WP/Petition/petition.html)

## Appendix A. www.wminfomatics/WP/Petion/Exhibit 16, p. 2

-----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

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 can 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.**

## Appendix B. www.wminfomatics/WP/Petion/Exhibit 16 p. 3

-----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.

## Appendix C. www.wminfomatics/WP/Petion/Exhibit 16a

-----Original Message-----

From: Charbnneau, Michelle M PSA:EX  
Sent: December 5, 2005 3:57 PM  
To: Gore, Carol PSA:EX  
Subject: RE: Personal harassment

BTW - I spoke with David Nixon reconfirming our brief discussion.

Question: If filing a complaint under Article 1.9 i.e. Article 1.7 Human Rights, do you have to have a mental disability?

He confirmed that you do...

Similar case pattern: if you file a Human Rights complaint attesting discrimination because of illness, you have to be ill.

## Appendix D. www.wminfomatics/WP/Petion/Exhibit 16b

From Carol Gores notes received through FOI (October 2009), Ms. Gore wrote ...

ER Investigation Meeting  
December 6, 2005  
9:30 AM  
BC Stats Board Room

Don: is there medical basis to disability?  
Warren said no  
Ms. Carol Gore goes on to state  
so will proceed with 32.15 complaint

## Appendix E. www.wminfomatics/WP/Petion/Exhibit 40a

From: Charbonneau, Michelle M PSA:EX  
Sent: Tuesday, May 23, 2006 11:02 AM  
To: Davies, Nancy PSA:EX  
Subject: Munroe

Nancy

just dropped off a copy of the letter that Warren Munroe wrote to G. Macatee on May 10/06.

In the letter he states that he had informed the BCGEU that he did not agree with the claim of just cause regarding his dismissal.

two questions:

1) the Deputy's office is asking for advice in how to respond to this letter and normally I would be cautioning them that as he was pursuing a grievance process -not to get involved.

2) Has your office recd a grievance from the GEU? We haven't heard of anything from the ministry end of it. If it has been filed at arb, **would we state that he has gone outside of the grievance process and therefore it's been abandoned?**

can we talk at your earliest convenience?

Michelle Charbonneau  
Labour Relations Specialist  
Labour Relations Branch