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May 14, 2012

Minister of Justice and Attorney General
Honourable Shirley Bond
PO BOX 9044 Stn Prov Govt
Victoria BC V8W 9E2

Regarding: 32160 BCPSA BCGEU _Warren Munroe, BC Human Rights Tribunal Case Number 4376.

Dear Minister,

Could you please ensure BC Government Employees are not denied mediation and or arbitration because of their ancestry¹ or any other grounds covered by the BC Human Rights Code or the Canadian Charter of Rights and Freedoms.

Please recall, the Population Analyst (griever) for the Ministry of Labour and Citizens' Services (the Ministry) had insisted upon a human rights proceeding after being accused of not being able to control his behaviour (after he began to make a disclosure of the real methods used by BC Stats to create population numbers) making co-workers feel unsafe; thereby justifying the discrimination against the griever including dismissal and denial of arbitration.²

The griever was ordered to follow another channel when he could not provide proof of a mental disability³. Also, the griever was taken out of courses⁴ designed to familiarize Government Employees with the proper channels set out in the Master Agreement.

Please be aware, the arbitrator agreed with the Ministry, that the griever had gone down the wrong channel and that ...

*“THIS IS NOT A HUMAN RIGHTS CASE”. (Ministry contract lawyer)*⁵

Please ensure arbitrators do not block proceedings to address dismissal grievances where the griever describes human rights violations.⁶

As you are aware, the Canadian Charter of Rights and Freedoms states

Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability. Section 15. (1)

and the BC Human Rights Code states

“A person must not (a) refuse to employ or refuse to continue to employ a person, or (b) discriminate against a person regarding employment or any term or condition of employment in particular because of the race, ancestry, place of origin, political belief, sex, sexual or age of that person”. Section 13. (1)

...and ...

“A trade union, employers' organization or occupational association must not (c) discriminate against any person or member because of the race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation or age of that person or member” Section 14

And as you are aware,

*“the Human Rights Code prevails over other enactments, if there is a conflict between Codes”
Section 4*

Please understand that the griever had filled out an internal government survey revealing mixed European / First Nations ancestry, not because he had ...

“just seen Dances with Wolves” nor because he was “looking for a hand out”(bc stats, population section manager, Dave O’Neil)

but rather because he, the griever, thought that he was working for a just employer that would adhere to the BC Human Rights Code as well as the BC Public Service Act wherein one of the purposes of the act is to:

“recruit and develop a well qualified and efficient public service that is representative of the diversity of the people of British Columbia” Section 2(b)

Minister, are people with mixed (European and First Nations) ancestry allowed the right to the equal protection and equal benefit of the law without discrimination, and are they not representative of the diversity of the people of British Columbia?

Please allow a fair hearing / arbitration to proceed thereby allowing the griever to face accusers, as well as allowing disclosure of the real methods used by BC Stats to create numbers, and allow a neutral board / person to decide whether “just cause” was applicable.

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. Links can be found via www.wminfomatics.com/WP/home.html

¹ The BC Human Rights Tribunal ruled out all grounds except ancestry. The griever had filled out an internal government survey revealing mixed European / First Nations ancestry. Nonetheless, age was also a factor as the BCGEU asked my age saying that they would not be interested in helping if I was close to retirement. Also, place of origin was also a factor, rural Canadian.

² See www.wminfomatics.com/WP/Petition/petition.html Exhibit 16 a) and b)

³ Exhibit 16 at www.wminfomatics.com/WP/Petition/Exhibit16.pdf. Also see WP\Petition\CoverLRB.pdf and WP\Facts6aMLCS1j.pdf for a summary of the violations of the BCPSAct

⁴ See /WP/Petition/petition.html Exhibit 8 removed from BCPSA course) and Exhibit 15 (BCGEU course)

⁵ June 22, 2007, over one year after the dismissal, February 15, 2006, of the Population Analyst who had begun to disclose some of the real methods (not published) used by BC Stats to create numbers in a grievance to the Deputy Minister, January 30, 2006. M. Rusen of Heenan Blaikie made many uncorroborated accusations including “bad at job” (thanks a lot BC Stats) leading up to her closing statement. Curiously, the recordings made by the government stenographer have gone missing from the government; however, the griever has records of the Preliminary meeting (who’s bad?)

⁶ The arbiter pointed specifically at the letter sent by the griever to the Deputy Minister, wherein discrimination on grounds covered by the BC Human Rights Code was raised. The arbiter (as did the LRB) ignored the Human Rights violations and found the griever guilty of going down the wrong channel essentially for raising Human Rights issues. Raising awareness about human rights violations cannot be considered an excuse to not allow a fair hearing.. See WP\Petition\LRBSec99All1.pdf