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September 13, 2012

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

Re: Request for continuance¹; and audit of BC Stats; and removal of “just cause” and “insubordination” from record; inappropriate use of “another channel” used to stop grievance proceedings; 32160 BCPSA BCGEU _Warren Munroe, BC Human Rights Tribunal Case Number 4376, JAG File 392989

Dear Minister,

Thank you very much for forwarding my requests to the Dispute Resolution Office of the Ministry of Justice. I am sure that there is an opportunity for resolution. Please ensure that the Dispute Resolution Office allows a hearing into the real matters in dispute.

Regarding the statements by the lawyer representing the Ministry of Labour and Citizens' Services (June 2007), that I would be financially responsible for problems that my accusers might have if I continued with my requests for mediation and resolution: Please be aware, one of the female co-workers did apologize for yelling at me about a problem that I did not cause. As well, I had spoken with my other female co-worker to assure her that my requests for mediation were to find ways to make things better as I had seen how helpful facilitators can be. She agreed. Unfortunately, BC Stats exasperated issues, choosing to discredit, rather than allowing mediation, or allowing Work Place Skills courses, or other harmonious ways to address issues.

I continue to request that the block (a human rights procedure issue) to the grievance proceedings into the real matters in dispute, namely the use of non-statistical and substandard methods (commonly referred to as falsification and data manipulation) used by BC Stats to create population numbers, be removed.

Please be aware, according to the Ministry of Labour and Citizens' Services, BC Stats' methods are "unparalleled". The Minister's Assistant Deputy refers to a 2005 feasibility study prepared by Statistics Canada (STC) for Finance Canada, that states:

" ...population estimates produced by three provincial/territorial statistical agencies (Quebec, British Columbia, Northwest Territories) were all found to be of better quality when compared with those based on any of the three STC methods. " (Letter sent by Ministry of Labour and Citizens' Services, November 22, 2011, see www.wminfomatics.com/WMAalytics/Articles/120127/PopEstWhat.html)

However, Statistics Canada's Demography Division has confirmed (again) that BC Stats did not inform Statistics Canada (STC) of the real methods used to create the population estimates (June 18, 2012). Nor did BC Stats provide the correct error calculations. To be clear, BC Stats sent incorrect methods and numbers to Statistics Canada to be used in the report to Finance Canada to provide the best method to determine equalization payments .

¹ For Acts and Codes relevant to this case see www.wminfomatics.com/WP/petition/Acts1.pdf. Evidence available for those interested in the real methods used by BC Stats to create population numbers.

The real indicators used by BC Stats were not the indicators that BC Stats stated were used. BC Stats did not inform STC that the change in telephone landlines were used along with electrical landlines. Nor did BC Stats inform STC that two separate regressions were run for two sets of municipalities. Also, BC Stats sent incorrect error estimates. None of the numbers sent by BC Stats were checked for accuracy. These numbers were accepted on good faith - that they were what they were said to be.

Also, BC Stats removed many municipalities from the model stating that this was done because of boundary changes. Please be aware, I was told to rerun the estimates model many times removing outliers (municipalities that showed that the model was not reliable). These municipalities were chosen by the Director of the Population Section, Don McRae (witnesses are available).

Please be aware, I have stated many times that there were many problems with the databases in that municipalities were coded incorrectly, some missing, some included more than once. (including my Request for Review to the Labour Relations Board, October 19, 2007, see www.wminformatics.com/WP/petition/LRBSec99All1.pdf)

Thank you for forwarding my letter sent to you, dated July 20, 2012 (attached), to

"the Dispute Resolution Office, Justice Services Branch, Ministry of Justice for reply, as [the] office is responsible for responding to matters involving human rights."

Please be aware, David Merner, of the Ministry of Justice, Province of British Columbia replied August 13, 2012, (cc'ed to the Minister of Labour, Citizens' Services and Open Government), preferring not to allow a resolution...

"the ministry is unable to involve itself in any way in this matter and unable to suggest other potential sources of assistance"

... suggesting

"To do so would compromise the integrity and independence of these dispute resolution processes."

Indeed, the integrity of the real methods used to create population numbers is at issue, and the independence of BC Stats, where a small group of people can withhold information and disseminate incorrect information without review, is the problem.

Unfortunately the dispute resolution processes result in similar sentiments such that BC Stats is independent and can falsify statistics and violate employee's rights with impunity.

In effect the dispute resolution processes can protect small groups like BC Stats Population Section, who can act independent of the Charter of Rights and Freedoms, the BC Public Service Act, the BC Human Rights Code, the Labour Code, and the Master Agreements.

Indeed, the people who take up positions in BC Stats are free to compromise the integrity of the information provided to users without review and to dismiss Analysts, who provide solutions, for insubordination and just cause if they do not submit to psychological assessments designed for employees with documented work performance problems even if there are no work performance problems.

No wonder the integrity of BC Stats', the Ministry of Labour and Citizens' Services, and the BC government in general is increasingly considered to be compromised.

Nonetheless, the Public Service Act and the Labour Code allows elected representatives to review working conditions including the use of intimidation and perks to coerce Analysts to change numbers, a contravention of the Labour Code, Section 5 (1):

"A person must not (a) refuse to employ or refuse to continue to employ a person, (b) threaten dismissal of or otherwise threaten a person, (c) discriminate against or threaten to discriminate against a person with respect to employment or a term or condition of employment or membership in a trade union, (d) intimidate or coerce or impose a pecuniary or other penalty on a person, because of a belief that the person may testify in a proceeding under this Code or because the person has made or is about to make a disclosure that may be required of the person in a proceeding under this Code or because the person has made an application, filed a complaint or otherwise exercised a right conferred by or under this Code or because the person has participated or is about to participate in a proceeding under this Code".

Indeed, the Minister of Labour and Citizens' Services has the right and responsibility to be

"carrying out research on ... working conditions" (see BC Public Service Act, Section 5 (1) and (4) and (3)(n),

as well as for the

"... evaluation of the manner in which the legislation is functioning and to identify problems that may have arisen under its provisions" (BC Labour Code, Section 3 (1), (a)) including use of coercion while a grievance is proceeding, in contravention of Section 5 (1).)

Dear Minister, we share

"a desire to improve the quality of the Public Service of British Columbia".²

Therefore, there is an opportunity for a resolution. Please continue to advocate for a dispute resolution.

As you can appreciate, this matter should be addressed as soon as possible.

Sincerely,



William Warren Munroe

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

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

for Exhibits see www.wminfomatics.com/WP/petition/petition.html;

Letter to LRB, June 2009 www.wminfomatics.com/WP/petition/CoverLRB.pdf

Letters to the MLCS, September 2010 www.wminfomatics.com/WP/Facts6aMLCS1j.pdf

More evidence is available upon request.

² Master Agreement 13, Article 1.1(b) regarding Quality