

William Warren Munroe
763 Beach Road
Qualicum Beach, BC
V9K 1S2
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Michelle Stilwell, MLA
2B-1209 Island Hwy
Parksville, BC V9P 1R5
250-248-2625

Dear Michelle Stilwell,

I write to you to invite you again to visit the Population Projection Project for Canada's census areas and to ask for your assistance in adding information to my record of employment, as well as highlight a possible cure for government's "unhealthy" culture.

As mentioned previously, the Population Projection Project provides a reference to help understand where we are and where we are headed on current demographic trends.¹ Your comments and suggestions are welcome.

Also, I would like my record of employment to include this letter and supporting documents providing evidence of my former Employer's motive for ordering me to gather my belongings, turn in my security pass and leave the BC Statistics building 2 weeks after I submitted a report "Examples of Dysfunctionality in the Population Section of BC Stats" (January 30, 2006) to the Deputy Minister, Gordon Macatte (as required) pointing out some of the non-statistical and substandard methods and practices, as well as easily implementable solutions including the recommendation by BC Public Service Human Resources senior staff, Carol Gore, that all members (including myself) could benefit from the Workplace Skills courses addressing technological change in government.

After the dismissal (February 15, 2006), I was ordered, as a condition of possible continued employment, to have an assessment of what BC Statistics' senior staff believed was an inability to control my behaviour said to make my co-workers fear for their (job?) safety.

"The Employer confirmed there would be an initial assessment and five counselling sessions provided. You were also notified that failure to attend would result in a recommendation to the Deputy Minister of Labour and Citizens Services for your dismissal. You did not attend."²

My requests for mediation were ignored and instead, Gordon Macatte decided :

"Your dismissal was recommended as a result of your insubordinate behaviour, your failure to follow direction, and your failure to accept any responsibility for what you perceive as a dysfunctional workplace. You are hereby dismissed from employment with the Public Service, effective immediately"³ (April 11, 2006)

In 2010, a report recommending the permanent closure of a high school (just 7 years after opening a \$10mil expansion) pointed readers to BC Statistics' 1998 methods paper. Knowing the methods had changed many times between 1998 and 2006 when I was wrongfully dismissed, I

¹ www.wminfomatics.com/PopulationProjections/CND2a.html

² Cheryl Jones, BC Government Employees Union, May 31, 2006

³ Deputy Minister, Gordon Macatte April 11, 2006, www.wminfomatics.com/WP/petition/Exhibit36.pdf

wrote to BC Statistics asking why the methods paper had not been revised. I was told a long overdue revision would be published in August 2011.

In BC Statistics' 2011 population estimation methods paper published in August 2011, readers are told of some of the changes to methods made since the previous publication in 1998, including the statement that in the year 2000 BC Stats began using the change in the number of telephone landline hookups as an indicator of population change:

"After extensive analyses it was later determined that telephone line data (Telus) was a suitable indicator and was subsequently added to the model in 2000."⁴ (August 2011)

To be clear, for over a decade, the method provided by BC Statistics' senior officials to citizens / taxpayers was not the method used to create population numbers. After bringing this fact to the attention of Minister, Dr. Margaret MacDiarmid, responsible for BC Statistics, an Assistant Deputy Minister replied (November 2011) quoting a 2005 feasibility study by Statistics Canada:

"The integrity and objectivity of the population estimation procedures and methods are guarded by BC Statistics, and the quality of the resulting estimates is unparalleled. Statistics Canada, Canada's national statistics agency, holds in high regard the methodology and estimates produced by BC Statistics: In a 2005 feasibility study prepared by Statistics Canada (STC) for Finance Canada, the agency concluded that:

"...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."⁵ (The study title was not provided)

The Minister's thinking (?) here appears to be that because Statistics Canada did an assessment and found BC Statistics' to be of better quality 6 ½ years previously the false reporting for over 10 years, used to justify public policy in BC including school closures is acceptable. Perhaps Statistics Canada should use telephone line data? I requested a copy or at least the title of the Feasibility study eventually going through Freedom of Information but was refused (June 22, 2012) claiming:

Please be advised the records you requested are withheld in their entirety pursuant to section 16

"Disclosure harmful to intergovernmental relations or negotiations."⁶

Bizarre, first incorrect methods accompanying unfounded numbers now a quote purposefully withholding the reference. Nonetheless, I had also asked Statistics Canada if they could help track down the 2005 Feasibility Study. The study "The Equalization Program and the Property Tax Base: Feasibility Study Conducted by Statistics Canada", February 28, 2005 (study conducted Sept. 23, 2004 to Feb. 28, 2005 – the time during which coercion against me began, intensifying thereafter) was received June 18, 2012, four days before being informed disclosure of this study was considered harmful. On page 63 we see why this study - the source of the quote asserting the integrity of BC Statistics was withheld:

"BC Stats produces its CSD-level population estimates using regression methods with specific symptomatic indicators (number of residential electrical connections and Old Age Security (OAS) recipients). For more details on the methodology, see Generalized Estimation System (GES), Small

⁴ GENERALIZATION ESTIMATION SYSTEM (GES) Small Area Population Estimation, Method and Error Evaluation, BC Statistics, August 2011, (GES 2011), page 8.

⁵ B. Hughes for Dr. Margaret MacDiarmid, www.wminformatics.com/WManalytics/Articles\120127\PopEstWhat.html

⁶ Cindy Elbahir, Manager, Central Agency Team, Information Access Operations, June 22, 2012

Area Population Estimation Methodology published by BC Stats in 1998 and available on their website.”⁷

To be clear, BC Statistics senior officials gave Statistics Canada falsified information for the assessment of methods. No wonder BC Statistics methods were found to be of better quality. Just like parents/guardians and concerned citizens addressing school closures, Statistics Canada had accepted BC Statistics official’s information on good faith.

I contend I was dismissed because I was in a government position (Population Analyst) where I would find out about the false reporting and that this disclosure would be harmful to the careers of senior public service officials overseeing BC Statistics.

As you can appreciate Ms. Stilwell, I would like to be able to work and pursue my career without having accusations of insubordination and causing fear in the workplace remain unresolved; therefore, I submit this letter and the documents to ensure my record of employment includes the real matters in dispute.

One last challenge/opportunity for improvement, as you know, in 2012, around the same time I received the 2005 Feasibility Study from Statistics Canada, and our community was informed by senior BC government officials that disclosure of the Feasibility Study is considered harmful, British Columbia's Premier Clark expressed some of the frustration many people in our province have experienced, describing the culture within the provincial capital, Victoria British Columbia as “sick” and “unhealthy”. A cure may not be easy to find; however, Premier Clark suggested communities - places where people live and work and express their concerns, may help provide a cure.

But how can people at the community level participate when we must use numbers created in Victoria to make local level decisions, and when we point out discrepancies, deficiencies, provide alternative information, and suggest improvements, public service senior staff can use tax payer's dollars to hire lawyers to threaten tax payers (as well as public service employees who may also point out deficiencies) with paying damages to the public service senior staff for defamation?

“Your allegations are defamatory and unfounded ... the employees are entitled to damages for the defamatory statements made about them and collectively reserve the right to seek damages from you.”⁸

This is what happened to Elvena Slump and many others across BC including myself. Elvena had sent a letter to council with a copy to the local newspaper describing problems with the performance of the Chief Financial Officer. The mayor who authorized the use of taxpayer dollars to hire a lawyer to send the threatening letter to Slump, said that

“90% of the people who receive these letters apologize, and their behaviour changes”.⁹

Having served as a Population Analyst for BC Statistics, I too was threatened by a lawyer hired by the provincial government, who said I would have to pay damages to government employees (co-workers) for stress they may endure if I pursued mediation and arbitration.¹⁰

⁷ All of Canada’s 4 statistical agencies, BC, Quebec, Northwest Territories, and Statistics Canada contributed to “The Equalization Program and the Property Tax Base: Feasibility Study Conducted by Statistics Canada”, February 28, 2005, page 63, sent to me from Statistics Canada in June 18, 2012.

⁸ Letter to 75 year old Elvena Slump from Vancouver law firm Harper Grey LLP, August 28, 2014. See the Global TV news cast at: <http://globalnews.ca/news/1542410/penticton-senior-accused-of-defaming-city-staff/>

⁹ http://www.pentictonherald.ca/news/article_a419af38-34a4-11e4-b19b-0017a43b2370.html - Penticton Mayor Litke Interview with Penticton Herald, September 2014.

¹⁰ M. Rusen of Heenan Blaikie (now collapsed), preliminary hearing, June 22, 2007 Vince Ready agreed with senior government officials to block arbitration.

Senior provincial government officials threatening employees such as myself (I'm likely not the only one), after raising concerns and offering solutions as per the job requirements is very similar to the actions on the part of Penticton's senior municipal officials threatening taxpayers like Elvena Slump who describe deficiencies and suggest solutions.

Perhaps the claim of "Disclosure harmful to intergovernmental relations or negotiations" should read:

Please be advised the records you requested are withheld in their entirety pursuant to section 16

"Disclosure beneficial to the public and Statistics Canada, as well as to wrongfully dismissed employees, but harmful to senior government officials' careers."

Premier Christy Clark's open and honest description of the level of health of the culture within the capital should be acted upon and we should be watching whether the sickness is spreading to our communities and to the rest of the nation. The level of health of a culture has been discussed by political philosophers of thousands of years. Plato pointed out

"Every form of government tends to perish by excess of its basic principle. Aristocracy ruins itself by limiting to narrowly the circle within which power is confined; oligarchy ruins itself by the incautious scramble for immediate wealth. In either case the end is revolution. When revolution comes it may seem to arise from little causes and petty whims; but though it may spring from slight occasions it is the precipitate result of grave and accumulated wrongs; when a body is weakened by neglected ills, the merest exposure may bring serious disease." Story of Philosophy, w. Durant, pg 27, 28.

There is hope yet. Christy Clark has turned the light on and offered direction (go to communities where people live and work), the Population Projection Project brings relevant municipal demographic information to community members via the internet, and Elvena Slump refuses to apologize for speaking out:

"The issue is free speech; wasted tax dollars and the ability of the taxpayer to hold the people running this city accountable for how our tax dollars are spent."¹¹

I would like my record of employment to include this letter and attached supporting documents.¹²

Yours truly,



William Warren Munroe

cc: Local newspapers, media outlets, Premier Clark

¹¹ Elvena Slump quoted in an article by JAMES MILLER, Penticton Herald, Wednesday, September 17, 2014 7:26 pm | Updated: 8:26 am, Thu Sep 18, 2014

¹² 1) Letter to the Minister of Justice, July 20, 2012; 2) Letter to Statistics Canada and Minister Ben Stewart, October 19, 2012.