

RE: BCEFA program used by Ministry of Labour and Citizens' Services to avoid mediation and arbitration to address discrimination including dismissal

From : Lyssa Parisella <lparis@brown-crawshaw.com> Tue, Feb 28, 2012 10:24 AM
Subject : RE: BCEFA program used by Ministry of Labour and Citizens' Services to avoid mediation and arbitration to address discrimination including dismissal 2 attachments
To : 'Warren Munroe' <publicconsultationadvocacy@Shaw.ca>

Mr. William Warren Munroe,
763 Beach Rd
Qualicum Beach, BC
V9K 1S2

Dear Mr. Munroe,

As per your letter dated February 14th, 2012, I have attached a description of the BCEFAP Formal Referral Guidelines as per your request that were readily made available to both the union and management representatives. Brown Crawshaw has not been involved with the BCEFAP since April 1, 2010.

Your sincerely,

Patrick Crawshaw

BROWN CRAWSHAW INC

~~employee assistance programming~~

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From: Warren Munroe [mailto:publicconsultationadvocacy@Shaw.ca]

Sent: February-15-12 1:54 PM

To: info@brown-crawshaw.com

Subject: BCEFA program used by Ministry of Labour and Citizens' Services to avoid mediation and arbitration to address discrimination including dismissal

Munroe

William Warren

763 Beach Road
Qualicum Beach, BC
V9K 1S2
February 15, 2012

BROWN CRAWSHAW INC.
1490-1090 West Georgia Street
Vancouver BC V6E 3V7

Dear Mr. Crawshaw,

I was the Population Analyst for BC Stats with the role of expert on migration from January 2002 to February 2006. I have written hundreds of letters since being dismissed on February 15, 2006 to government officials in an effort to allow arbitration to continue. It appears that an opportunity for resolution is becoming available with the changes in government officials including new management at BC Stats. I simply ask that the claim of just cause be removed from dismissal, the Minister recognize that the Ministry has a role in the work place, and an apology, as I have asked since being dismissed.

As the Population Analyst, I reduced error significantly on the population estimation models; however, my accomplishments were met with increasingly negative behaviour by the long time employees, one whom became the manager.

After being dismissed on February 15, 2006, in March 2006, I was ordered to return to work and required to attend BC Employee Family Assistance Program counselling through Brown Crawshaw inc. by the Ministry of Labour and Citizens' Services, BC Stats Executive Director, Don McRae.

I read the write up about the program stipulating that documentation of substandard performance must be provided, and that the employer need only believe that the performance issues may stem from problems at home. These rules were changed in October 2010.

In my case, I had an excellent work record with no reprimands and no documented performance issues; therefore, I continued to request mediation to address my co-workers aggressive yelling directed towards me. Mediation was not allowed in favour for BCEFA program.

Here is a link to the letters sent by the former Executive Director of BC Stats.

<http://www.wminfomatics.com/WP/petition/Exhibit29.pdf>

<http://www.wminfomatics.com/WP/petition/Exhibit30.pdf>

<http://www.wminfomatics.com/WP/Home.html>

The Executive Director phoned me at home ordering me to take these courses or he would have me dismissed.

The BCGEU (very unhelpful) wrote:

"On March 9, 2006 the Employer sent you a letter informing you that a formal referral to the BCEFAP was being processed. The Employer indicate their concern that you refused to report to work based on claims of misuse of managerial authority that were investigated by the Deputy Minister of Labour, Citizens' Services and a determination was made that they were unfounded. You continued to make reference to your claims pf intimidation and harassmt by your Manager. The Employer confirmed there would be an initial assessment and five counselling sessions provided. You were also notified that failuer to attend would result in a recommendation to the Deputy Minister of Labour, Citizens' Services for your dismissal. You did not attend."

<http://www.wminfomatics.com/WP/petition/Exhibit43.pdf>

Do you recall the stipulations regarding documented performance issues and that conselling can be requested by management based on beliefs?

The use of the BCEFA program by management in this case, where an employee is dismissed then required to take counseling specifically designed to help employees who genuinly could benefit from counselling, was not just inadequate, but rather can be seen as a way for management to deny mediation in favour of an attempt to place blame on an employee unjustly. To make such a stipulation as a condition of further employment can be seen to be an egregious display of bad faith.

Just one last comment, I have continued to raise awareness about the real methods used by BC Stats to create population numbers used to justify opening and closing of public and private facilities. Indeed, my analysis helped justify the reconsideration of the recommendation to close a high school in Qualicum Beach recently. Here is a link if you are interested...

<http://www.wminfomatics.com/PopGeog/PGForum/QSDFRIS.html>

Thank you,

William Warren Munroe
Population Analyst,
WM Population Analysis, WM Infomatics
www.wminfomatics.com/PopGeog/home.html



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BCEFAP FORMAL REFERRAL GUIDELINES 2010.pdf

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