

## The Munroes

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**From:** The Munroes [lwmunroe@shaw.ca]  
**Sent:** Saturday, July 08, 2006 9:56 AM  
**To:** 'Pocklington, Guy LRB:EX'  
**Subject:** RE: dismissal but not for just cause

Thank you Guy.

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**From:** Pocklington, Guy LRB:EX [mailto:Guy.Pocklington@lrb.bc.ca]  
**Sent:** Thursday, July 06, 2006 8:47 AM  
**To:** lwmunroe@shaw.ca  
**Subject:** RE: dismissal but not for just cause

Dear Mr. Munroe,

If you believe that the union has acted in a manner that is arbitrary, discriminatory or in bad faith in representing you, you could file a complaint with the Labour Relations Board. The application form is available on our website: [www.lrb.bc.ca](http://www.lrb.bc.ca). Click on "Forms" and then "Duty of Fair Representation Complaint". You must first exhaust any internal union appeals that are available. You might also wish to look at two information bulletins: "Summary of Key Section 12 Decisions" and "Duty of Fair Representation and Internal Union Affairs". Both are available on our website.

Guy Pocklington  
Information Officer  
Labour Relations Board  
604-660-1304

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**From:** Information LRB:EX  
**Sent:** Tue, July 4, 2006 1:43 PM  
**To:** Pocklington, Guy LRB:EX  
**Subject:** FW: dismissal but not for just cause

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**From:** The Munroes [mailto:lwmunroe@shaw.ca]  
**Sent:** Mon, July 3, 2006 12:55 PM  
**To:** Information LRB:EX  
**Subject:** dismissal but not for just cause

Please refer to this letter as it has been edited

To whom it may concern,

I would like to ask for a review of the circumstances leading to my dismissal for just cause from BC Stats of the Ministry of Labour and Citizens' Services, Government of British Columbia.

6/17/2009

On April 28, 2006, I received notification that I was dismissed for insubordination from the BC Government (dated April 11, 2006) where I had been employed as an analyst with BC Stats for four years and had a clean record until February 15 when I had been suspended without pay for a week.

I had been asking for help from management and from the union to address the negative work environment I had been subjected to since late 2004. I had thought that an honest effort was being made to work towards creating a positive work environment; however, the yelling etc., which was supported by the manager, continued into the summer of 2005.

In August 2005, I asked for work place skills and or team effectiveness training courses but this only made things worse – as the manager had said it would. I had already been excluded from all meetings both formal and informal (the manager and my co-workers would go for coffee breaks together), given more and more of my co-workers menial tasks, with shorter timelines, and poor instruction and inadequate tools.

In October 2005, after a meeting I requested with human resources in an attempt to advocate work place skills courses, I found out that my manager did not want to find a solution but wanted me to quit. The covert attempt to get rid of me became overt. I was told that the reason my co-workers were yelling at me were justifiable. Indeed, the Director had told me to persevere or move on.

I submitted a grievance under article 32.15 in December 2005. The Director found nothing wrong but recognized that there was dysfunctionality. I was led to believe that there would be courses made available in early February.

In early February, when the manager returned from vacation, I asked many times about assistance but this was denied. The manager said that there would be no courses as there was no need. On February 10, the Director told me that there would be no courses because I had proceeded with the grievance and he would wait for the Deputy Minister's decision. I offered to drop the grievance in favor of work place skills courses, but this was said to be not possible

On February 13, I told the director, manager, with the shop steward present, the importance of courses or mediation, and that the intimidation had been both overt and subtle given examples. On February 15, 2006. I refused to attend a meeting which had been a source of antagonism towards me (one of the attendees had been yelling at me). Indeed, the manager had used these meetings as an example of how bad I was. This I still do not understand. Also these meetings had been moved ahead by over one month. The manager told me to leave the building, leave my computer on, and escorted me out after I had dropped off my entrance key-card.

At a meeting a week later, I requested a transfer, courses, or mediation. I was told to take advantage of resources available through family services. Management contended that I was the problem and that I should get help and learn to accept the current working conditions. I refused to accept the current work conditions and was suspended for a week without pay.

The shop steward had said that the union would grieve the suspension but the staff representative dropped this. She had said that I had to get back to work and that there would be no financial assistance for me through employment insurance as I would be dismissed with just cause. Since I could not sleep well at night since November and the problems were affecting my family and the sections work and since no help was offered to address the antagonism I refused to return to work until something positive was done. The solution from management was to dismiss me.

I had sent letters asking that the dismissal be grieved (May 1, 2006) within one week of being notified but the staff representative did not reply. I sent several letters to the staff rep, the BCGEU president, and the Deputy Minister of Labour and Citizens' Services throughout May 2006.

I received a letter from the staff rep on June 6 saying that she had reviewed my letters and that they contained nothing new to support a grievance and also that I had gotten the letters in too late. In her letter she said that in order to proceed, I had until June 7 2006 to submit a letter from a doctor stating

that the reason I was late was due to illness.

I sent letters to the president of the BCGEU and the Deputy Minister of Labour and Citizens' Services throughout June asking what could be done but received no reply.

However, I did receive a cheque for \$3800 (gross) on June 16, 2006. I have asked the Deputy Minister of Labour and Citizens' Services (cc'ing the Premier's office) what the money was for but again have received no reply.

I eventually found out through labour lawyers that I could / should speak to the Labour Relations Board. I would very much like to have my story heard because I do not think that it was fair that I should be dismissed for just cause after having requested work place skills courses for our section after having been subject to antagonism in an effort to get me to want to quit.

Also, I found that the antagonism increased when I offered suggestions for solving problems in methods and modeling. One of my jobs was to resolve the difference between the Statistics Canada population estimates and BCStats estimates. StatCan was very obliging in offering assistance regarding their methods; however, I could not get straight answers from my own section. It was as though I was not suppose to question our procedures. StatCan has a note to the reader at the beginning of its annual demographic output stating the numbers do not add up for BC because BC uses its own methods. There are many other examples where my co-workers who have been doing things the same way for years have been begrudging towards me for asking questions and offering solutions. As well, in order to improve our quality and reduce time spent on manual error prone processes, I had programs written by contractors which were successful but these improvements only seemed to add to the friction. Also, there was a distinct hierarch imposed on the section by the new manager (when this all started) where I was to be placed firmly on the bottom and not suppose to think but simply to do.

Are there forms that need to be filled out?

Any assistance would be very much appreciated.

Sincerely,

Warren Munroe