

William Warren Munroe
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September 19, 2006

Deputy Minister,
Ministry of Labour and Citizens' Services
Government of BC, V8W 9V3

Re: constructive dismissal

Hello Deputy Minister,

Thank you for your letter dated September 13, 2006, in which you typed out the sections from the Master Agreement that you and your advisors would like to make me aware.

I would like to reassure you that I understand the need for consent from the union if the Employer's representatives would like to enter "into discussion(s) or negotiation(s) with respect to the grievance" with me.

You and your advisor(s) appear to have misconstrued my closing statement "I look forward to finding a constructive resolution to this issue" as having been a request by myself which "pursue[s] the same grievance through any other channel."

You go on to say that "you [that would be me] risk having your grievance considered abandoned" for "asking that I [that would be you] find a "constructive resolution to this issue.""

I find it hard to believe that aspiring for a constructive resolution could be considered an abandonment of a grievance, discussions, or negotiations, but given the history of antagonism directed towards me for asking for help in creating a positive work environment, I guess I should not be surprised by your statement.

As a matter of fact, I had asked for positive steps to be taken to address the antagonism directed towards me by the other members of the Population Section of BC Stats over one year ago (August 2005) which led Carol Gore from Human Resources to advocate team effectiveness training for the Population Section.

Unfortunately, because I drew attention to the bullying I was subjected to, the new manager increased his hostility towards me, and I was eventually drummed out of my job. I was treated like one of the students in the Stanford University Prison Experiment who was given the role of prisoner, while my co-workers were given the role of prison guard.

I am also reminded of the Milgram Experiment. When I asked to be treated fairly, I was treated worse, and the antagonism continued to increase until I was told to leave the building by the new manager, suspended without pay and dismissed for not accepting the negative working conditions. I still feel sick about what happened; however, I still trust that there will be a constructive resolution to this issue.

As you may know, I have maintained that 1) team effectiveness training, project planning, and/or the core competencies courses be taken by all members of the Population Section of BC Stats; or if there is no interest in this, 2) I would like to have my name cleared (for having been subject to a constructive dismissal), an apology, and compensation for having moved my family from Ottawa to take the job.

I have enclosed a copy of the Mission Statement which I referred to when employed by the BC Government. If we (employer representatives and employees and their representatives) shared these goals then the difficulties were a result of differences in interpretation or differences in methods of achieving the goals. I was doing my best to address the goals; however, I was persecuted for following the Mission Statement and advocating the vision and culture of the Ministry – in particular being results oriented and innovative. If the goals meant nothing then I should have been told. By asking for help in creating a positive work environment and benefiting from the work place skills program and the core competencies, I became a target to be persecuted and eventually fired.

I would like to reassure the Employer's representatives and the Union that I am making every effort to exhaust the internal grievance procedures before going through "any other channel(s)".

Sincerely,

Warren Munroe

cc: George Heyman BCGEU President; BCGEU (Victoria); Labour Relations Board