

Evidence of Election Tampering – October 2024

This document highlights significant instances of election tampering during the October 2024 elections, involving manipulation of the process and misleading members. Below are some key examples supported by documented evidence:

1. **Blocking Microphone Access:**

Members were strategically used to monopolize microphone time, shutting down opposing views and stifling open debate. This deliberate silencing severely undermines the democratic process.

2. **Spreading Misinformation:**

The president leveraged her influence through close allies to distort the narrative surrounding legal expenses, falsely implying shared responsibility within the leadership. This misrepresentation misled members and deflected legitimate criticism.

3. **Real-Time Vote Manipulation via Texting:**

Evidence reveals a coordinated "text tree" used to direct voting in real time. Individuals were instructed on how to vote, with specific tactics to split or consolidate votes, effectively overriding members' independent choices.

4. **Selective Advocacy Based on Identity Politics:**

Some text messages reflect a troubling lack of understanding and sensitivity regarding equity issues. For instance, dismissing concerns about racism while accepting an equity position undermines the credibility and purpose of such roles.

5. **Prohibited Campaigning:**

Campaigning in the voting hall, strictly prohibited by election rules, was documented through messages showing direct instructions from the president during live tie-breakers—blatant election rule violations.

These examples go beyond isolated incidents of voter influence. Election tampering isn't limited to rigging machines; it involves creating an environment where members cannot exercise free will due to strategic manipulation.

HEU Executive Member in group SMS Texts:

Barb Nederpel – President | Bill McMullan – 1st VP | Talitha Dekker – 2nd VP

Bonnie Hammermeister – Regional VP, Fraser | Jovito Espinoza (Certi) – Disabilities DVP

Legal expenses

The problem with the chats about legal expenses is mainly that Barb Nederpel has had unmatched access to locals, and has spent much of her time creating a false narrative and maligning innocent members.

The truth is simple:

1. At the previous convention, Barb confronted Donovan Adlam by backing him against a wall, screaming at him, being removed from the scene, only to return and continue yelling before threatening him. In response, Donovan filed Article 19 charges. During the trial, however, he was denied natural justice at every stage: there was a year-long delay, the venue changed three times, and he received the trial rules only two days beforehand, with no option for an extension. Barb was represented by an HEU-funded lawyer, while Donovan had no legal support. Despite being told extrinsic evidence would not be admitted, it ultimately was. Barb was not found innocent, but the charges were deemed insufficient to meet the criteria of Article 19. When the WCB reviewed the case, they mandated that HEU conduct a safety investigation, which HEU has yet to undertake.
2. During the trial, a highly confidential document was disclosed: an Article 19 "in camera" reading, marked with double confidentiality, used to justify the removal of Don's support person from the proceedings.
3. The removed individual also filed charges for breach of privacy. In response, Barb directed HEU to make Article 19 proceedings non-confidential, a move that undermines the entire process. This directive contradicts the intent of Article 19, as confidentiality is fundamental to its function.

So the truth is Barb was never found innocent and she was the trigger of every expense, and used her power to circumvent justice.

The Narrative:

The charges were dismissed. The expenses were caused by unfounded accusations. The charges are inexcusable. The complainants are toxic. I am being bullied. There is no basis. Don is a horrible bully, and Charlotte is his master.

The issue:

Barb exploited her access to members and her power to silence both the complainants and the Provincial Executive, advancing her political agenda. She misrepresented the trial outcomes to members and threatened anyone who mentioned the trial with sanctions. In messages, she and others openly admitted to using the misleading trial results to influence votes.

The campaign rules explicitly prohibit inflammatory and false statements, yet Barb used these lies to manipulate the outcome of an election. In doing so, she violated her oath of installation, her oath of office, and the HEU Code of Conduct.

The lasting damage:

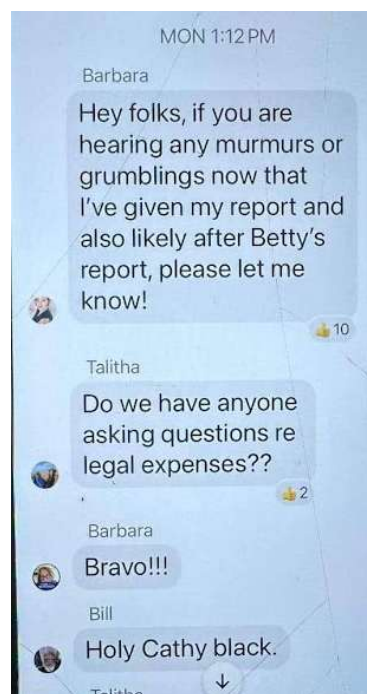
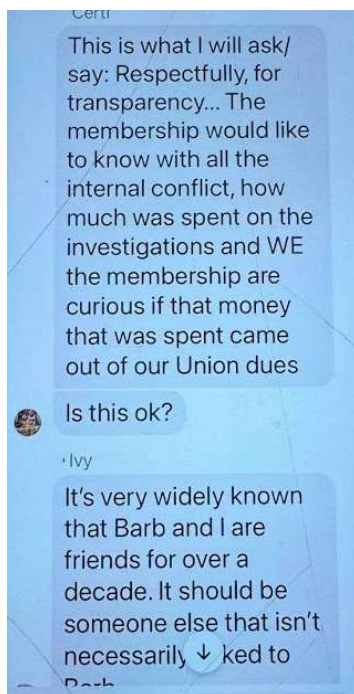
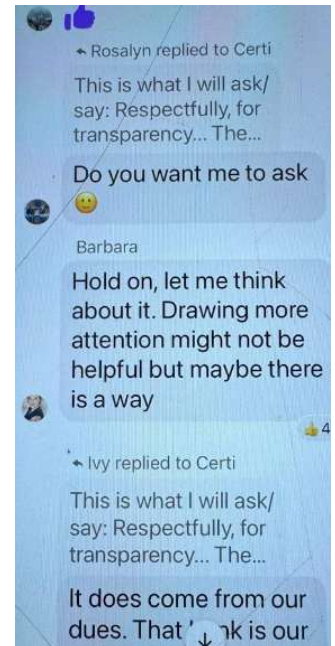
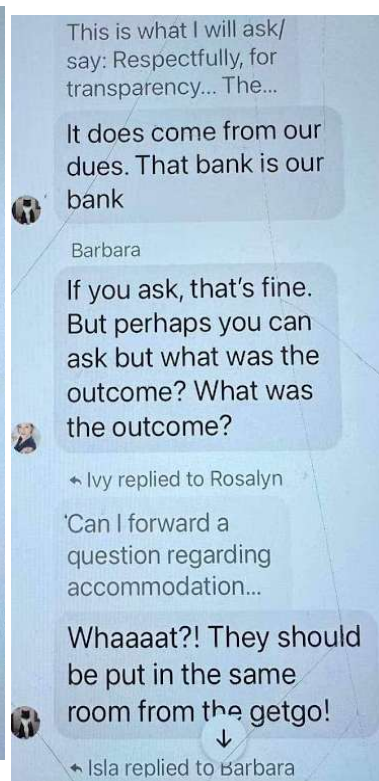
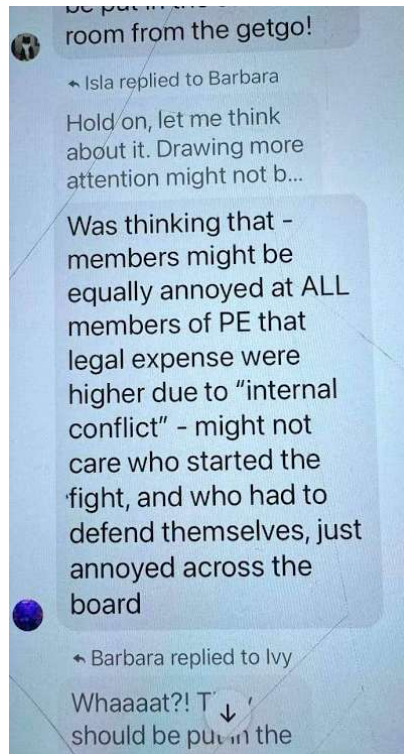
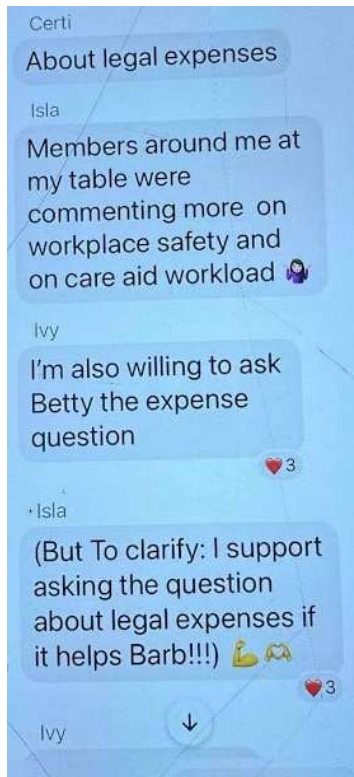
Donovan Adlam's reputation has been severely damaged. Initially, he went from stepping onto the convention floor for the first time and being elected as 3rd VP, the fourth-highest position, to barely securing the role of 1st Alternate, the 28th-highest position, in his second run. Similarly, Charlotte Millington went from winning the 2nd VP role with ease to struggling to barely secure the 3rd VP position.

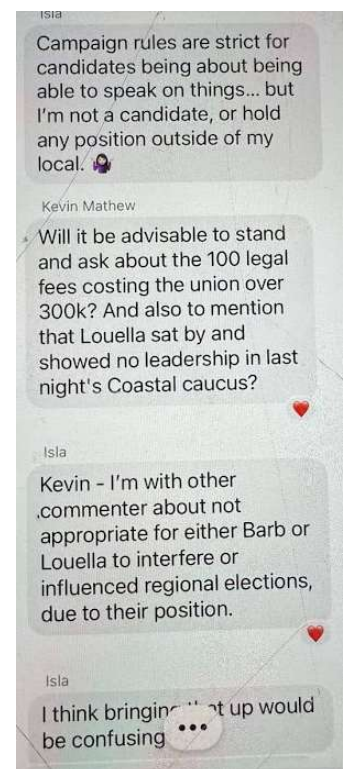
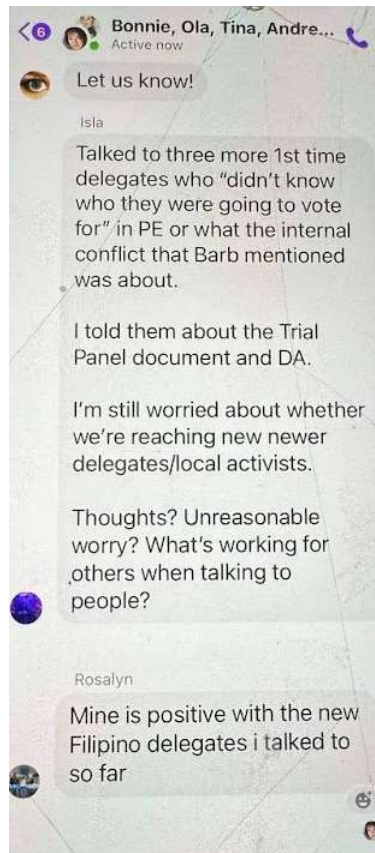
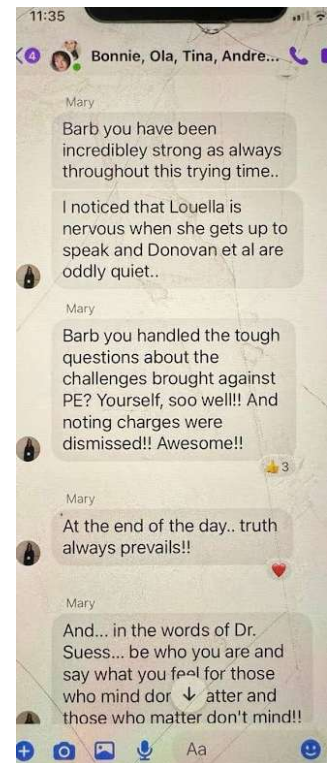
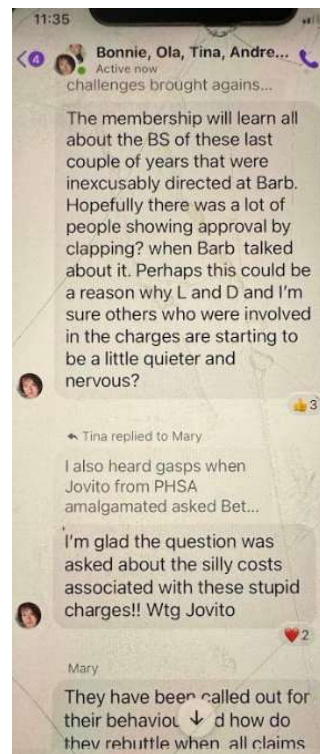
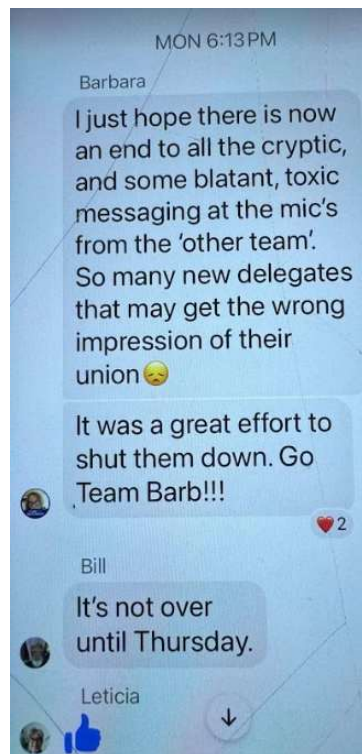
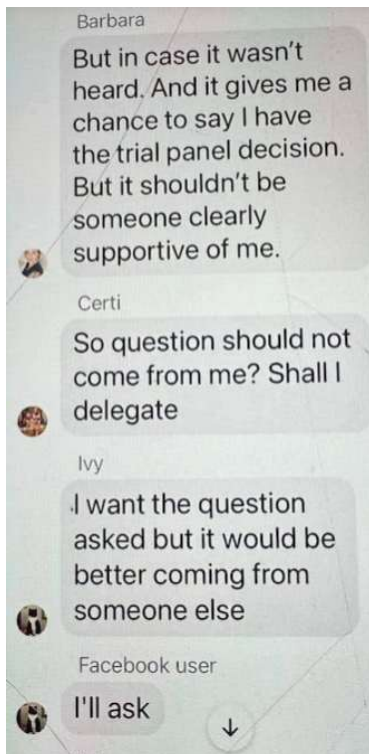
Other candidates were similarly labelled as "not on Barb's team," resulting in severe, career-damaging impacts on their reputations. This will become evident as you conduct interviews.

It's also worth noting that members were denied the opportunity to hear the full truth when Barb strategically filled the microphones with her supporters. After they spoke, she abruptly ended the debate, silencing any opposing views—this occurred during both her report and the Financial Secretary's report.

The truth:

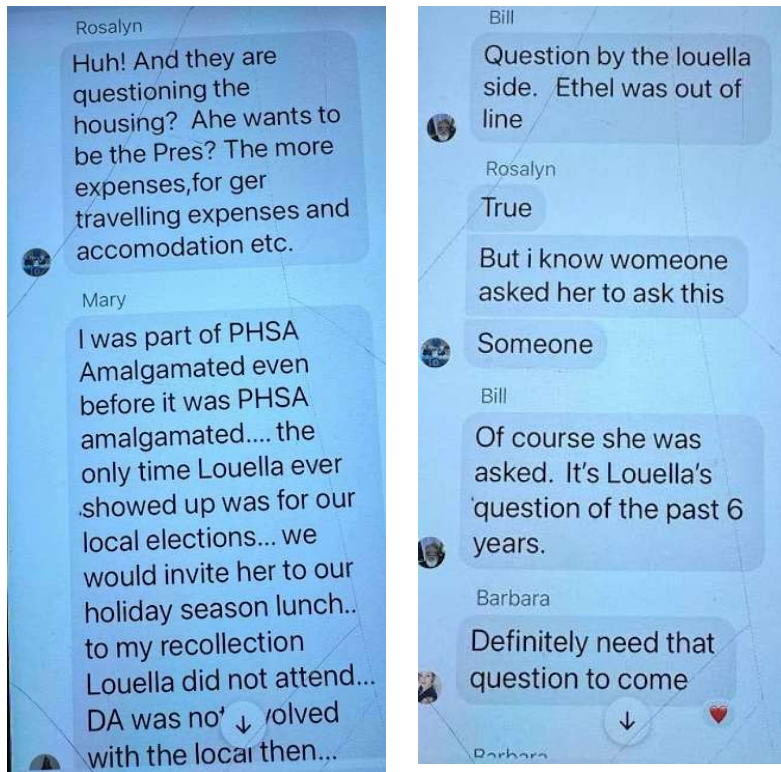
It was Barb attacking a member and violating a member's human rights that caused \$300,000 to be spent on trials and lawyers. It is worth noting that Barb retained lawyers while both defendants got none. This is a serious section 12 violation of the Unions duty to represent. In fact it is all the more egregious in that the members' dues funded the case against them.





Barb Nederpel should face serious censure for her role in damaging reputations, spreading hateful and false information, and more. Such conduct would be unacceptable for any member, but it is especially unforgivable coming from the union's spokesperson. She must clarify the truth to members and issue a formal apology for her misrepresentations over the past two years.

Housing



In chat messages and from the convention floor, members were vilified for simply inquiring about the President's housing situation—a question that arose because Barb was not truthful in her report.

Members, as the union's employers, fund the organization and are entitled to transparency. The Labour Code underscores this right. However, Barb misled members, claiming she was "in the office 90%" of the time, when in reality, she was only present for 32 days in 2023. Meanwhile, HEU continued to pay for an additional residence. These inquiries about her housing were valid, yet the chat messages paint those who questioned her as troublemakers and liars, which has misled participants into viewing these concerns as baseless.

To rectify this, Barb should publicly address the membership, acknowledge the truth, and apologize for mischaracterizing both the inquiry and those who raised it.

Election Tampering

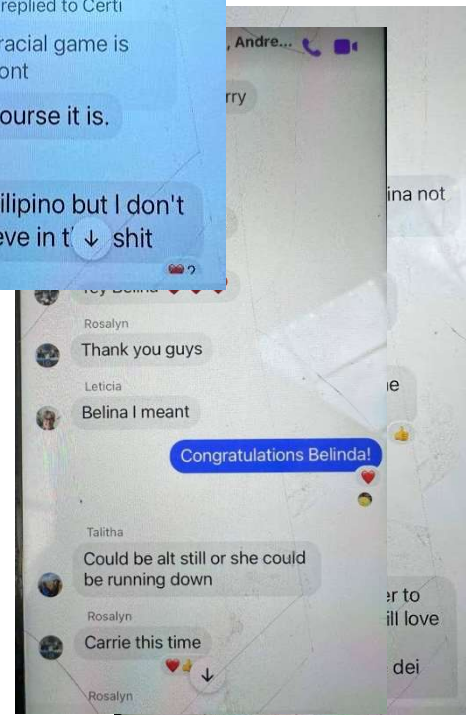
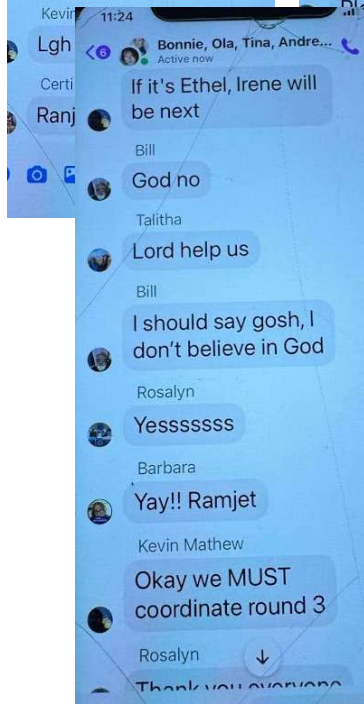
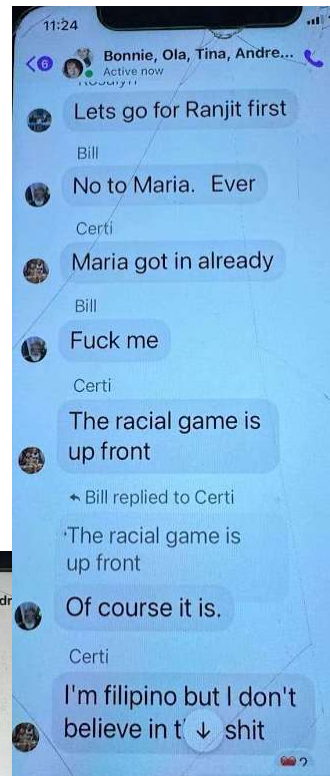
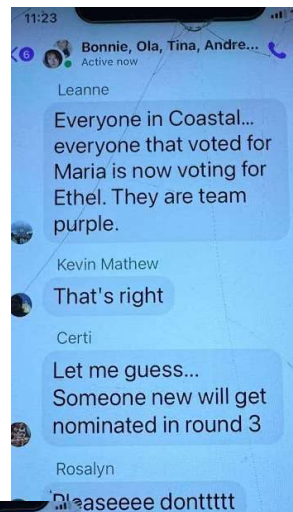
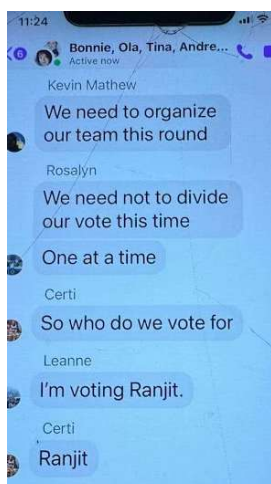
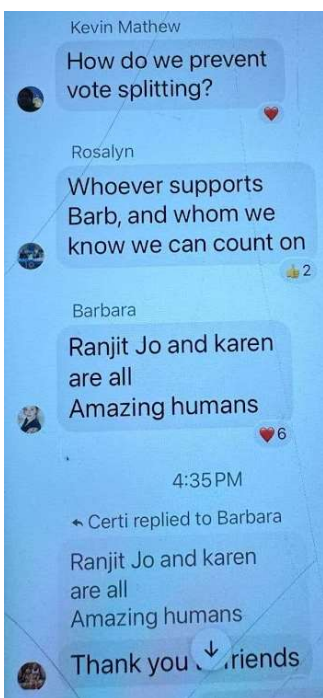
This is how election tampering operates within HEU. Since candidates can declare their candidacy from the convention floor, no one knows the election outcome in advance. To manipulate the results, any interference must happen in “real time.”

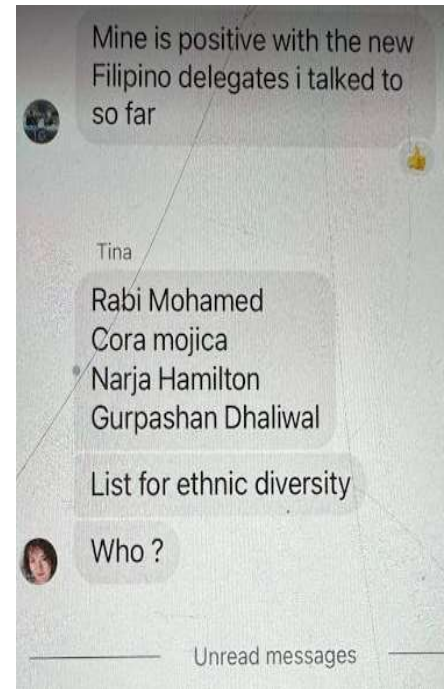
While intimidation can sometimes play a role, in this case, the driving motivation appears to have been the desire for influence: to feel important, to be part of the president’s inner circle, to hold power, and to be included.

To orchestrate election interference, a central directive must be issued to campaign lieutenants—in this case, represented by the chat we have access to.

To demonstrate vote tampering, we need to establish the following:

1. That there was a coordinated effort, outside of the normal election process, to control the election outcome. While proving coercion isn’t essential, it would significantly strengthen the case.
2. That a secondary layer of communication existed, where lieutenants directed specific groups on how to vote, overriding members' independent choices once a candidate was selected.





Step 1: Someone picks the best candidate for their team in each round

Text 1: How do we prevent vote splitting?

Vote splitting is when members vote for the candidate of their choice.

To prevent vote splitting they bribe members. If you vote for my person this round, then I will vote for yours next round.

Text 2: We need to organize our team this round. Who do we vote for? All agree Ranjit and then send texts out to the group. Don't worry that proof to follow.

Text 3: We need to organize our team this round.

Text 4: Let's go for Ranjit 1st.

Text 5: Belina is the obvious choice.

Text 6: Okay, we must co-ordinate round 3

Text 7: Okay, people are messaging me who to vote for – this is evidence of a text tree and that instructions are flowing down.

Text 8: Go for Belinda, Belinda, Belinda.. Congratulations Belinda. (Actually Belina)

Text 9: "When people try to run down we have to stop them." HOW? A direct plan of interference achieved by on the fly selection of run off the floor candidates to water down voting and then target one selection for votes. The people not in the tree vote for who they want at random, and so are overwhelmed by the tree.

Text 10 lets go Ranjit first

Text 11: Ranjit

Text 12: A list of names is provided and then "who?" In other words who am I pushing my group to vote for?

Text 13: Jovito and Karen. Which one now?

Text 14: Monica F no! The President, Barb Nederpel: I love Kerri! Tina. Okay I've told people for Karrie all the way.

Step 2: Proving the second tier.

That is, that once the selection is made, orders are given and the voting instructions pass down the line.

Text 15: I'm getting messages from people on who to vote for in the women's group.

Text 16: If anyone is in Van Coastal and would like to suggest who would be a great choice, text me.

This also means that the person directing this vote was not in the caucus and was subverting door tiling.

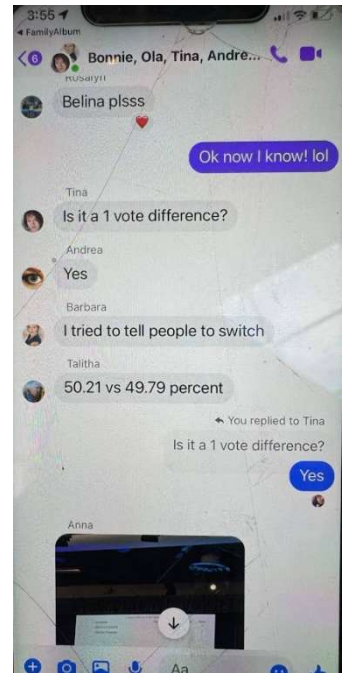
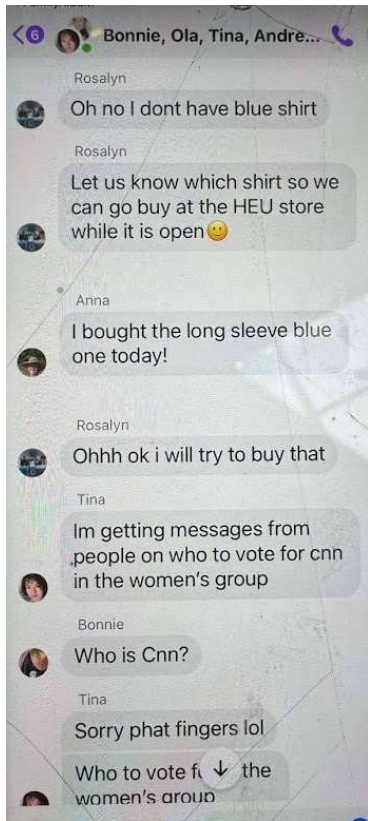
Text 17: President Barb Nederpel: Everyone must vote Jovito!

Text 18: President Barb Nederpel: I tried to tell people to switch.

This couldn't have meant ahead of time because this was a live tie breaker. This was real time vote manipulation.

Text 19: "Okay, for people who are messaging who to vote for, please let me know ethnic diversity."

This is a text requesting a name for ethnic diversity so that it can be passed down the texting tree to control the vote.



Step 3: Did they actively manipulate? Yes. Did they know what they were doing is wrong? Yes.

Text 20: "I'm with the other commenter about not appropriate for either Barb or Louella to interfere or influence regional elections due to their position."

Agreed. But President Barb Nederpel did interfere with free elections.

Text 21: Admission of negative campaigning outside the campaigning zone, and od making disparaging comments about a candidate both untrue and inflammatory.

Text 22: "Madame Pres is it allowed to tell somebody ny to vote to a certain candidate here while voting? Yesssssss"

We don't see Barbs answer. Was it a thumbs up from across the room?

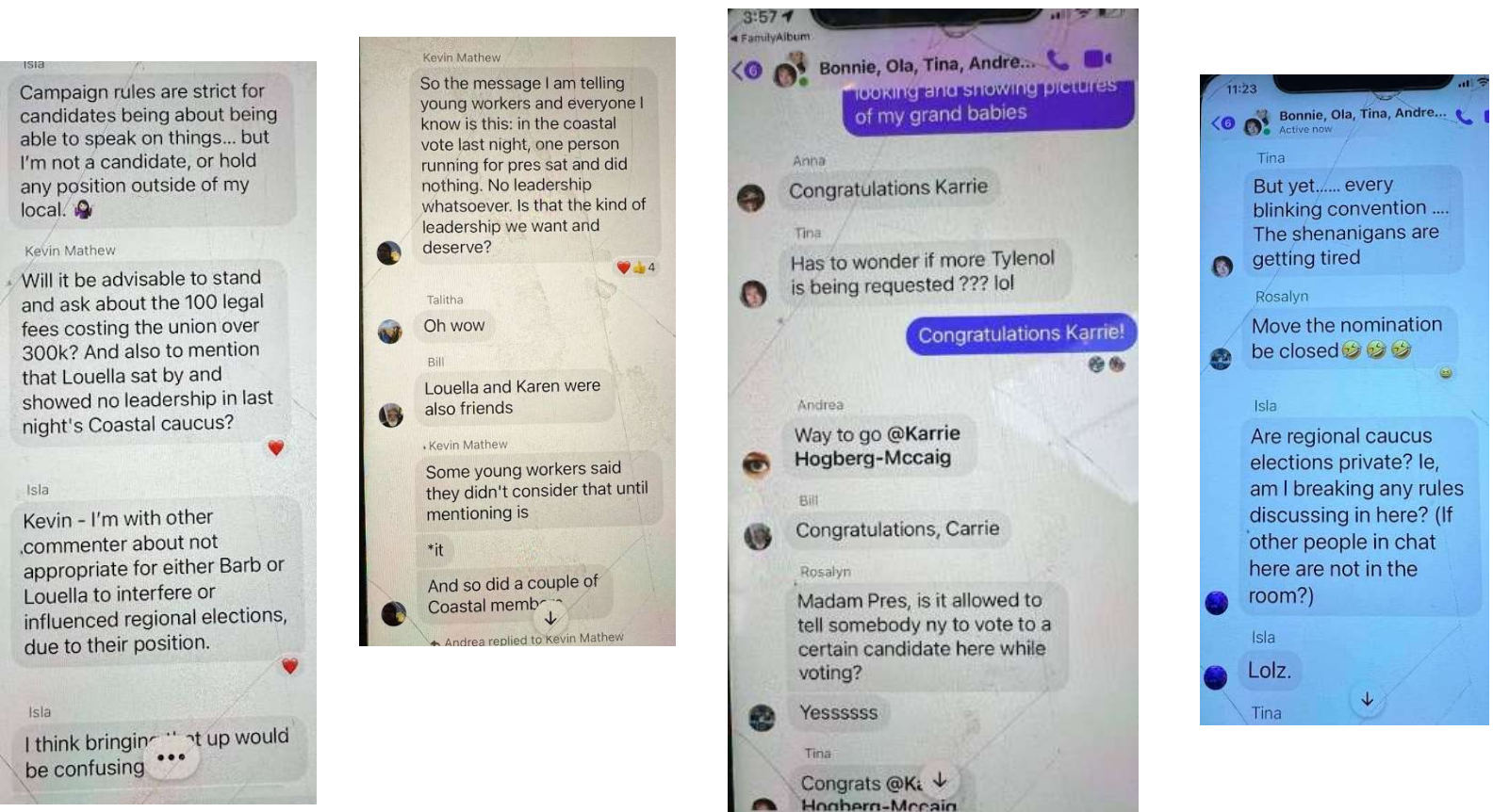
Of course, there is to be zero campaigning in the voting hall, so on seeing this the chat moderator was under an obligation to correct or report such activity, especially the President.

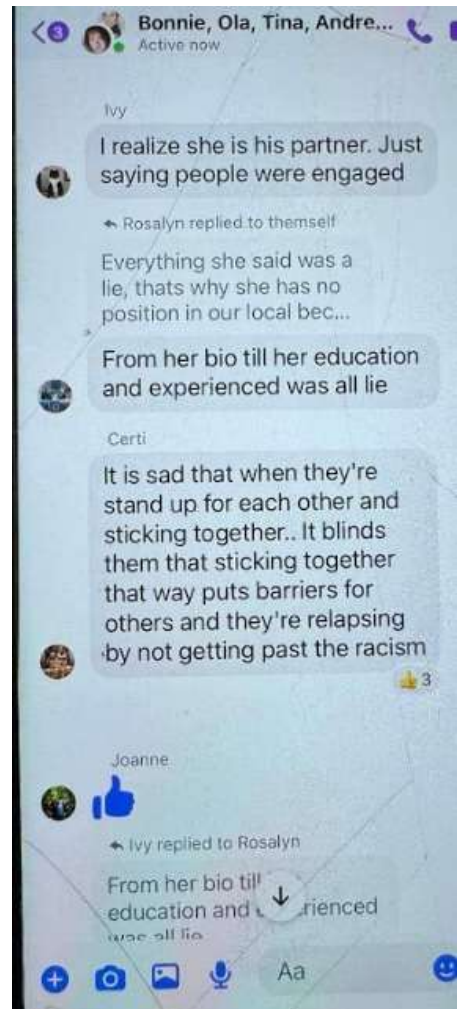
Text 23: "Are regional Caucus private? le am I breaking any rules discussing it in here? (If other people in chat here are not in the room?)."

Yes they are private, that's why the doors are tiled.

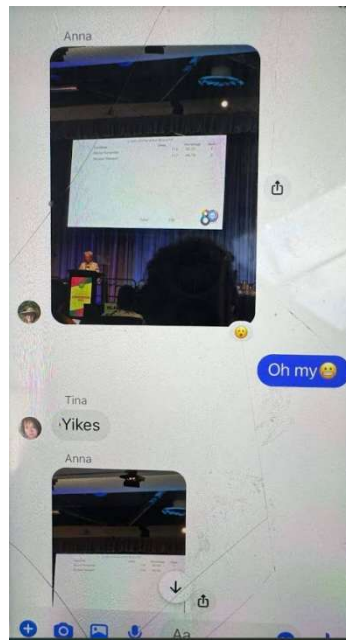
Campaigning from the floor is strictly prohibited. Even speaking positively about a candidate is banned, let alone actively directing the election, promoting, and selecting candidates on the fly. Yet, it's all here. Candidates were chosen in real time as the election rounds unfolded, with text instructions sent out on who to vote for. At times, the president even intervened directly. Members lost without understanding why or how.

In Canada, vote and election tampering is one of the most serious forms of fraud, carrying severe penalties when discovered. Why should our union be any different?





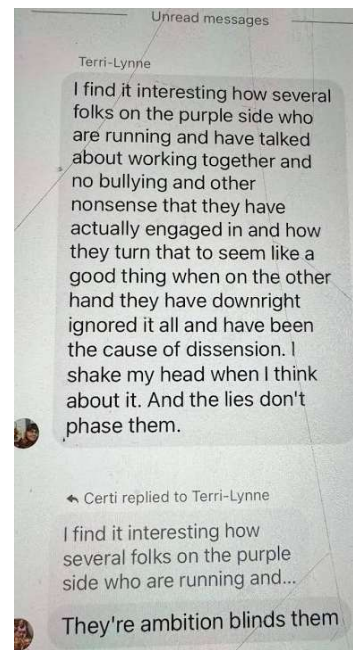
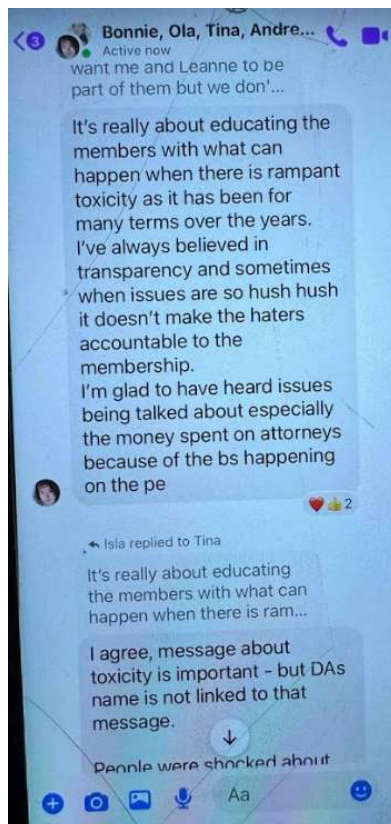
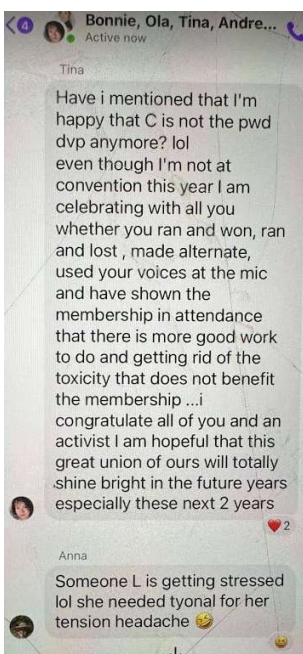
Door Tiling

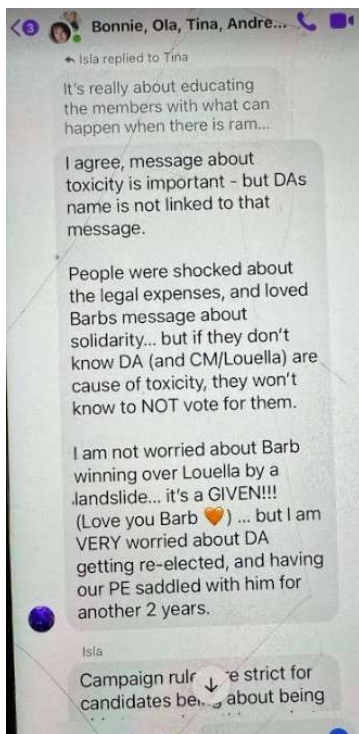


Mentions of toxic behaviour prove that while claiming that the internal tensions on the p.e are confidential and that there will be discipline for sharing, that Barb has been gossiping and rumour mongering, destroying people reputations so that before they even meet a member, that member already hates them.

It is outrageous that the President of a union would spend Members time and money smearing her political rivals as she sees them, but actually the board is supposed to be a team and these actions are ultimately destructive. The presidents actions break every behavioural policy the union has as well as those regarding election.

Its worth mentioning that in text 1 Tina admits that she is not even a delegate. Not even at convention. Non-delegates cannot enter the voting area or the floor. They should certainly not be participating in a demeaning and vote tampering chat.





Death threat



Is this a joke? Perhaps, in another time and place without context, it might seem so.

HEU, designated by WorkSafeBC as a safety employer, claimed to be concerned about potential violence at the convention, requesting PE approval for additional measures. Oddly, however, they refused to disclose the source of this concern, leading the PE to deny the request.

Despite this, non-event security was present at the convention, and an unusually high number of sergeant-at-arms were assigned—some equipped with earbud walkie-talkies with coiled wiring, suggesting heightened vigilance.

The employer explicitly cited an increased risk of violence. A member was even removed during the convention, despite no evidence they posed a threat other than having filed multiple Article 19 charges against Barb.

This concern is not unfounded, given past incidents. Bill, for instance, has previously displayed violence, once throwing a chair that narrowly missed a PE member. Charlotte is now at risk in PE meetings, and security should be provided to ensure her safety.

All participants in this chat should be immediately removed from the PE, banned from serving permanently, and the PE structure should be adjusted to compensate for their absence.