# File a Codeof Conduct Complaint

Please fill in this form to file a Codeof Conduct complaint about a Provincial Executivememberand email it to[ethicscommissioner@heu-ec.ca](mailto:ethicscommissioner@heu-ec.ca). Ensure you include the following information. Note that the Ethics Commissioner Office treats all information provided as confidential and will only disclose information to the extent necessary to investigate and resolve a complaint or as required by law.

## Who is involved in the complaint?

|  |  |
| --- | --- |
|  | **Your Responses** |
| Your name |  |
| Your telephone number |  |
| Your email address |  |
| Please indicate if you arean HEU Member, a Provincial Executive member, or an HEU employee |  |
| If more than 1 respondent, copy and paste following rows for each respondent | |
| The name of the Provincial Executive memberyou are complaining about (otherwise known as the respondent) |  **Barb Nederpel** – President, HEU Provincial Executive   **Betty Valenzuela** – Financial Secretary, HEU Provincial Executive |

## What are the details of your complaint against the Respondent?

1. What happened? (Describe in detail what took place, specifying the role of the respondent.)

**Your Response**: Between October 20, 2022, and October 20, 2024, the HEU Constitution authorized the Provincial Executive to allocate no more than $375,000 towards political education and action. This cap is clearly defined under Article 2 – Section A of the Constitution.

However, according to the Elections BC Third Party Sponsor Disclosure Report for the 2024 Provincial Election (signed by Financial Secretary Betty Valenzuela), the Hospital Employees’ Union reported spending **$470,401.04** on political advertising alone. This exceeded the constitutional limit by over **$95,000**, without including additional related expenses such as staff salaries or third-party services, which may bring total overspending to **$100,000–$200,000**.

This serious breach occurred under the leadership of President Barb Nederpel and Financial Secretary Betty Valenzuela, who are responsible for ensuring that spending decisions remain within constitutional limits and are transparent to the membership. The advertising funds were exhausted prior to Election Day, with the bulk of expenses falling into the pre-campaign period, which conveniently evades Elections BC’s campaign caps, but not HEU’s internal constitutional spending cap.

1. How do you know about this conduct? (For example, it happened to you, you were there as a witness, or you were told about it by a colleague.)

**Your Response**: I reviewed the **Elections BC Third Party Sponsor Disclosure Report**, which was signed and submitted by Betty Valenzuela. I also reviewed the HEU Constitution, which caps such political spending at $375,000 per two-year term between conventions. This matter is public, documented, and verifiable through third-party disclosures and the union’s own constitution.

1. When (date and time if you have it) did the conduct take place? The expenditures occurred during the pre-election and campaign period, specifically between **July 23 and September 20, 2024**, with the election occurring on **October 19, 2024**. The spending window established in the HEU Constitution covers **October 20, 2022 – October 20, 2024**.

**Your Response**:

1. What part or parts of the Code of Conduct do you allege has or have been breached?

| Section | **Indicate with an X** |
| --- | --- |
| Standards and expectations of conduct | x |
| Conflict of interest | x |
| Confidential information |  |
| Communication by Provincial Executive members | x |
| Entertainment, gifts, favours, and other benefits |  |
| Use of HEU property | x |

1. Are you willing to participate in an informal resolution to settle the matter?

**Your Response**: **No.** Given the severity and scale of this constitutional breach and the financial implications, only a formal, transparent investigation and disciplinary action are appropriate.

**Request for Action:**

I request that both **President Barb Nederpel** and **Financial Secretary Betty Valenzuela** be **immediately suspended** from the Provincial Executive pending the outcome of a full audit and investigation. Their actions undermine the authority of the HEU Constitution and betray the trust of dues-paying members.

Please attach any supporting documents (for example, photos, copies of emails or text messages, etc.) to your email.

Elections BC Third Party Sponsor Disclosure Report, 2024 (signed by Betty Valenzuela)

It is the responsibility of participants to respect the confidentiality of this matter. It is important that you not discuss these matters with other persons (other than management and/or a person who provides you with confidential support and advice, such aslegal counsel,so long as you respect the privacy of those involved, and ensure the effectiveness of the process by respecting confidentiality).

If you have any questions about the complaint process, email[ethicscommissioner@heu-ec.ca](mailto:ethicscommissioner@heu-ec.ca).