



DECISION SUMMARY
FILE EC-151 (Comments at CLC Convention)
June 18, 2026

Under HEU's [Code of Conduct](#), the Ethics Commissioner is responsible for investigating conduct complaints about HEU's Provincial Executive (PE). When the EC completes an investigation and makes a Final Decision on whether there was a conduct violation, HEU members are entitled to see a summary of the decision. This is a summary of the EC's June 16, 2026 Final Decision in file EC-151.

THE COMPLAINTS

This summary deals with a complaint filed on May 12, 2026 by one PE member against another. The complainant alleged that on May 12 the respondent made remarks at a major labour event, the CLC Convention, that deliberately attempted to harm HEU and damage relationships among the PE. The remarks in question were about the issue of intra-union safety, which the complainant interpreted as an attack on HEU and its current leadership.

THE OUTCOME

The allegation that the respondent deliberately set out to harm HEU and damage relationships among the PE was not substantiated.

However, there was a history of past conflict between the respondent and others on the PE, and in that context the respondent should have anticipated that their comments would be received as a criticism of HEU and its current leadership. The respondent breached (1) the duty of loyalty to HEU and the requirement to act in the best interests of HEU first (sections 3.2.1 and 4.1.3); and (2) the duty to endeavour to promote the harmony of the PE and the dignity of its sessions (section 4.1.2).

SANCTION AND REMEDY

The EC sent the respondent a formal letter of reprimand emphasizing the importance of consistently acting in a way that builds, and does not risk undermining, a healthy organizational culture at HEU.