FW: Strengthening Accountability, Inclusion, and Democratic Reform in HEU Leadership

From: Lynn Bueckert <lynnbueckert@aol.com>
Sent: Saturday, January 11, 2025 3:57:55 AM
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Subject: Strengthening Accountability, Inclusion, and Democratic Reform in HEU Leadership

You don't often get email from lynnbueckert@aol.com. Learn why this is important

Subject Line: Challenging Leadership, Accountability, and the Future of HEU - End political Action - stop spending $375,000 bi-annually

I have put myself in a position I never believed I could. The most important commodity on this planet is privacy, which I have cherished since the late 70s, when I smuggled a book banned in Canada called *The Anarchist Cookbook*. This book, honestly, was 50 years ahead of its time. It was a bible to the left wing on how to protect yourself from the government. Its first advice was to never mark your body with any identifying marks a concept that made sense at the time but seems out of place in today's world, where everyone wants to make a statement by getting a tattoo.

With all due respect, I want to share my feelings on this issue. This has nothing to do with the tattoo industry itself. I am 100% against inking my body (this is my personal belief, so please respect it). It doesn't matter what you put on your body no one gives a shit. You, as a human being, do not need to tell the universe how you feel or where you stand on any issue, because that permanent ink is not going to change anyone's mind. Your inner self is far more important than how the universe sees you, so stop trying to send messages to the universe.

To all of you with tattoos you're just like my nieces and nephews who didn't listen to me. So please treat me as your drunk uncle, but when all is said and done, look at the facts, not your or my feelings. That's what's missing.

The only way to change others is to change your own behavior. Stop talking and sending messages that have no real impact on the outer world.

I added everyone as my friend on Facebook because I have nothing to hide or be ashamed of, even though I've done some questionable things in my past only because I didn't know any better. I grew up in East Vancouver on my own, and Barb has no clue what that's like, even though I saw her dancing in the Pride parade for the photo ops, which weren't a thing when I walked the same streets for the same cause in the 80s.

In other words, I am claiming all the diversity committees.

HEU has lost its purpose and needs to have a conversation on where it is heading. The leadership over the last 30 years has used diversity and social issues for personal gains instead of focusing on what is best for the collective. We cannot look after the minority and ignore the majority for our own political gain, which is exactly what has been occurring in our union for the last three decades and I can assure you, Fred Muzin would agree with me.

In an odd way, I agree with Jovito when he says he does not give a shit about racism because racism is a perception of someone's perspective. I am certain Jovito has not faced the same racism as some other members of the Filipino community because Jovito has adapted to Canadian society, which is a goal every immigrant should strive for. Unfortunately, that is not always the case due to the circumstances of each individual. From my personal experience while attending Killarney Secondary High School, I thought I was pretty cool and had adapted to Canadian society, but other students at my high school seemed to disagree. They made me feel a lot less Canadian, and therefore I understand how each person perceives racism or mistreatment differently.

I respect Jovito's honesty in his text messages, but I still hold him accountable for allowing Bill, Talitha, and others to disrespect members like Maria, who did not deserve what was said in those messages. Jovito failed to stand up for the very Filipinos who voted for him, and it was his responsibility to put Bill in his place or, at the very least, question him about why he was being so disrespectful using the F word against Maria, a prominent and respected member of the Filipino community.

Going further, I have noticed that Barb uses the Filipino community, which is known for being friendly and trusting, for her own personal gains. She takes pictures with them at every opportunity and posts them in as many locations as possible. I actually feel this behavior is a form of racism and disrespect, as Barb is deliberately exploiting a visible minority for her personal political advantage.

As the president of a multi diverse union, the president should be inclusive of all minorities, considering the existence and importance of our six diversity committees.

I would like all of you to respect Barb for what she has accomplished, which is truly extraordinary such as her complete castration of Bill McMullan as a human being. Bill, who, for a few dollars, sold his moral compass to hide behind Barb's skirt instead of standing up for the 60,000 members he was entrusted to represent.

Bill, please understand this fundamental truth: we come into this world with nothing, and we leave this world with nothing. The choices we make in between define who we are.

I want to leave you with a quote from my 33 year old son, who, at an early age, when I told him to get a job, looked me in the eye and said, "I came into this world to gain knowledge and not to be a slave."

Bill, in the next 18 months, as the 1st Vice President, I challenge you to let Barb know there is a new sheriff in town. Let every single member of the Provincial Executive understand that your loyalty lies with the membership who elected you not with Barb Nederpel. Take this stand, and I promise to support you with all of my heart.

REQUEST FOR INVESTIGATIONS OF ARTICLE 19 CHARGES AGAINST LEADERSHIP TO CONTINUE

Jessie Bains <bainsj@gmail.com>

7:15 PM (0 MINUTES AGO)

to Ethics, Ritu

Hi Ritu,

I am writing to formally request that my 13 Article 19 charges against HEU leadership be investigated, despite my membership being nullified following the resolution of my termination grievance. I believe there are compelling ethical and procedural reasons to proceed with these charges.

When I filed the Article 19 charges, I was a member in good standing with HEU, which is the only requirement stated in the HEU Constitution for such filings. The Constitution does not stipulate that charges become invalid if the member leaves HEU. To dismiss these charges now would set a troubling precedent: that leadership can avoid accountability for their actions simply by expediting the resolution of a member's grievance in bad faith, as occurred in my case under the direction of Chris Dorais, Coordinator of Public Sector Servicing.

This issue is not merely procedural but strikes at the core of HEU's ethical obligations to its members. The leaders who are the subject of these charges remain in their roles without facing accountability for their conduct. Allowing this to stand would constitute a serious breach of duty by the union and undermine trust in

its governance. HEU's own oath obligates members to avoid wronging one another and to stand up for those who have been wronged. This principle is now at stake.

I have further bolstered this effort by securing the support of an HEU shop steward willing to take ownership of the Article 19 charges, ensuring they remain active. This demonstrates that the charges are not solely my concern but resonate with other members who are committed to holding leadership accountable.

Moreover, I am pursuing multiple avenues to address the injustice I have experienced, including:

- These are active Investigations and charges filed with the Office of the Privacy Commissioner, BC Human Rights Commission, and WorkSafeBC.
- Five active Section 12 charges filed against HEU and its leadership with the BC Labour Board, with a sixth to be filed before the six month deadline.

These efforts underscore my belief that I may yet secure reinstatement with my employer, despite HEU's apparent collusion to terminate my membership prematurely. From the outset, my union representative, in concert with the President, failed to provide genuine representation, instead merely going through the motions.

Ethically and legally, it is imperative that the Article 19 charges are seen through to their conclusion. Allowing the charges to languish or be dismissed would only embolden the individuals involved to act without accountability, perpetuating a cycle of harm to other members.

I respectfully urge you to prioritize this matter and respond promptly. I trust that you will not delay another 30 days, nor claim a lack of jurisdiction, as this matter undeniably falls within your ethical mandate. It is essential for the integrity of HEU that these charges are investigated thoroughly and transparently.

Sincerely,
Jessie

This is a new Constitutional Amendment that could have a significant impact on matters like term limits. I'd appreciate any feedback on how to improve it. Please feel free to DM or email me with your suggestions. I know I can sometimes have tunnel vision, so I want to ensure it's clear and makes sense to everyone.

I learned this when I started the CRA petition not everyone is as preoccupied with the topic as I might be.

#1 - Proposed Constitutional Amendment:

Subject: Transition to Full Membership Voting for Constitutional Amendments

HEU Will:

Amend the Constitution to require that all proposed constitutional amendments be decided through a province wide electronic vote by the entire membership, rather than solely by delegates at the Biennial Convention. A two thirds majority of votes cast will be required for an amendment to pass.

Because:

1. **Empowering Grassroots Membership:** This change ensures that constitutional amendments reflect the collective will of all members, rather than being decided by a limited group of delegates.

2. **Enhancing Engagement and Inclusion:** A membership wide vote will foster greater involvement from members and strengthen their connection to union decisions.

3. **Reducing Political Bias:** The current system can enable internal politics to overshadow the best interests of the union. A broader voting base reduces localized influences and promotes fairness.

4. **Leveraging Modern Technology:** Secure electronic voting systems provide an accessible, efficient, and transparent method to involve members across the province.

5. **Aligning with Foundational Values:** If the technology had existed when the Constitution was drafted, the founders of HEU would likely have supported full member participation in foundational decisions.

6. **Increasing Transparency and Unity:** Transitioning to a system where all members vote enhances trust in leadership and ensures decisions are seen as legitimate and representative.

7. **Fostering Democratic Change:** This inclusive approach enables meaningful and innovative changes to the union's operations, reflecting the needs and aspirations of the entire membership.

This amendment represents a pivotal step in strengthening union democracy, enhancing member engagement, and ensuring the HEU Constitution evolves in alignment with the values of fairness and inclusivity.

Supplementary Notes: I believe this is one of the most important constitutional amendments, as it fosters greater membership engagement and ensures that fundamental changes to the union's foundation reflect the collective will of all members. Just as we vote to ratify collective bargaining agreements (CBAs), members should have the same right to vote on constitutional changes, which are equally critical to the governance and future of our union.

Allowing the full membership to vote on these foundational decisions strengthens our democratic values and ensures that every voice is heard. This approach not only empowers members but also creates a stronger, more unified union.

With 18 months ahead of us, we have ample opportunity to determine the logistics and implementation details. I'd greatly appreciate your feedback, and once the proposal is finalized, we can begin distributing it to locals across the province. I also encourage some of you to share this in other HEU groups to spark discussions and generate momentum around this idea.

#2 - Proposed Constitutional Amendment

Article: Political Education and Political Action Fund

Subject: Elimination of Political Action Funding

HEU Will:

Amend the constitution to eliminate the $375,000 political action allocation entirely. Political advocacy should be led by the BC Federation of Labour (BCFED), with shared costs among all affiliated unions.

Because:

The current allocation process has been consistently exploited to support only NDP candidates, creating a conflict of interest and undermining the union's broader labor advocacy goals. Several Provincial Executive (PE) members have personal ties to the NDP, including a failed NDP candidate, an MLA's spouse, and a PE member serving as an NDP trustee. This raises serious concerns about impartiality.

The constitution states that political funds should support candidates who champion labor policies. Restricting support to a single political party disregards the possibility of other pro-labor candidates, such as those from the Green Party or independent labor advocates. This practice contradicts the union's stated mission of fairness and representation.

The current allocation for political action has led to misuse and conflicts of interest, supporting only one political party without transparent oversight. Political advocacy is better managed collectively through BCFED to ensure equitable representation and accountability.

Rationale: Strengthening Political Action through Strategic Funding

HEU's current political funding is designed primarily to secure the re election of the President and other PE members, rather than fostering relationships with all pro labour candidates across the political spectrum. This narrow approach may ensure internal leadership stability but risks alienating potential allies and weakening long term political influence.

Given that a significant number of HEU delegates are also NDP members, the current leadership benefits from an established support network, making re election more predictable. In turn, delegates may be rewarded with perks funded by member dues earmarked for political action, creating a cycle that serves internal interests rather than broader member advocacy.

Setting a fixed maximum political spending amount each year, regardless of the political climate, is not in members' best interest. Political engagement should be strategic, responsive to the province's evolving political landscape, and re evaluated annually. Allocating the maximum amount during a majority government term especially when no unique gains are secured beyond what other unions achieve dilutes the effectiveness of HEU's political investments..

Refocusing on member and community needs would strengthen HEU politically by building grassroots support and enhancing the union's ability to influence any government in power. By channeling resources into member services, community engagement, and workplace advocacy, HEU would cultivate a resilient, politically empowered membership ready to engage with any political party that supports labour rights.

P.S.

I've had to create new email addresses because HEU leadership believes that by blocking my personal email, they can silence me and ignore their duty to represent members fairly. This act of bad faith only reinforces my resolve to expose inequity and demand accountability. If their goal was to send me to pasture, they've failed. Instead, they've lit a fire that fuels my determination to fight for justice not just for myself, but for every HEU member who faces systemic inequity.
Transparency and fairness will always prevail.

Today, I decided to create an email under the name of our HEU Secretary Business Manager, Lynn Bueckert. In 2024, Lynn received a 30% raise but somehow could not find a few minutes to respond to or even acknowledge 14 emails from a member between May and September.

Oh, I almost forgot.

In solidarity,
Jessie Bains