Outlook

RE: FW: HEU President's Casual Employment Status Raises Questions About Accountability

From Letwin, Shallen [IH] <Shallen.Letwin@interiorhealth.ca>
Date Tue 4/22/2025 10:58 AM
To Jessie Bains <bainsj@gmail.com>
Cc Barb Nederpel <BNederpel@heu.org>

You don't often get email from shallen.letwin@interiorhealth.ca. Learn why this is important

Dear Mr. Bains,

Due to privacy and confidentiality policy, I am unable to share employment data on any staff member with you. Please direct your questions to Ms. Nederpel.

Regards

Shallen

Dr. Shallen Letwin
Vice President, Human Resources and Professional Practice
Interior Health
505 Doyle Ave, Kelowna BC V1Y 0C5
Mobile: 250-258-0132
Email: shallen.letwin@interiorhealth.ca

Executive Assistant: Jessie Bains
Mobile: 250-826-3081
Email: jessie.bains@interiorhealth.ca

From: Jessie Bains <bainsj@gmail.com>
Sent: Wednesday, April 16, 2025 9:35 AM
To: Letwin, Shallen [IH] <Shallen.Letwin@interiorhealth.ca>
Subject: Re: FW: HEU President's Casual Employment Status Raises Questions About Accountability

Caution: This email originated from outside of Interior Health. Do not click links or open attachments unless you recognize the sender, their email address, and know the content is safe. If you suspect this is a phishing or fraudulent email please forward it to spam@interiorhealth.ca.

Dear Dr. Letwin,

Thank you for your reply. However, I am not satisfied with your response, as it fails to specify which portions of my concerns "do not seem to be in keeping with the facts." If you are asserting that certain details are incorrect, then it is your responsibility to clarify *which* facts you are disputing and to provide evidence to support that position.

Let me ask directly:

1. **Does Barb Nederpel currently have an unresolved grievance with IHA, and if so, is it being held in abeyance?**
2. **What is her official employment status with Interior Health?** Has she met the minimum hour obligations expected of casual staff, or has she received exceptions or accommodations? If so, under what policy?

There is another matter which you failed to address but which I will be following up on formally. I am requesting confirmation on whether **Barb Nederpel and HEU staff representatives complied with the Provincial Health Orders (PHOs)** by the same October 2021 deadline imposed on all IHA employees.

It is a documented fact that 244 HEU employees were exempt from PHO compliance. Many of these individuals regularly entered acute care settings and other high-risk facilities throughout the Interior Health region and across the province. I expect Interior Health to confirm whether HEU representatives — including Ms. Nederpel — were permitted to bypass the rules that applied to everyone else.

This raises significant public interest and accountability concerns. I respectfully request a proper and detailed response to the specific questions above. A vague dismissal is not acceptable when the issue involves the integrity of both the union and a public health authority.

Sincerely,
Jessie Bains

On Wed, Apr 16, 2025 at 9:16 AM Letwin, Shallen [IH] <Shallen.Letwin@interiorhealth.ca> wrote:

> Dear Ms. Bains
>
> Thank you for your email on April 12, 2025. Susan Brown, President and CEO has asked me to review. I have reviewed your concern outlined below and have determined that the appropriate collective agreement requirements have been followed. Unfortunately, some of the information you outlined below does not seem to be keeping with the facts as we know it.
>
> Thank you
>
> Shallen
>
> Dr. Shallen Letwin
> Vice President, Human Resources and Professional Practice
> Interior Health
> 505 Doyle Ave, Kelowna BC V1Y 0C5
> Mobile: 250-258-0132
> Email: shallen.letwin@interiorhealth.ca
>
> Executive Assistant: Jessie Bains
> Mobile: 250-826-3081
> Email: jessie.bains@interiorhealth.ca
>
> Begin forwarded message:

From: Jessie Bains <bainsj@gmail.com>
Date: April 12, 2025 at 7:35:28 AM PDT
To: "Brown, Susan (CEO) [IH]" <Susan.BrownCEO@interiorhealth.ca>
Subject: Fwd: HEU President's Casual Employment Status Raises Questions About Accountability

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

Caution: This email originated from outside of Interior Health. Do not click links or open attachments unless you recognize the sender, their email address, and know the content is safe. If you suspect this is a phishing or fraudulent email please forward it to spam@interiorhealth.ca.

---------- Forwarded message ---------
From: **Jessie Bains** <bainsj@gmail.com>
Date: Sat, Apr 12, 2025 at 7:33 AM
Subject: HEU President's Casual Employment Status Raises Questions About Accountability
To: <susan.brown@interiorhealth.ca>
Cc: <robert.halpenny@interiorhealth.ca>, <karen.hamling@interiorhealth.ca>, <allan.louis@interiohealth.ca>, <willie.sellars@interiorhealth.ca>, <joyce.adjei@interiorhealth.ca>, <thomas.friedman@interiorhealth.ca>, <mike.gerrand@interiorhealth.ca>

Dear Ms.Brown,

I am writing to raise a matter of public interest regarding Barb Nederpel, President of the Hospital Employees' Union (HEU), and her long-standing grievance with the Interior Health Authority (IHA), which has remained unresolved since approximately 2018.

Despite holding multiple external leadership positions—President of HEU, roles with CUPE National, the BC Federation of Labour, and the Community Savings Credit Union—Ms. Nederpel reportedly retains "casual" employment status with IHA, yet has not met the minimum hour requirements expected of other casual staff. Her grievance, citing an inability to meet these minimum hours, appears to be held in abeyance indefinitely.

Many union members working full-time elsewhere continue to meet their obligations as casual employees. Why should different standards apply here?

If Ms. Nederpel is using this grievance status to preserve employment-related rights or influence without fulfilling work obligations, it raises serious ethical concerns—especially in the context of leadership and public trust.

I believe the public, HEU members, and IHA staff deserve transparency on the following:

1. Has Ms. Nederpel met the standard obligations of a casual employee?
2. Has she received special accommodations? If so, under what rationale?
3. Why has this grievance remained unresolved for over five years?

This situation undermines confidence in both union and employer accountability and appears to reflect preferential treatment.

I am calling for a full review of this matter and for Ms. Nederpel to resign if she is unable or unwilling to meet the same expectations imposed on other casual staff.

Sincerely,
Jessie Bains