Outlook

Fw: Immediate Suspension of Barb Nederpel Pending Investigation into Employment, Dues, and Mandate Compliance

From: HEUBC.COM <HEUBC@proton.me>
Sent: Sunday, April 13, 2025 7:35 AM
To: Barb Nederpel <BNederpel@heu.org>
Cc: Lynn Bueckert <LBueckert@heu.org>; Bonnie Hammermeister <BHammermeister@heu.org>; [redacted] stxp1600@gmail.com <stxp1600@gmail.com>; [redacted] Bill McMullan <BMcMullan@heu.org>; Betty Valenzuela <BValenzuela@heu.org>; Chris Batting <CBatting@heu.org>; Olivia Burgon <OBurgon@heu.org>; Baldeesh Sandhu <BSandhu@heu.org>; Barb Shukin <BShukin@heu.org>; Phil Henderson <PHenderson@heu.org>; Lisa Crema <LCrema@heu.org>; Lisa Kreut <LKreut@heu.org>; Lynn Serhan <LSerhan@heu.org>; Cora Mojica <CMojica@heu.org>; Maria Lugs <MLugs@heu.org>; Charlotte Millington <CMillington@heu.org>; Tammy Meise <tmeise@heu.org>; Ethel

Purugganan <epurugganan@heu.org>; Anna Caldwell <acaldwell@heu.org>; Jovito Espinoza <jespinoza@heu.org>; Kim McIlravey <kmcilravey@heu.org>; Belina Fernandez <bfernandez@heu.org>; Darlene Bown <DBown@heu.org>; [redacted] R[redacted]; Ranjit Uppal <ruppal@heu.org>
Subject: Fw: Fwd: Immediate Suspension of Barb Nederpel Pending Investigation into Employment, Dues, and Mandate Compliance

------- Forwarded Message -------
From: Jessie Bains <bainsj@gmail.com>
Date: On Sunday, April 13th, 2025 at 7:32 AM
Subject: Fwd: Immediate Suspension of Barb Nederpel Pending Investigation into Employment, Dues, and Mandate Compliance
To: heubc@proton.me <heubc@proton.me>

Forwarded message
From: **Jessie Bains** <bainsj@gmail.com>
Date: Sun, Apr 13, 2025 at 7:23 AM
Subject: Re: Immediate Suspension of Barb Nederpel Pending Investigation into Employment, Dues, and Mandate Compliance
To: Ethics Commissioner <ethicscommissioner@heu_ec.ca>, Barb Nederpel <bnederpel@heu.org>
Cc: Lynn Bueckert <LBueckert@heu.org>, Bonnie Hammermeister <BHammermeister@heu.org>, [redacted], <stxp1600@gmail.com>, [redacted] Bill McMullan <BMcMullan@heu.org>, Betty Valenzuela <BValenzuela@heu.org>, Chris Batting <CBatting@heu.org>, Olivia Burgon <OBurgon@heu.org>, Baldeesh Sandhu <BSandhu@heu.org>, Barb Shukin <BShukin@heu.org>, Phil Henderson <PHenderson@heu.org>, Lisa Crema <LCrema@heu.org>, Lisa Kreut <LKreut@heu.org>, Lynn Serhan <LSerhan@heu.org>, Cora Mojica <CMojica@heu.org>, Maria Lugs <MLugs@heu.org>, Charlotte Millington <CMillington@heu.org>, Tammy Meise <tmeise@heu.org>, Ethel Purugganan <epurugganan@heu.org>, Anna Caldwell <acaldwell@heu.org>, Jovito Espinoza <jespinoza@heu.org>, <KMcIlravey@heu.org>, <BFernandez@heu.org>, Darlene Bown <dbown@heu.org>, [redacted], <RUppal@heu.org>

Apologies—I forgot to include the attachments. I've also filed a Freedom of Information request with IHA regarding Barb Nederpel and HEU Staff Representatives' compliance with the 2021 Public Health Orders.

On Sun, Apr 13, 2025 at 7:20 AM Jessie Bains <bainsj@gmail.com> wrote:

To: HEU Ethics Commissioner, HEU Provincial Executives

Dear HEU Ethics Commissioner,

I am writing to demand the immediate suspension of HEU President Barb Nederpel pending an independent investigation into what appears to be a clear and ongoing breach of eligibility requirements for holding elected office under the HEU Constitution and Bylaws, as well as a potential violation of the BC Labour Relations Code.

Unless Barb Nederpel can provide verifiable evidence of compliance with the following three criteria within seven (7) days, she must be removed from office:

1. **Maintenance of Employment with Interior Health**:
   She must provide evidence that she has maintained her casual position with Interior Health Authority by working a minimum of 225 hours annually over each of the past five years, as per standard expectations for casual employees within IHA.
   If she has not, she is no longer an employee in good standing and is therefore **ineligible** to serve as HEU President under HEU rules.

2. **Union Dues Payment**:
   She must provide evidence of having paid union dues during this five year period. If she has not paid dues—either through payroll deduction or direct payment—she is not a member in good standing and cannot legally hold elected office under the HEU Constitution.

3. **Compliance with 2021 Public Health Orders**:
   She must provide proof that she complied with mandatory public health orders by the same deadline imposed on HEU members in 2021. If she failed to comply, and retained her position while other HEU members were terminated for the same, that represents a gross abuse of power and a discriminatory double standard.

I have already raised these concerns directly with Interior Health (see emails below) after being informed by certain Provincial Executive (PE) members that Ms. Nederpel has had an active grievance related to her IHA employment since approximately **2018**, allegedly citing her inability to meet casual work requirements.

Let me be very clear: If even **one** of the above three criteria is not met, then Barb Nederpel is holding the office of President illegally, and her continued presence in that role violates the democratic and legal rights of HEU members. In such a case, she must be **immediately suspended**, with all responsibilities and property—including the keys to the condo—transferred to the First Vice-President.

This situation raises additional serious concerns:

- How can a grievance remain unresolved for **over five years** without abuse of process?

- Why has the legal department not provided clarity or accountability on this prolonged grievance?

- Why has HEU not extended the same “unpaid leave“ protections to members terminated under PHO mandates, if such leave has apparently been granted to Barb without restriction?

The double standards at play here are staggering. There is no language in the HEU Constitution that permits indefinite unpaid leave or grievance suspension spanning more than a year or two, let alone **five or more**. The preferential treatment afforded to Barb—if proven true—exposes an unacceptable hypocrisy and suggests an abuse of union structures for personal gain and political power.

It becomes even more concerning when one considers:

- The millions in member dues being funnelled to the NDP while Barb sits on the Provincial Executive Board of the same party receiving the funds.
- The presence of another Provincial Executive member who is married to an NDP MLA from Vernon.

I am not alleging criminal corruption, but I am saying that none of this passes the smell test.

You now have seven (7) days to respond and confirm whether Barb Nederpel has met the eligibility requirements or whether she will be suspended pending an independent investigation. If no satisfactory response is received, I will be filing a Section 12 complaint with the BC Labour Relations Board and escalating this matter to the appropriate governing bodies, both union and political.

In solidarity,
Jessie Bains
bainsj@gmail.com