



BULLETIN EC-B

The Code of Conduct and Misinformation

The membership will soon vote on a tentative agreement between the FBA and the HEABC. There is (as is to be expected) a great deal of discussion about the tentative agreement. Discussion and debate are desirable and should be encouraged.

However, it has come to my attention that in this context some information is being disseminated that is (A) factually inaccurate and (B) potentially harmful to HEU's reputation and its work on the members' behalf. This includes counterfactual claims about the salaries paid to senior HEU leaders, which are being compared to the wages that HEU negotiated in the tentative agreement.

Reminder:

As elected leaders, PE Members and Alternates must avoid sharing information that is factually inaccurate and could harm HEU's reputation and its ability to bargain effectively for its membership.

It is inconsistent with the Code of Conduct for PE Members and Alternates to share information that is false and compromises HEU's work.

To be clear, this bulletin does not seek to address the conduct of any specific PE Member(s) or Alternate(s). I am issuing it to emphasize that PE Members and Alternates are expected to show leadership by communicating in a way that is factual and that respects their duty of loyalty to HEU.

This bulletin is issued on December 9, 2025

Jess Hadley
Ethics Commissioner