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FOR THE HOSPITAL EMPLOYEES' UNION

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Interim Annual Report for Convention: January 1 to September 30, 2026

Jess Hadley
HEU Ethics Commissioner

October 5, 2026

In the spirit of reconciliation, we recognize that the Ethics Commissioner's office is situated on the unceded ancestral territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səlilwətaɬ (Tsleil-Waututh) Nations.

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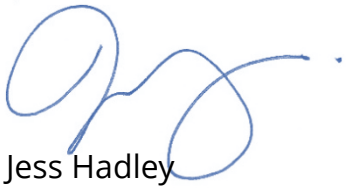
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Message from the Ethics Commissioner

This interim report outlines my work as HEU's Ethics Commissioner during the first 9 months of 2026. The report is designed to inform members about what the Ethics Office is, and what it has been doing thus far in 2026, as the union prepares for the upcoming Biennial Convention on November 1-6, 2026.

The Ethics Office is funded by HEU's members, and my role as Commissioner is to serve HEU as a whole. Any HEU member, employee, or leader can seek my advice, and it is my responsibility to ensure that their questions and concerns about Provincial Executive conduct are addressed in a fair, transparent and timely way.

It is an honour to be entrusted with the role of Ethics Commissioner. I look forward to serving HEU through Convention, and to continuing to support a sound leadership culture when the next Provincial Executive takes office after Convention.



Jess Hadley
Ethics Commissioner

What is the Ethics Commissioner?

The Ethics Commissioner is an independent office that HEU created in 2024 to oversee the conduct of the Provincial Executive. It did this by adopting the Code of Conduct for the Provincial Executive. The Commissioner is independent, meaning that the Ethics Office is not influenced by the Provincial Executive.

The Provincial Executive is HEU's governing body between Conventions, so they are expected to demonstrate a high standard of ethical and professional conduct at all times. Among other things, they must act honestly, in good faith, and in the best interests of HEU; they must avoid conflicts of interest; and they must communicate respectfully at all times.

Through the Provincial Executive Campaign Rules, HEU has made these same standards of conduct applicable to candidates for the Provincial Executive.

The Commissioner's role includes:

- Giving advice about ethical matters under the Code (and under the other policies that deal with Provincial Executive conduct).
- Educating the Provincial Executive on the Code and on conduct issues.
- Providing information on the Code and the Commissioner's work, via the Commissioner webpage and reports like this one.
- Resolving complaints about conduct violations, either through informal processes or by formally investigating them and determining appropriate sanctions and remedies.

The Commissioner is supported by administrative staff, legal counsel, and a roster of investigators with appropriate expertise.

Strategic Actions in 2026

In our 2024-2025 Annual report, the Commissioner identified **three key areas for strategic action** in 2026. The Commissioner's actions in each area are summarized here.

Action 1: Extending Education to a Broader Group

- The Ethics Office delivered Code of Conduct training to Provincial Executive **Alternates**, and will offer similar training to the new Alternates who are elected in November.
- The Ethics Office has optimized the EC webpage to provide accessible information to **all HEU members, employees and leaders** about who the Code applies to, what type of conduct it deals with, who can make complaints, and how the Commissioner will handle complaints.
- The Commissioner has provided ongoing education for the Provincial Executive on topics such as the relationship between the Code and Article 19; conflicts of interest; appropriate social media use; and the role of the Commissioner.

Action 2: Focused Education for Convention Participants

- Leading into Convention, the Commissioner provided the first eight out of nine scheduled Zoom training sessions focused on the conduct expectations for **candidates seeking election to the PE**. These sessions were available to any interested HEU member, and were mandatory for the current members of the Provincial Executive. The sessions were designed to promote union-wide alignment on what kind of election conduct complies with HEU's rules and promote an effective, inspiring Convention.

- The Commissioner will be available on the first two days of Convention to answer questions and to support delegates' and candidates' compliance with the conduct expectations.

Action 3: Clear Expectations on Social Media and Duty of Loyalty

- The Commissioner has continued to clarify the range of appropriate online conduct, for the Provincial Executive and also for candidates, through the education initiatives described above and also through her formal decisions on complaints about these issues.

Advice, Confidential Requests, and Complaints

The Code gives all HEU members, employees and elected leaders the right to contact the Commissioner for **advice**; to make **confidential requests** for support with conduct concerns; and to file **complaints.**

In the first 9 months of 2026, the Commissioner has handled a total of 77 complaints under the Code, including 8 that have required a formal investigation. All but 5 of these complaints have been resolved.

The Commissioner has also fielded 23 requests for advice and 5 confidential requests. These came from a mix of PE members, HEU employees and HEU members.

The Commissioner has seen a number of operational improvements as compared to the same reporting period last year:

- Fewer complaints overall.

- Fewer complaints requiring investigation.
- More requests for advice and confidential requests (which are the most economical and proactive way that stakeholders can use the Ethics Office).
- A dramatic improvement in the Ethics Office's efficiency, with an average file taking only 14 days to resolve.

Budget

For the current reporting period, January to September 2026, HEU approved a budget of **$296,100** to fund the Ethics Office. This includes time spent by the Commissioner, investigators, legal counsel, and administrative staff, and it includes strategic planning as well as education and the handling of requests for advice, confidential requests, and complaints. It also includes all office expenses.

The 2026 budget prioritized proactive education for the Provincial Executive, and for candidates for the PE, in order to reduce the long-term costs associated with complex, reactive investigations.

The Ethics Office was **41% under budget** for the current reporting period, having spent a total of $**173,311** to fund the work described in this report.

Closing Comments

The HEU has been proactive in creating a Code of Conduct for its elected leaders, and in creating a Commissioner's office responsible for applying the Code. HEU's vision in doing this is to cultivate a culture of ethical, transparent leadership. The Ethics Office is committed to realizing this vision, by providing a timely, orderly, even-handed, and proportional process under the Code, one that all parties see as trustworthy and independent.