

DISPUTE RESOLUTION PANEL

In the Matter of the General Dispute Resolution Process ("the GDRP")

And in the Matter of a Notice of Dispute, undated,

BETWEEN:

Jun Lin, Janet Huizhen Hu, Qian Sun, James Yang Chang Qing, Cuicui Zhang, Derek Zhiqiang Zhang, Hong Zhang, Li Xie, and Tony Tao Lv (the "Claimants")

-and-

Landen Stein, Burton Pon, Prasad Panda and the Board of Directors of the UCP Party ("Party Board") (the "Respondents")

And in the Matter of a Notice of Dispute, undated,

BETWEEN:

Landen Stein, Burton Pon, Alan Leach, Dennis Price, Bill Jarvis, Kevin Dick, Michelle Schwab, Cheryl Leitch, Pat Nelson, Linda Gebhardt, and Hugh Long (the "Cross-Claimants")

-and-

Jun Lin ("Mr. Lin") and the Board of Directors of the UCP Party ("Party Board") (the "Cross-Respondents")

(each a "Party")

BEFORE:

Ryan Armstrong	Panel Chair
Andrea James	Panel Member
Thomas O'Leary, KC	Panel Member

(the "Panel")

REASONS FOR DECISION

1. The Claimants brought their complaint pursuant to the General Dispute Resolution Process (the "GDRP") of the United Conservative Party Governance Manual (the "Governance Manual"). Specifically, complaints were reported in writing to the Executive Director pursuant to section 5.1 of the Code of Conduct. Subsequently, these complaints were forwarded to the Arbitration Committee pursuant to paragraph 5.3 of the Code of Conduct, to be resolved pursuant to the GDRP.

2. The Claimants alleged conduct at the Calgary-Edgemont Board's regular Meeting held on September 23, 2025 (the "September 23 Edgemont CA Board Meeting") was in violation of the Governance Manual. They request of our Panel that:
 - a. Landen Stein and Burton Pon
 - i. be immediately removed as members of the UCP Calgary Edgemont Constituency Association Board;
 - ii. be declared ineligible to be a Board director and/or officer of any UCP Board(s);
 - iii. be declared ineligible for any UCP nominations
 - b. Prasad Panda
 - i. be immediately removed as members of the UCP Calgary Edgemont Constituency Association Board;
 - ii. be declared ineligible to be a Board director and/or officer of any UCP Board(s);
 - iii. be declared ineligible for any UCP nominations.

In both claims for remedies sought, the reason given is due to Code of Conduct violations and the disrepute brought to the party. In the instance of Mr. Panda, there is also an allegation of "incompetence as a President".

3. By way of cross-complaint (the timing of the Claimants complaint vs. the Cross-Claimant's complaint is irrelevant to our decision), the Cross-Claimants alleged conduct at the September 23 Edgemont CA Board Meeting was in violation of the Governance Manual. They request of our Panel that:
 - a. Jun Lin be removed as a member of the Edgemont CA Board and not be allowed to seek re-election to the Board at a subsequent meeting;
 - b. Jun Lin not be allowed to stand as a contestant for any other Board position (CA or Party) or for any MLA candidate nomination contest;
 - c. Jun Lin's membership to the UCP be revoked.

The reasons given for the remedies sought are based in alleged Code of Conduct violations from both the September 23 Edgemont CA Board Meeting as well as prior alleged actions and inactions.

4. The Calgary-Edgemont Board's 2025 Annual General Meeting is set for Saturday, November 22, 2025. A new Board of Directors will be elected. The relief sought by the competing parties could impact the voting and results of the pending AGM. Any grant of relief after the AGM could impact the composition of the Board. It is clear

that this matter should be resolved prior to the AGM so as not to unnecessarily interrupt a new Board after the AGM.

5. For the purposes of this decision, and given the numerous named parties and tight time constraints, we advised the parties that we were only considering the complaints in relation to conduct at the September 23 Edgemont CA Board Meeting.
6. The Party Board did not take a position with respect to the complaints and the remedy sought by the Claimants, nor the complaints and remedy sought by the Cross-Claimants. The Party Board did not provide written submissions regarding either Notice of Dispute, nor any evidence or relevant context.
7. The Claimants did not request an in person or online hearing on this matter, and the Parties agreed that no such hearing was necessary. All submissions and evidence were submitted in writing.
8. After initial submissions were provided, but before the submission of evidence, the Parties were offered the opportunity to have resolution discussions outside of the GDRP, either through the assistance of our Panel or amongst themselves. The Parties did not avail themselves of this proposal and provided their submissions and evidence, necessitating that a decision be rendered.
9. The Panel has considered the submissions of the Parties, the evidence before us, previous decisions made through the GDRP, and the relevant sections of the Governance Manual.

Evidentiary Issue

10. Various of the affidavits attached letters which had previously been provided to the Executive Director of the party in support of the initial complaint. Given the serious nature of the allegations and relief sought, in our direction to the parties we sought sworn affidavit evidence of all parties in support of the Claims. Notwithstanding, various of the affidavits submitted by the Cross-Claimants do not explicitly state that they swear directly to the truth of the attached statement (the letter or statement which is then attached and was previously provided). The parties were provided with direction which included the following:
 - a. "The evidence in support is to be sworn either before a Commission for Oaths or Notary Public. We suggest that it be in point form, enumerated for clarity, and not in the form of a letter"
 - b. "To the extent that existing documents provided are not sworn, we will not be considering them"

11. The documents themselves are all sworn. The attached statements or letters (almost universally attached as "Schedule A") are contents referred to within the sworn affidavits. Many of the affidavits contain the reference to:
- a. having "personal knowledge of the facts";
 - b. making the Affidavit "to provide documentation relation to an incident that I witnessed at the September 23, 2025 Calgary-Edgemont Constituency Association Board"; and
 - c. providing "these statements as the witness of an assault by Jun Lin against Landen Stein which occurred at the CA Board meeting on September 23, 2025".

The intent to swear to the truth of the attached Schedule A statements/letters seems apparent, if not explicit. However, the formalities weren't properly executed.

12. The affidavits clearly and expressly incorporate the respective Schedule A's as exhibits. Any defect in the formal commissioning of the exhibits is technical rather than substantive. The panel is satisfied that the intention to swear to the contents is evident on the face of the affidavits. Mr. Lin had possession of the documents appended as Schedule A prior to the affidavits being submitted and was able to address their contents in his response to the panel. In these circumstances, we are not satisfied that admitting Schedule A as part of the sworn evidence would result in any procedural prejudice. Moreover, many of the statements are corroborative to a Statement of Landen Stein dated October 22, 2025, which was properly sworn in the form of an affidavit. Given the panel's discretion over its own procedure, including the ability to consider imperfect evidence, fairness does not require exclusion
13. Tribunals have broad latitude to accept imperfect evidence. Our decision to consider these affidavits must be grounded in procedural fairness. In this case, Mr. Lin was in possession of the appended letters for at least a week prior to the affidavits being submitted with the letters attached. Mr. Lin was able to address the letters in his response. The Panel does not think he could reasonably have been taken by surprise by the letters being put forward as sworn evidence.
14. Complicating matters is the fact that in his reply to the Notice of Dispute, Mr. Lin indicated that his lawyer, Alain Hepner, had statements from the 9 other claimants and some witnesses. He further indicated that if required, Mr. Hepner could provide those statements to the panel. This response was received by the panel at 3:57pm on Monday, November 17, 2025, approximately three minutes before the deadline for submitting his response and any accompanying evidence. No request for

extension was made at this time. Early in the morning of November 20, Mr. Lin requested to enter the evidence of 12 individuals, including the 8 other Claimants besides himself, and a further 4 individuals. This was over 2 days after the deadline of 4:00 p.m. on November 17, 2025. There was no prior request for an extension. In providing these materials, Mr. Lin indicated

Pursuant to the Arbitration Rules and Procedures, including paragraph 15 which provides that DRP may determine deadlines as necessary and reasonable, we are requesting extra days to file the commissioned witness statements. Our witnesses were not aware that their statements required commissioning, and this only came to our attention November 17th Monday afternoon. We submit that granting this brief extension is consistent with principles of fairness and procedural due process, as we were not fully aware of this requirement and have acted promptly upon learning of it

15. In response, Mr. Jarvis argues that these statements should be inadmissible. He indicates that the initial deadline of November 17, 2025 had already been extended from November 14, 2025, and that the Cross-Claimants had met the extended deadline. He suggests that procedural fairness dictates that each parties' statements in support should have been provided concurrently or in short succession, and that by allowing the Claimants to provide late-filed sworn material, they were afforded the opportunity to provide reply to the sworn material of the Cross-Claimants. Lastly, he suggests that it was Mr. Lin's obligation, as the leader or appointed representative of the Claimants, to keep them informed about deadlines and when Statements would be required.

16. In addressing this issue, we note the following:

a. The initial email to the parties dated November 4, 2025 indicated:

"We consider those matters to be urgent, and to require expedited resolution."

and

"The complaints filed in this matter and the relief sought require us to move with efficiency and in an expedited manner."

We then outlined the timelines, and the fact that these were tight timelines given the relief sought and the CA Board's pending AGM set for November 22, 2025.

- b. On the morning of the first deadline of November 7, Mr. Lin requested an extension of the submission deadline. He also advised that his lawyer would be attending. We accommodated that request within 2 hours and extended the first submission deadline from November 7 to November 10. The second submission deadline for evidence was also extended from November 14 to November 17.
 - c. Both Mr. Lin on behalf of the Claimants and Mr. Jarvis on behalf of the Cross-Claimants met the extended submission deadline of November 10. Mr. Lin's materials included 8 others as Claimants. He indicates that he was nominated to give the Notice of Dispute on behalf of all of the Claimants. He cc'd his lawyer Mr. Hepner in the correspondence. This included two emails, with an initial Notice of Dispute followed by a modestly altered "final" Notice of Dispute.
 - d. Mr. Jarvis et al. on behalf of the Cross-Claimants met the November 17 filing deadline. Mr. Lin also filed materials for this deadline. Mr. Lin also forwarded to his lawyer the materials of Mr. Jarvis et al. Unlike on November 7, Mr. Lin made no request for an extension to a deadline. It wasn't until 5:13 a.m. on November 20 that additional materials tendered for consideration were provided to the parties and this panel .
 - e. Despite stating in his reply to the Notice of Dispute that his lawyer, Alain Hepner, had statements from the 9 other claimants and some witnesses, the sworn statements which Mr. Lin delivered to the panel on November 20 were all sworn on November 19, 2 days after expiry of the extended deadline for submission of same.
17. Procedural fairness is a two-way process. The Claimants were afforded additional time to provide their Notice of Dispute, and the Cross-Claimants took no issue. The Cross-Claimants met their burden of providing evidence under these amended timelines, and it is to their detriment if the evidence of the Claimants is allowed to be late-filed with the benefit of being in reply to the evidence of the Cross-Claimants. The tight timelines involved and imposed were accepted by all parties and extended once to accommodate the Claimants. No reasonable basis for late submission of the Claimants' evidence has been demonstrated. An additional extension is neither fair nor reasonable given the pending November 22, 2025 Annual General Meeting of the Calgary-Edgemont Constituency Association Board. For the above-noted reasons, the 12 documents provided by the Claimants

on the morning of November 20 in support of their Notice of Dispute will not be taken into consideration as evidence in our reasons.

Facts

18. The evidence and written submissions that were submitted to the Panel contain multiple inconsistencies and contradictions. The following facts are not in issue.
19. On September 23, 2025 at 7:30pm, the Calgary-Edgemont Board held a regular Board Meeting. The date and location of the AGM was at the Phoenix Room of the Dalhousie Community Centre (5432 Dalhart Rd. NW).
20. Prasad Panda, as President of the Calgary-Edgemont CA Board, presided over the meeting.
21. A further 23 Calgary-Edgemont CA Board members were present in person at the meeting.
22. Participating online via video-conferencing through the Zoom platform were 4 additional Calgary-Edgemont CA Board members: Kevin Dick, Larry Wu, Keith Wu, and Hong Zhang.
23. Also participating in the meeting as non-board member observers were Steve Wong, Raymond Chang, and Al Napier (all in person) and Irma Roberts (via Zoom as Calgary Region Director).
24. Murray Burke, one of the 24 Calgary-Edgemont CA Board members in attendance in person, hosted the Zoom portion of the September 23 Edgemont CA Board Meeting and facilitated the online voting.
25. Christy Edwards was the lone active Calgary-Edgemont CA Board member not present either in person or via Zoom.
26. Jeremy Wong had resigned from the Calgary-Edgemont CA Board earlier in the summer of 2025 (September 2, 2025) and was also not present.
27. The business of the meeting was conducted in accordance with an Agenda.
28. At the conclusion of the reports provided by various CA Board Vice-Presidents, Bill Jarvis moved to introduce a new agenda item, being a motion to fill the vacant Calgary-Edgemont CA Board position created by Jeremy Wong's resignation with one Linda Gebhardt. A separate CA Board member, Donna Gee, suggested an open nomination be conducted and nominated Kris Moen as a candidate. A motion was ultimately passed to hold an election and vote for a replacement for the vacant

Board position. The only 2 candidates nominated were Linda Gebhardt and Kris Moen. It was determined that a secret ballot vote be conducted by paper ballots for members present, and for participants via Zoom to make use of the radio button voting process. Scrutineers were assigned for both methods of voting, with Jun Lin, Donna Gee, and Bill Jarvis scrutineering the in-person votes.

29. Murray Burke facilitated the online ballot. In his sworn statement, he indicated that “At no time did any of them lose connection and needed to be readmitted”, referring to the attendees on Zoom. He also states that the online ballot which he launched appeared as follows:

Director

1. Director Vote for one: (Single choice)

- Linda Gerhardt
- Kris Moen

30. Murray Burke stated that the online ballot was launched as the paper ballots were distributed, and that he waited until all paper ballots were submitted before closing the online vote. The results of the online vote were 2 votes for Kris Moen and 1 vote for Linda Gerhardt. These results were anonymous such that Mr. Burke “could not see who voted for whom.” These results were provided to the scrutineers counting paper ballots.

31. Anne Burke, as CA Board Secretary, was the Returning Officer for the vote. She collected the paper ballots and counted them in the presence of the scrutineers. Bill Jarvis as scrutineer indicates that the paper ballots were cast 13 votes for Linda Gerhardt and 11 votes for Kris Moen. The online ballots were then added to the paper ballots.

32. Upon the counting of all votes, Linda Gerhardt was declared the winner by one vote. The result is described as being 14 votes for Linda Gerhardt, 13 votes for Kris Moen.

33. At the conclusion of this vote, the facts become somewhat controverted. What can be gleaned is there was a dispute or a protest about the vote by Jun Lin, Donna Gee, and others. There was a disagreement or argument amongst parties, voices were raised, expletives were used, and thereafter the meeting ended. Jun Lin and Landen Stein came together in close proximity; it is in dispute as to whether physical

contact was made. Landen Stein used an expletive. Burton Pon came between Lin and Stein to separate them.

34. To the extent that there are further relevant facts in dispute, this will be addressed below in our reasons.

Issues

35. The issues before the Panel are:

- a. Whether any of the actions of Landen Stein were in violation of the Code of Conduct;
- b. Whether any of the actions of Burton Pon were in violation of the Code of Conduct;
- c. Whether any of the actions of Prasad Panda were in violation of the Code of Conduct;
- d. Whether any of the actions of Jun Lin were in violation of the Code of Conduct.

Analysis

Whether any of the actions of Landen Stein were in violation of the Code of Conduct

36. The allegations against Mr. Stein can be characterized as that he used an expletive, namely "f****ing bull****".

37. It is uncontroverted that Mr. Stein used an expletive. He admitted to it, and that he used it twice in repeated fashion. It is noteworthy that he does not dispute this fact and admits it was unprofessional. However, his use of expletives does not meet the expectations of "courtesy, respect, civility, and tolerance" required of all members of the Boards of Constituency Associations

38. To remedy this matter, and pursuant to paragraph 5.4.2, this Panel reprimands Mr. Stein for his conduct at the September 23, 2025 Edgemont CA Board Meeting.

39. We do not find this reprimand to be conflict with paragraph 2.8 of the Code of Conduct, insofar as the exercise of freedom of expression in voicing displeasure at the conduct of other members can be voiced with courtesy, respect, and civility, without the use of expletives.

Whether any of the actions of Burton Pon were in violation of the Code of Conduct

40. The allegations against Mr. Pon by the Claimants are pursuant to paragraph 2.7 of the Code of Conduct, in that Mr. Pon failed to treat Mr. Lin, as a member of the party, with "courage, respect, civility and tolerance". Specifically, it is alleged by Mr. Lin

that Mr. Pon “physically assaulted” Mr. Lin by “hitting and pushing” him “with his front arm and elbow three times, repeatedly and consecutively”. This is said to have happened as or immediately after Mr. Lin had “stood up and denounced” Stein’s “inappropriate and abusive behaviour” in stating that the loud and protracted protests of the Board vote by Mr. Lin, Donna Gee, and others was “f***ing bull****”.

41. The evidence of the other witnesses about Pon’s actions differs markedly from that of Mr. Lin. Mr. Stein described that Mr. Pon “intervened in a non-threatening way” in a confrontation between him and Mr. Lin as the two men stood in very close proximity while in a loud and heated verbal exchange. He said that Mr. Pon “used his elbows to slowly but deliberately separate us and pry [Lin] off of and away from me.” He credits Mr. Pon with preventing further escalation of the confrontation.
42. CA Board member Hugh Long testified that Mr. Lin “ran towards [Stein], then pushed his chest and fingers into the body of [Stein]” while continuing to aggressively shout. He describes Mr. Pon as de-escalating the conflict by separating the two men “by wedging his body between” Mr. Lin and Mr. Stein.
43. Board member Dennis Price described the events similarly. He states that Mr. Lin “physically bumped his chest into” Mr. Stein “while jabbing his fingers into the air and screaming” at Mr. Stein. He states that Mr. Lin was “restrained gently and firmly” by Mr. Pon.
44. Mr. Pon’s description of the situation and his actions is consistent with the evidence of Mr. Stein, Mr. Long and Mr. Price. He describes Mr. Lin “in an uncontrollable fit of rage” running across the room towards Mr. Stein. He describes that Mr. Lin then “pushed his chest and fingers into Mr. Stein “while engaging in vicious shouting”. Mr. Pon says that he then intervened by separating Mr. Lin from Mr. Stein “by using my body to block” Mr. Lin from Mr. Stein. He describes extending his arms between the two men to create a physical barrier and instill separation between them.
45. We recognize the conflict in the evidence about Mr. Pon’s actions as between Mr. Lin on the one hand and Mr. Stein, Mr. Long, Mr. Price and Mr. Pon on the other. We have no hesitation in preferring the evidence of Mr. Stein, Mr. Long, Mr. Price and Mr. Pon to the evidence of Mr. Lin in this respect. The reasons for doing so include the consistency among Mr. Stein, Mr. Long, Mr. Price and Mr. Pon, and the significantly greater detail and context provided by these witnesses in their evidence as compared to that of Mr. Lin.
46. Most particularly, Mr. Lin fails to address in any substantial way the context in which Mr. Pon’s actions arose, which was, by all the evidence, a heated confrontation that

Mr. Lin instigated with Mr. Stein in response to the expletives used by Mr. Stein. Context is critical for assessing conduct particularly against the relevant factors of “courtesy, respect, civility and tolerance “. Mr. Lin’s evidence does not address the context of Mr. Pon’s actions to any significant degree. It does not address the close physical proximity of the two men, the heated and loud nature of their exchange or the apparent instigation of that confrontation by Mr. Lin. All these elements are detailed not only by Mr. Stein, Mr. Long, Mr. Price and Mr. Pon, but also by witnesses Jarvis, Leach and Schwab. Mr. Lin’s failure to address the context of Mr. Pon’s conduct significantly compromises the credibility of his complaint against Mr. Pon.

47. In the circumstances described by these other seven witnesses, which we accept as generally reliable, we must conclude that Pon’s actions in making physical contact with Mr. Lin were taken in order to de-escalate a confrontation between Mr. Lin and Mr. Stein that was instigated by Mr. Lin. We find that Mr. Pon’s actions were taken in good faith for this purpose, were non-threatening to Mr. Lin, and involved gentle and firm restraint by Mr. Pon rather than the “hitting and pushing” described by Mr. Lin. We find that Mr. Pon treated Mr. Lin with courtesy, respect, civility and tolerance appropriate to the prevailing circumstances, and did not breach the Code of Conduct

48. In conclusion, we find no breach of the Code of Conduct by Mr. Pon.

Whether any of the actions of Prasad Panda were in violation of the Code of Conduct

49. The allegations against Mr. Panda are three-fold:

- a. That the vote held was conducted inappropriately;
- b. That the complaints about the conclusion of the vote, and the suggestion that a director was not permitted to vote, were not properly heard; and
- c. That Mr. Panda, as President, lost control of the meeting.

50. It is ironic that we are asked to make Code of Conduct findings about an allegedly inappropriately held/conducted vote, without the request that we make the preliminary finding that the vote conducted was inappropriate. As such, we decline to make such a finding. In any event, the evidence before us and the time constraints presented, together with the fact that this was a Code of Conduct complaint and not some other complaint within the Governance Manual (under either the “Rules Governing Constituency Associations” or section 3.1 of the GDRP), prevents us from reaching such a finding.

51. Even in the event that such a finding *could* be made (which is not the conclusion of this panel), we still do not find that the vote conducted at the September 23, 2025 Edgemont CA Board meeting lends itself to a finding of a breach of the Code of Conduct. The theoretical mishandling of a vote, with no ill intent, moved by another Board member, passed by those present, and then voted on by almost everyone in attendance, does not bring harm or disrepute to the party or its members. It is the literal exercise of democracy. The results of a vote should be afforded formality and respect, whether that vote is for elected office of the province or for the last director position on a Board which will be reconstituted at an AGM two months later. There are mechanisms in place to challenge such votes at various levels. None have been exercised here. The upholding of the results of a vote is also not mistreatment of a party member in a discourteous, disrespectful, uncivil, or intolerant manner.
52. After the vote concluded, it is fair to say that disagreement and argument broke out. Some called the scene “chaos”. The vote had clearly concluded, but those who were supporters of the unsuccessful Board candidate (Mr. Moen) took issue with a perceived slight. One Board member did not vote in the online forum. The evidence as to why is conflicting, but it is clear that other Board members attending online were able to vote. Attending meetings and voting electronically, and remotely, using video-conferencing is a privilege. It is permitted for a CA Board to facilitate this, but it is not required by the Party. And to the extent that CA Board meeting business needs to proceed and respect the time of volunteers, particularly those able to attend in person, it is not appropriate to expect that a concluded vote be cast aside for a new vote to proceed because of the unexplained lack of vote by one Board member.
53. Lastly, we find no fault of Mr. Panda in the breakdown of the meeting. A vote was conducted and a disagreement ensued. Mr. Panda evidently heard the complaints of various parties. But he was replying to the complaints of others and not inducing the breakdown of the meeting. Indeed, it was the carrying on by the supporters of the unsuccessful Board candidate which lead to a loss of decorum and order at the meeting.
54. It is not clear what Mr. Panda could or should have done to maintain order. He clearly attempted to maintain order by calling for same. Mr. Panda is a volunteer director elected as his CA Board President. When a room breaks down into acrimony, yelling, and argument, there is little that can be expected of anyone presiding other than to attempt to bring order. It appears that this did not happen, but he is not to be faulted for this. When the dispute continued, the meeting was

brought to a conclusion by Mr. Panda. It is not the role of the CA Board President to hear the ongoing and continued complaints of one or more members when they have already been heard. The CA Board President has to be respectful of the time of all parties attending and volunteering.

55. We find no breach of the Code of Conduct by Mr. Panda.

Whether any of the actions of Jun Lin were in violation of the Code of Conduct

56. The allegations against Mr. Lin brought by the Cross-Claimants arise under paragraph 2.7 of the Code of Conduct, which requires members to treat others with “courage, respect, civility and tolerance.” The Cross-Claimants assert that Mr. Lin became “visibly and vocally agitated,” “encouraged his contingent of supporters on the Board to loudly protest the results” of the vote at the September 23 meeting, and, more seriously, “physically accosted another Board member over the use of an expletive.” It is evident that the events at the September 23, 2025 meeting were marked by an unnecessary and significant escalation. The validity of the vote conducted at that meeting is not before the panel; however, even if the vote had been improperly conducted, there were established and orderly mechanisms available to the Claimants to challenge it. These procedures are clearly set out in Robert’s Rules of Order, and in some circumstances, a vote may also be challenged through the GRDP. None of these avenues were pursued.

57. Mr. Lin’s immediate reaction to the vote’s outcome was described by multiple witnesses as loud, argumentative, and one person testified that the dispute lasted approximately ten minutes before the confrontation between Mr. Stein and Mr. Lin. While disappointment with a vote’s result may be understandable, responding with raised voices is inappropriate. Further, continuing a protracted argument after the CA President has clearly indicated that he will not reconsider his decision is equally unacceptable. Although Mr. Stein’s outburst was itself inappropriate, it was not unforeseeable that other Board members and observers, each of whom is a volunteer, were becoming frustrated by the prolonged and apparently unproductive dispute. The relatively low stakes of the vote, concerning the election of a constituency-level Board member two months before an anticipated AGM, accentuate this point.

58. Mr. Lin’s reaction to Mr. Stein’s use of profanity was to “run around the boardroom table and then toward [Stein].” Mr. Jarvis testified that Mr. Lin “[got] his face within an inch of [Stein]’s face while shouting at top volume.” Mr. Lin’s submissions do not address this close physical proximity, the distance or speed with which he moved

toward Mr. Stein, or the perception of those actions by others in the room, all of which are consistently supported by witness testimony which was available to him prior to submitting his response. Whether direct physical contact occurred is disputed, and the panel makes no finding on that issue. However, the evidence clearly demonstrates that the two men came into extremely close physical proximity and that Mr. Lin initiated that escalation.

59. Mr. Lin's reaction to Mr. Stein's use of profanity was grossly disproportionate. Yelling in another person's face and using physical proximity in a manner that is reasonably perceived as intimidating constitutes a serious breach of the obligation to treat fellow party members with civility and respect.
60. In closing, we find that Mr. Lin's conduct at the September 23, 2025 Edgemont CA Board Meeting to be unacceptable. Pursuant to 2.7 of the Code of Conduct, Mr. Lin reacted to the results of the vote in a manner which treated various members of the Edgemont CA Board in a discourteous, disrespectful and uncivil manner.
61. To remedy this matter, and pursuant to paragraph 5.4.4, this Panel suspends the membership of Mr. Lin for a period of six (6) months commencing November 21, 2025, and concluding the end of business day May 21, 2026.
62. To the extent that the Cross-Claimants asked for additional relief pursuant to paragraph 3 of these Reasons, we need not address the same. Paragraph 5.6 of the Code of Conduct sets out mandatory punishment for any person whose membership has been suspended or revoked. This includes (but is not limited to) a prohibition against serving on the Board of a CA or CA Board committee (paragraph 5.6.7) and serving or running as a Party Candidate while a membership is suspended. Those restrictions follow our suspension of the membership of Mr. Lin without this Panel having to grant further relief.

Conclusion

63. The Arbitral Award granted on November 21, 2025, is confirmed as follows:
 - a. Mr. Stein is reprimanded for his conduct at the September 23, 2025 Edgemont CA Board Meeting.
 - b. We find no breach of the Code of Conduct by Mr. Pon.
 - c. We find no breach of the Code of Conduct by Mr. Panda.


d. Mr. Lin's membership in the United Conservative Party of Alberta is suspended for a period of six (6) months commencing November 21, 2025, and concluding the end of business day May 21, 2026.

64. The foregoing Order takes into account the best interests of the CA and its membership, and the best interests of the party given the need to hold its Annual General Meeting without the cloud of competing Disputes.

65. The Panel is grateful to all parties for their cooperation in attending to this matter. All persons interested in this matter and its outcome should recall that the party is, at its heart, an entity driven by volunteers of varying experience and backgrounds. Constituency Associations, and indeed the Party, will go through growing pains, which will include disputes and disagreements at varying levels of party governance. It is imperative that party members meet all of the paragraphs of Article 2 of the Code of Conduct, including to speak and act in good faith with the best interests of the Party and the residents of Alberta foremost in mind, and to treat each member with courtesy, respect, civility, and tolerance. When problems arise, the Code of Conduct necessitates that action be taken if issues remain unresolved. We are hopeful that, moving forward, party members are clear as to the consequences of breaching the Code of Conduct.

DATED the 8 day of December, 2025

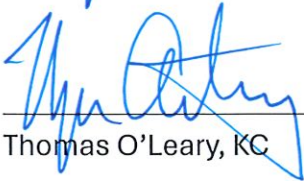
DISPUTE RESOLUTION PANEL



Ryan Armstrong



For: Andrea James



For: Thomas O'Leary, KC