

North Vancouver Island Area Council Minutes August 5, 2026

Meeting called to order 6:50pm

Roll call: Richard May

Nicole Petrie

Christine walker

Kaj sterler

Bert farewell

Sherry scheifele

Samantha calabrese

Jessica Dagasso

Nicki Dagasso

Land acknowledgment:

Kaj provided a land acknowledgement

approve of agenda:

Nicole moved and sherry seconded Duty to accommodate related to recent federal decision was added to agenda for discussion.

Minutes from July 5th

moved by Sherri and seconded by nicole

Presidents report:

Kaj has been busy with his revp campaign, and he will go to Labour Day picnic with Richard. Kaj is still working on the concert

President Report was moved by Kaj and seconded by Bert. Motioned carried

Treasure report:

2,486.47 as of June 2026. Kaj moved and nicole seconded it. Motion is passed

Vice chair report:

Richard is running for RVP within his component, and lots of things are going on in his office regarding workforce adjustments. His component has some local education courses

coming up and his locals are busy. The picnic is coming up and members can come out. Lots of fun and lobbying opportunities. Report is moved by nicole and seconded by Bert

Secretary report: - there is none

Old business:

Concert:

- Kaj asked if we would want to donate funds to it
 - Richard asked about contacting labour focused artists for the concert
 - Richard suggested making a fb page for our area council
 - Samantha suggested that the artists should be paid
 - Kaj said the event won't have enough revenue to pay the artists
 - Nicole suggested making it an open mic night instead of a concert
 - Samantha wants to do smaller scale
 - Kaj mentioned it needs to be big scale to get the bigger message out.
 - Richard agrees with making it smaller. He wants us to think of artists that would give us 30-45 min sessions and that 8-10 artists are likely going to be more realistic.. Richard wants to have local politicians come out and speak And asked how we are going to generate revenue
 - Bert says we should talk to the musicians that go to Labour Day to perform because they might be able to come as a first step.
 - We can't pivot because the money is already allotted to a concert
 - Nicole feels donations should be returned and a different event planned
 - Christine suggested contacting the legion about which of their artists offer their time for free.

Coffee chat: called off

Labour day Picnic: Kaj and Richard will be attending. Nicole is away. Others are welcome to join them.

New business: There was none

Round table;

- there will be a list of municipal candidates for the upcoming election, and that are labour friendly who have been endorsed by the Labour Council.

Nicole will remain secretary for the term

National PSAC convention:

Jessica : doesn't have an update.

Richard: we need to engage our local

Richard: discussed A recent FPSLREB decision

Decision dated June 19, 2026

External source: The employer appeared to believe that distractibility could be addressed by requiring the employee to report to the office and offering measures such as a noise-cancelling headset, a quieter workspace, isolation from colleagues and attendance on the least busy days. The Board rejected that one-size-fits-all approach:

“Not every problem of distractibility can be solved with a noise-cancelling headset.”

That sentence matters.

A pair of earplugs, headphones or a desk in a quiet corner may help some employees. But these measures do not automatically remove every disability-related barrier.

Accommodation cannot simply mean selecting something from a standard list and declaring the employee “accommodated.”

Preference does not cancel necessity

ISED argued that the employee preferred teleworking.

The Board responded:

“An employee does not have to dislike the accommodation measure for it to be necessary.”

And then came this particularly important statement:

“Making employees miserable is not the purpose of the duty to accommodate.”

Calling telework a preference does not answer the real question:

In summary: Grievance is upheld. The Employer's implementation of its hybrid work model in 2025 was in breach of LOU B22.

Meeting Adjourned at

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