

Minutes of the Saskatoon Regional Women's Committee AGM February 12, 2026

Attendance: Lisa Leuty (40340), Jodie Schafer (40802), Jacqueline Maurice (PSAC), Laura Westman (40024), Shaina Ledoux (40803), Dawn Montgrant (40195), Ariel Alvarenga (40818), Janette Husak (40195)

Special guest – Sherry Hunt, PRC Women's Rep

Meeting held by Zoom starting at 5:04pm

For meeting information contact Jacqueline Maurice 3062927037 mauricj@psac.com

- Land Acknowledgment and Harassment Statement
 - Acknowledged
- Introductions
- Minutes of last meeting were reviewed via email following last meeting. Laura moved to have the minutes from November 6th, 2025 be accepted as is. Seconded by Shaina. Minutes accepted.
- Agenda reviewed. Elections moved up to accommodate Jacqueline's schedule. The Terms of Reference also need committee acceptance.
- Shaina moved to have the agenda adopted as amended. Seconded by Ariel. Agenda accepted as amended.
- Elections
 - All positions. Chair, Vice-Chair (optional), Treasurer and Secretary
 - Nominations for Chair for one year term: Laura nominated Shaina as Chair, seconded by Jodie. No other nominations were brought forward. **Shaina Ledoux** accepted the nomination and is elected via acclamation.
 - Nominations for Vice-Chair one year term: Shaina nominated Jodie and seconded by Laura. No other nominations were brought forward. **Jodie Schafer** accepted the nomination and is elected via acclamation.
 - Nominations for Treasurer for one year term: Jodie nominated Laura, seconded by Shaina. No other nominations were brought forward. **Laura Westman** accepted the nomination and is elected via acclamation.
 - Nominations for Secretary for one year term: Laura nominated Lisa seconded by Shaina. Jodie nominated Ariel seconded by Lisa. Lisa declined to have her name stand. **Ariel Alvarenga** accepted the nomination and is elected via acclamation.

OATH OF OFFICE: "I () having been elected an Officer of the Public Service Alliance of Canada, solemnly declare that for my term of office I shall abide by and uphold this Constitution, fulfil the duties of such office, will maintain and uphold the dignity of the Union and will always keep confidential all matters concerning the affairs of the union that are brought to my attention."

Minutes will need to be taken into the bank (Affinity Credit Union on 22nd St E) to update the signing authorities with the new executive members.

- Election of a Delegate to the Prairie Region Triennial Convention –

- For the delegate: Jodie nominated Shaina, seconded by Laura. No other nominations were brought forward. **Shaina Ledoux** accepted the nomination and has been selected as the delegate to attend.
- The first alternate: Shaina nominated Jodie, seconded by Laura. Jodie Schafer accepted the nomination and has been selected for the first alternate
- The second alternate: Laura nominated Ariel, seconded by Jodie. Ariel Alvarenga accepted the nomination and has been selected for the second alternate.

Janette discussed the upcoming Red Dress Day and Laura suggested we use the same statement as last year which was accepted.

- 2025 Financial Update and 2026 Budget Review – Laura provided a Treasurer’s report (see below).

2026 AGM SRWC Treasurer’s Report for fiscal year 2025

- January 1, 2025 the SRWC had a bank balance of \$909.71 with \$800 worth of outstanding cheques to be cashed. This means the funds available was actually \$109.71
- When the cheque we had written to Prairie Harm Reduction in December 2024 continued to go uncashed we contacted the organization and they stated they had no record of receiving our cheque (which was delivered in person) so we put a stop payment on the cheque (at a cost of \$20) and rewrote the cheque (in the amount of \$100) which was cashed June 16, 2025
- This year the committee received \$1700 total from the REVP to carry out the work of our committee.
- For the fiscal year of 2025 we gave cash donations totalling \$1200 to 3 organizations that we worked with in the community. Prairie Harm Reduction (\$200 given along with our Spring into new socks and underwear drive), Iskewuk Ewichiwitochik (\$500 donation to provide soup and bannock at the October 4 Sisters in Spirit Walk) and True North Aid, also known as Moon Time Connections, (\$500 to help cover the shipping fees to send menstrual products to northern Canadian communities was given along with our fall menstrual product drive). We also made a nearly \$200 donation of purchased items (socks, underwear, toques, mitts, hand warmers) to Prairie Harm Reduction as part of our Christmas coats and warm items drive.
- The committee spent \$136.66 on expenses (refreshments) for our in-person meetings.
- The committee spent 44.66 to purchase red dresses for Red Dress Day on May 5th which we used as part of a partnership with the City of Saskatoon to hang red dresses in the trees at Saskatoon City Hall

- Our bank statements cost \$1/month and therefore \$12 per year
- Our bank balance as of December 31, 2025 was \$698.97 with a \$500 cheque outstanding to Truth North Aid/Moon Time Connections – this cheque was cashed in January, 2026. As this cheque has now been cashed our current bank balance is \$198.97.
- We recently moved to doing online banking so this should streamline any future reimbursements and donations.

Motion to accept financial update made by Laura, seconded by Lisa. Financial update passed by the committee.

2026 SRWC Proposed Budget for 2026

- We have the standing item of our banking costs at \$12 per year (may be waived with the transition to online banking?)
- We have once again budgeted \$240 for refreshments for in person meetings.
- \$500 each to True North Aid/Moon Time Connections and Iskwewuk Ewichiwitochik. These are organizations that we have donated to in the past. In concert with the donation, we have members volunteering for specific events with these organizations in the community.
- Last year the SRWC participated in a Prairies wide initiative for Red Dress Day which is on May 5. This year we are requesting \$300 to purchase second hand red dresses to hang in trees in a park or other public space in Prince Albert (Saskatoon purchased dresses last year). We would like to attach laminated QR codes to the dresses that take people to a website with information about Red Dress day (QR code can be recycled from last year as a statement and link was developed) We would also like to expand to creating Red Dress Day awareness materials (e.g. stickers/decals) for distribution to locals/other PSAC committees in the region.
- 2x \$200 for a fundraiser or partnership with an organization in the community. One perhaps later in the spring as well as a seasonal fundraiser in November/December. The committee welcomes any suggestions/ideas for organizations we can partner with.
- \$500 for the women in Prince Albert to do a fundraiser or partnership with an organization in their community.
- \$200 for December 6th - National Day of Remembrance and Action on Violence Against Women - We have asked for funds to purchase and distribute white ribbons/pins/buttons from an organization that supports ending violence against women and girls. Intention to partner with any other organization in the community who is hosting a memorial on or around December 6

Motion to accept proposed 2026 budget as presented, made by Laura, seconded by Lisa. Budget passed by the committee.

- Chair Report presented by Jodie.
- Chair Report summary of 2025
 - This past year we held 5 meetings.
 - We held a sock & Underwear Drive in the spring and supported the Saskatoon District Area Council's winter campaign for Prairie Harm Reduction.
 - We Participated in Red Dress Day in May in both Saskatoon & Prince Albert. We partnered with RIPC to prepare a statement that was posted on the union website.
 - We joined the Sisters in Spirit Walk
 - We gathered donations and attended the packing party for Moontime Connections
 - We started a WhatsApp group for the Committee
 - We started online banking
 - We had a seasonal celebration with the Saskatoon District Area Council. Shaina was able to attend with us.

- **Proposed Resolution (amended from the previously circulated version):**

Advocacy for Fair Phoenix Overpayment Recovery Practices

Whereas members paid through the Phoenix pay system have experienced excessive and unannounced overpayment recoveries, including instances resulting in a zero-dollar paycheque; and

Whereas sudden recoveries without adequate notice or reasonable repayment terms cause undue financial hardship; and

Be it resolved that PSAC advocate specifically to the federal government and Treasury Board Secretariat for fair, transparent overpayment recovery practices; and

Be it further resolved that such advocacy include direct engagement with Treasury Board officials, meetings with Members of Parliament, and public or member-focused campaigns to address zero-dollar pay outcomes and require advance written notice of recovery amounts and timelines; and

Be it further resolved that PSAC report back to members on actions taken and progress achieved regarding these advocacy efforts.

- **(Previous version)**

Title: Fair and Transparent Payroll Recovery Practices

Whereas accurate, timely, and predictable pay is a fundamental condition of employment; and

Whereas members have experienced excessive and unannounced payroll deductions due to arrears recovery, including instances resulting in a zero-dollar paycheque; and

Whereas such deductions are often implemented without advance notice or a reasonable repayment plan, causing undue financial hardship; and

Whereas employers can recover overpayments while still ensuring fairness, transparency, and dignity for employees;

Be it resolved that PSAC advocate for payroll recovery practices that prohibit full-pay clawbacks resulting in a zero-dollar paycheque; and

Be it further resolved that employers be required to provide advance written notice detailing the amount owed, the reason for recovery, and proposed terms; and

Be it further resolved that arrears recovery be subject to reasonable per-pay caps and include the option of a negotiated repayment plan to prevent undue hardship; and

Be it further resolved that PSAC pursue these protections through collective bargaining and employer advocacy

- **Motion to approve the resolution as amended made by Lisa, seconded by Jodie. Proposed Resolution passed by the committee.**
- Discussion of the Terms of Reference for the Saskatoon Women’s Committee (which were previously agreed on at the September 18, 2025). **Motion to accept as presented, made by Lisa, seconded by Shaina. Terms of Reference approved as is by the committee.**
- Next Meetings – Usually have a spring meeting so can get ready for Red Dress Day. Thursdays at 5pm still work for everyone. Proposed meeting dates of April 16th. With Triennial Convention in early June, proposed May 28th (can discuss Pride Parade in Saskatoon on June 28th). For the fall September 10th and a tentative November 5th.
- Other business – None
- Motion to adjourn made by Lisa. Meeting Adjourned at 6:23pm

Saskatoon Regional Women's Committee			
BUDGET REQUEST			
2026			
	AMOUNT REQUESTED	LOSS OF SALARY If required, please indicate # of hours in total <u>per event</u>	SWAG Y or N
EXPENSES			
Meeting Expenses			
(detail specifics such as room rental, food costs, conference calls, etc. on separate lines)			
Food costs - 4 in person meetings x \$60	\$240.00		
Donations*			
True North Aid/Moon Time Connections Packing Party	\$500.00		
Iskwewuk Ewichiwitochik - Sister in Spirit Walk - soup and bannock	\$500.00		

A Prince Albert based charity that the women who live in that community choose to support with their volunteerism	\$500.00		
Event/Project Expenses**			
Red Dress Day Activity	\$300.00		
Community Donation & Project - TBD	\$200.00		
Christmas fund raiser	\$200.00		
December 6th - National Day of Remembrance and Action on Violence Against Women	\$200.00		
Other			
Monthly Bank Printing Fees	\$12.00		
TOTAL PROJECTED EXPENSES	\$2,652.00	0.0	
Balance Available at December 31, 2025	\$198.97		
TOTAL BUDGET REQUEST FOR 2026	\$2,453.03		
*Please indicate if donations are ongoing or new.			
Our donations to True North Aid/Moon Time Connections and Iskewuk Ewichiwitochik are organizations that we have donated to in the past. In concert with the donation we have members volunteering for specific events with these organizations in the community.			
Red Dress Day - funds to purchase second hand red dresses to hang in trees in a park or other public space in Prince Albert (Saskatoon purchased dresses last year) . Would like to attach laminated QR codes to the dresses that take people to a website with information about Red Dress day (QR code can be recycled from last year as a statement was developed) Expand to creating Red Dress Day awareness materials (e.g. stickers/decals) for distribution to locals/other PSAC committees in the region			
The women of Prince Albert have chosen a charity in the past (e.g. Stepping Stones) that they have done a fundraiser with/for. Charity for 2026 TBD			
The women of Saskatoon have chosen a charity in the past (e.g. Prairie Harm Reduction) that they have done a spring fundraiser with/for. Charity for 2026 TBD			

<p>The women of Saskatoon have chosen a charity in the past (e.g. Prairie Harm Reduction) that they have done a Christmas/seasonal fundraiser with/for. Charity for 2026 TBD</p>			
<p>December 6th - National Day of Remembrance and Action on Violence Against Women - funds to purchase and distribute white ribbons/pins/buttons from an organization that supports ending violence against women and girls. Intention to partner with any other organization in the community who is hosting a memorial on or around December 6</p>			
<p>**All events/projects require an estimated breakdown of costs before it can be considered. Breakdown should include categories such as room rental, food, registration fees, supplies, travel, etc. Breakdown can be specified below or on a separate sheet.</p>			