



Minutes of the 81st Annual Business Meeting

SATURDAY, APRIL 26, 2003—CHAIR: R.W. BRADDOCK, P.ENG.

The 81st Annual Meeting, Professional Engineers Ontario, was held in the Hazel McCallion Ballroom of the Delta Meadowvale Resort and Conference Centre, Mississauga, Ontario, on Saturday, April 26, 2003. The meeting was called to order by President R.W. Braddock, P.Eng.

The President advised the members that, unfortunately, Attorney General Norm Sterling, P.Eng., LLB, would be unable to address the meeting as originally scheduled. However, he had met with the association a few days earlier and had expressed his appreciation for the invitation and his regret at being unable to attend.

Introduction of Council

As the first order of business, the President introduced the members of the 2002-2003 Council.

The Executive Committee: Richard Braddock, P.Eng., President; Kenneth McMartin, P.Eng., President-elect; George Comrie, P.Eng., Vice President (elected); Allen Lucas, P.Eng., Vice President (appointed); Gordon Sterling, P.Eng., Past President; Denis Dixon, P.Eng., Councillor-at-Large; and Nancy Hill, P.Eng., Lieutenant Governor Appointee.

The remaining members of Council: Councillors-at-Large Monique Frize, P.Eng. (absent), and Danny Marmora, P.Eng. Regional Councillors Bruce Clarida, P.Eng., and Bryan Parkinson, P.Eng. (Northern Region); Allen Lucas and Colin Cantlie, P.Eng. (Eastern Region); John Reid, P.Eng., and Daniela Iliescu, P.Eng. (East Central Region); Roydon Fraser, P.Eng., and David Adams, P.Eng. (Western Region); and Richard Weldon, P.Eng., and Colin Moore, P.Eng. (West Central Region). Lieutenant Governor-in-Council Appointees: Michael Butt, P.Eng. (absent), James Dunsmuir, P.Eng., Peter Frise, P.Eng. (absent), Gul Nawaz, FCA, Nicholas Monsour, P.Eng., Laurier Proulx, C.E.T., Catherine Redden, David

Sims, QC, and Derek Wilson, P.Eng. (absent).

He also recognized appointed Councillors whose terms of office had expired during the year: Kenneth Lopez, P.Eng., Thomas Sivalingham, C.Eng., and Max Perera, P.Eng.

The President reported that he, Gordon Sterling and Kenneth McMartin are PEO's directors on the board of the Canadian Council of Professional Engineers.

Order of business

President Braddock referred to the order of business for the meeting as outlined in section 22 of By-law No. 1 and in the agenda distributed at the meeting.

In Memoriam

The President then asked all present to stand for a minute of silence to honour members of the association who had passed away during the previous year.

Adoption of the Minutes

President Braddock referred members to the Minutes of the 2002 meeting, which had been published in the February/March 2003 issue of *The Link* and distributed at the meeting.

It was moved by K.C. Lopez and seconded by H. Karmaker, P.Eng., that the Minutes of the 2002 meeting, published in the February/March 2003 issue of *The Link* and distributed at this meeting, be adopted.

Motion Carried

Business arising from the Minutes

The President outlined actions taken by Council in response to the four 2002 resolutions from members that had passed.

Resolution No. 1

The resolution read: "That PEO, in addition to its current practice regarding the publication of agendas and minutes of meetings, publish on its website, no later than two weeks following the date of each meeting of Council and each standing committee, the

full text of all motions on matters other than routine, the text of the resolution that was voted on, and the report of the votes."

Implementing this resolution was approved at the 415th meeting of Council, and implementation had begun. The agendas and minutes of PEO Council, task forces and committee meetings are posted on the website. The postings for the Council Minutes are up-to-date and the motions of the March 31, 2003 meeting of Council had been posted within a week.

Resolution No. 4

The resolution read: "Be it resolved that PEO revise section 31, By-Law No. 1 to develop a schedule of honoraria to compensate for days spent away from normal employment in order to fulfill various PEO duties."

At its June 2002 meeting, Council received a notice of motion that this resolution be referred to the Advisory Committee on Committees (ACC) to identify policy options within the context of PEO volunteer management. The ACC formed a small subcommittee comprising Councillor Nancy Hill and staff member Tom Chessell to deal with this Council directive and bring recommendations on PEO policy options back to the main committee.

Invited by the President to address the meeting, Nancy Hill reported that the subcommittee had conducted research on the remuneration policies of several regulatory bodies, and researched the issue in the general literature of volunteer organizations in Canada and the United States.

She said the overwhelming finding was that "volunteerism" is considered to be unpaid work. However, the research had also indicated that this is an issue being addressed by other organizations trying to grapple with appropriate recognition for the number of volunteer hours that people give. To date, volunteers are generally compensated only for their out-of-pocket costs.

She said the subcommittee will report its findings to the ACC, which will determine the next steps.

The President concluded that because it was felt that this matter needed to be examined in detail, dealing with this resolution had taken longer than expected. The matter is ongoing; a final report will be made to Council for debate and action.

Resolution No. 5

The resolution read: "Be it resolved that the *Professional Engineers Act* be revised to facilitate extending the office of the Executive Committee to at least two years."

The President reported that this resolution had been referred to the Governance Task Force, which would make recommendations in the context of the larger review of PEO governance in which it was currently engaged.

Resolution No. 6

The resolution read: "Be it resolved that Professional Engineers Ontario undertake a process to facilitate an open study with as much membership involvement as possible to establish its members' wishes vis-a-vis the Canadian Council of Professional Engineers (CCPE)." The resolution also included appointment of a task group to undertake the process and report to Council by December 2002. The resolution suggested a budget of \$10,000.

The President reported that, initially, Past President Gordon Sterling had been appointed to review the resolution. However, because he had subsequently been elected as president-elect of CCPE, he had stepped down because of a conflict of interest.

In July 2002, the Executive Committee then agreed that the ACC should prepare recommendations as to the membership, chair, and mandate of the task force to review the 2002 AGM resolution. Councillor Colin Cantlie was subsequently appointed to chair this group.

Calling review of the resolution a work in progress, the President noted that this issue is complex. He referred to a letter he had written to the Ontario Society of Professional Engineers (the Society) noting that, at the national level, PEO representatives had been restricting themselves to strictly regulatory matters and asking how the non-regulatory interests of Ontario engineers were going to be looked after at the national level. Arising from that letter, he said, a tri-

partite committee comprising representatives of the Society, PEO and CCPE had been formed and meetings had taken place in Ottawa.

Patrick Quinn, the mover of 2002 Resolution No. 6, expressed disappointment that the resolution had not been dealt with during the past year. He noted that, consequently, this matter is again before the Annual Meeting in the form of resolutions.

He also stated that it was his understanding that people presenting motions at the Annual Meeting would be invited to Council when the matter was discussed. He had not been invited or received any of the material being discussed.

He noted that because Gordon Sterling is the present president of CCPE, it may influence the way the matter is dealt with. However, he said, the matter does need to be dealt with, and resolutions passed at annual general meetings need to be treated with respect.

Financial report

Gul Nawaz, Chair, Finance Committee, referred to the Auditors' Report and the Financial Statements, which had appeared in the March/April 2003 issue of *Engineering Dimensions* and were distributed at the meeting.

The Finance Committee, including Kenneth McMartin, Kenneth Lopez, Nick Monsour, Rob Arnott, P.Eng., and Matthew Ng, P.Eng., had reviewed the Financial Statements, Audited Financial Statements, the last Quarterly Reports, and the projections and budgets. When information had been required, it had asked staff valid questions and, if necessary, expressed criticisms.

He then called on PEO Finance Manager Ron Sparrow, CGA, to make a presentation on the Financial Statements.

Mr. Sparrow noted that, in keeping with the association's open and transparent policies, and in response to requests at last year's Annual General Meeting, the 2002-2003 Annual Report, distributed at the meeting, provides a detailed breakdown of financial results. The same information had been published with the Financial Statements in the March/April 2003 issue of *Engineering Dimensions*. Total

revenues were about \$1.3 million higher in 2002 than in 2001, due primarily to an increase in membership fees by \$20.

The Finance Manager then highlighted areas in the statement of revenue and expenses.

- Expenses of a non-operating nature included both the CCPE and the Society assessment fees. The Society amount (\$1.8 million) was higher than in 2001 because it covered a full 12 months whereas 2001 covered only 11 months. The last assessment transfer to the Society will be in January 2004.
- The association's deficit (approximately \$1.1 million) was actually less than the budgeted deficit of \$1.5 million. Much of the deficit related to the Society assessment fee.

He then referred to the cash and marketable securities, and also noted that the operating reserve had been drawn down by \$1.1 million to finance the deficit.

Mr. Sparrow then presented a series of graphs outlining:

- a summary of revenue;
- operating expenses by business unit, including allocation of salaries and benefits, employee pensions and temporary staff costs; and
- revenue and expenses. Revenue exceeded expenses by \$148,000 in 2001 and \$1.274 million in 2002. Just over \$1 million had been budgeted for excess revenue in 2003.

He then presented:

- a pie chart representing 2002 expenses by business unit, including salaries and benefits;
- a comparison of 2002 expenses versus the 2002 budget, versus the previous year, and versus the 2003 budget; and
- a table providing information showing actual and budgeted comparisons, including the 2003 budget and its relationship to the 2002 actuals.

Mr. Sparrow concluded by reiterating that the Financial Statements provided in the 2002-2003 Annual Report had been expanded to provide a detailed breakdown.

The meeting was then opened to questions.

Some items included in the discussion were:

- *Revenues*. In response to a question as

to why there was a \$1-million deficit when there had been an increase in revenue of \$1.4 million and the payment to the Society appeared to be \$0.4 million, Mr. Sparrow noted that the contribution to the Society had actually been nearly \$2 million.

- *Operating Expenses.* Two factors caused a large increase in "General Management" expenses budgeted for 2003: the reallocation of employee pension and temporary staff costs, and a new planning group that had been budgeted for.

It was noted from the floor that creation of the planning group budgeted in "General Management," with anticipated expenses of about \$1 million, had not yet been approved by Council.

Responding to a question as to why the costs for the other business units had not decreased in direct relation to the reallocation, Mr. Sparrow replied that if they had been allocated the way they were in 2002, the costs would have been somewhat higher and, therefore, the costs of the other business units had, in fact, decreased by the amount that costs increased within General Management.

- *Pension Plan.* With reference to a \$4.2 million deficit in the pension plan, he noted that funds will start to build up again once payments to the Society cease.
- *Membership.* There does not appear to have been any significant decrease in membership due to the increase in fees over the last three years.
- *Investments.* In considering investments, both the portfolio and current (short-term) investments must be taken into account. When they are added together, there was not much difference between 2001 and 2002.
- *Budget.* Concern was expressed that, while revenues have increased from \$11 million in 2001 to \$14 million in 2003, the budget continues in a deficit position. A recommendation was made that the 2003 budget be looked at to achieve a surplus.

Responding to a question as to whether anything is being done to keep spending in line with the budget, Finance Committee Chair

Nawaz noted that the Finance Committee had raised the issue and is monitoring the situation to ensure that spending is kept under control.

- *Contributions to CCPE.* Contributions to CCPE are based solely on the number of PEO members. Increases to the per capita assessment fee are inflationary.
- *Fee Increases.* A referendum passed by members placed a ceiling of \$200 on the annual licence fee. At the present time, the annual fee is \$190. In the short term, it is expected that the fee might rise to the \$200 level, but an implementation date has not yet been determined. The association must replenish its reserve.
- *Reserves.* In response to a question, Mr. Sparrow stated that the current policy is that reserves should be in the area of 60 per cent of annual operating expenses. While the reserves are below this level at present, once transfers to the Society cease, the reserve is expected to increase rapidly back to the level required by PEO policy.

Technically, PEO is not in violation of any law; the requirement of 60 per cent is a PEO policy or guideline.

It was commented from the floor that, as "shareholders" in a corporation called PEO, members believe that there should be a greater degree of accountability in how the organization spends its money.

It was moved by David Adams, P.Eng., seconded by John Turner, P.Eng., that the financial statements as presented be adopted.

Motion Carried

Appointment of auditors

It was moved by Gerald Harper, P.Eng., seconded by Diane Freeman, P.Eng., that the firm of Deloitte and Touche be appointed as auditors of the association for the 2003 financial year.

Motion Carried

Resolutions and open discussion

The President referred to the resolutions at each place, which had been submitted in writing in advance of the meeting by the deadline of 4:00 p.m., Friday, April 18, 2003, with the exception of those motions that had come from Friday's Regional

Congresses. Council did approve the waiving of Notice of Motion for these resolutions for this particular meeting.

Before the first resolution was presented, President Braddock read the following statement:

As noted in section 20, of By-law No. 1, which relates to the association's administrative affairs, PEO's Annual Meeting is held for the following purposes:

1. *to lay before members reports of the association's Council and committees;*
2. *to inform members of matters relating to the affairs of the association; and*
3. *to ascertain the views of the members present at the meeting on matters relating to the affairs of the association.*

Resolutions presented to the AGM serve as a vehicle for members in attendance to express their views on matters relating to the affairs of the association.

Members submitting resolutions to the AGM for consideration were requested to describe clearly the issues being addressed.

They were also asked to indicate how the resolution advanced the objects of the Ontario Professional Engineers Act.

This Annual General Meeting provides a forum to assess whether the views of the resolutions are shared by those members present at the meeting.

All of the resolutions presented for discussion at this AGM, and the outcome of the voting, are expected to be published in the June/July issue of The Link. This will be available also on the PEO website within the next two weeks.

Members' resolutions that are passed at the AGM will be referred to PEO Council for consideration at a future meeting of Council.

In dealing with the resolutions at this AGM, I will give the mover and seconder of each resolution an opportunity to speak to their resolution.

I would ask that all speakers use the floor microphones and identify themselves prior to beginning their remarks.

I will then invite discussion from the floor.

When we feel that the viewpoints on a resolution have been given a fair airing, then we will call for a vote.

Resolution No. 1

Whereas a chapter for women would be another vehicle for PEO to realize the objec-

tives of a chapter as articulated by the START II document, specifically a chapter for women would:

- a) provide an informed and organized pool of volunteers that allows for the identification of members to hold office within PEO's governance structure, i.e. chapter executives, Council, committees and staff operations,
- b) facilitate two-way communications between PEO Council and the PEO membership at large,
- c) promote local public awareness of the engineering profession and the association,
- d) carry out certain regulatory functions of the organization, and
- e) foster professional continuing competence; and

Whereas a chapter for women would serve an opportunity for participation that would be in addition to a geographical chapter; and

Whereas a chapter for women would help meet the identified needs of the 6.4 per cent of members who are women.

Be it resolved that PEO establish a province-wide chapter for women.

*(Moved by Lisa Anderson, P.Eng.,
seconded by Peter Hiscocks, P.Eng.)*

For information purposes, the President noted that Council had recently decided that since PEO's Women in Engineering Advisory Committee (WEAC) is primarily an advocacy body, the Society should assume this function.

During lengthy discussion, points raised for and against the motion included:

- The percentage of female members in PEO is only 6.4, which is considerably lower than the percentage of women in society at large. A chapter for women would promote local awareness of PEO and lead to more women entering the profession.
- There is a need for a chapter/committee specifically within PEO to address women's issues.
- Concern was expressed that setting up a chapter for women similar to the present geographical chapters would set a precedent that might lead to chapters for all types of interest groups.
- The motion is about building a chapter and a community that would nei-

ther take away from the local geographical chapters nor disrupt current procedures. Also, women should not stop being a part of their geographical chapter.

- The details for creating a chapter will require considerable work; however, this would be a chance for PEO to put in place a structure that would facilitate a mechanism for people who feel strongly about a particular set of issues and concerns to interact. This would probably not be the only instance where PEO could benefit by having such a mechanism to create a community around a set of issues.
- OSPE, as an advocacy body, is in a better position to handle the issues that are involved.
- Although WEAC is an important advocacy group, there also needs to be a women's chapter within the regulatory association.
- Instead of putting money into a chapter or a committee, PEO should put money into promoting math, science and engineering at schools with a focus on getting people into engineering.

President Braddock concluded the discussion by asking the meeting to consider how the motion advances the objects of the Ontario *Professional Engineers Act*.

Upon a vote being called, the resolution was defeated.

Resolution No. 2

Before introducing the motion, the President read the following excerpt from a letter from the federal Citizenship and Immigration Minister, the Honourable Denis Coderre, to Hollis Cole, the president of CCPE:

While I welcome these efforts, I am unable to agree to amend the selection grid for skilled workers to include the Council's assessment of foreign educational credentials, the Engineering International Education Assessment Program (EIEAP), in the adaptability factor, or to have it considered under the substituted evaluation. Given that the assessment of CCPE is not linked to the provincial licensing process, its inclusion in the selection process or in substituted evaluation would give false expectations to foreign-trained engineers that they could have their credentials recognized.

Although the letter seemed to make the

matter a non-issue, the President agreed to have the resolution put on the record for future reference.

Be it resolved that PEO should immediately withdraw its support of CCPE's proposal for new administrative provisions in the immigration regulations with respect to assessment of the credentials of foreign-trained engineers.

*(Moved by Anthony Bonney, P.Eng.,
seconded by David Lehtovaara, P.Eng.)*

The President explained that about a year previously, CCPE had asked PEO to support a limited assessment based on education background. PEO outlined the terms on which it would be prepared to support CCPE doing a more reduced program of educational assessment at a substantially lesser fee.

At the same time, PEO put in place a process whereby an immigrant from outside Canada could apply from his/her country of residence directly to PEO, and asked that this be noted on the CCPE form and website. This was accomplished early in January 2003.

Upon a vote being called, the resolution carried.

Resolution No. 3

Be it resolved that, with respect to licensing of engineers in Ontario, PEO should immediately reiterate to CCPE its stance that PEO does now and will continue to exclusively assess the credentials and competence of foreign-trained engineers destined for Ontario and that CCPE must cease and desist from such activities.

*(Moved by Anthony Bonney, P.Eng.,
seconded by David Lehtovaara, P.Eng.)*

The President then read the following letter he had written in March to Hollis Cole, President of CCPE:

Thank you for your memorandum dated March 17. Please be advised that PEO is not prepared to abrogate or to dilute its responsibilities associated with the licensing of engineers to work in the Province of Ontario.

We see no point in debating any proposal to centralize the admissions process and do not support including this matter for discussion at CCPE's Annual General Meeting.

Based on the letter and the President's

assurance that it would be carried through, Mr. Bonney withdrew the resolution.

Resolution No. 4

Be it resolved that PEO should not accept any increase in CCPE assessment fees on PEO members, as a means to compensate CCPE for lost revenues on the International Assessment program, until CCPE has clearly demonstrated to PEO that it has made significant expenditure curtailments in other areas and cannot make any further cuts without impacting the CCPE programs beneficial to PEO members.

(Moved by Anthony Bonney, P.Eng., seconded by David Lehtovaara, P.Eng.)

It was then moved by Patrick Quinn, P.Eng., seconded by Anthony Bonney, P.Eng., that the motion be amended by removing the words "as a means to compensate CCPE for lost revenues on the International Assessment Program." The amended motion would then read:

That PEO should not accept any increase in CCPE assessment fees on PEO members until CCPE has clearly demonstrated to PEO that it has made significant expenditure curtailments in other areas and cannot make any further cuts without impacting the CCPE programs beneficial to PEO members.

After discussion, the amendment was defeated.

Upon a vote being taken, the original resolution carried.

Resolution No. 5

Be it resolved that PEO completely disassociate itself from the Canadian Council of Professional Engineers' Assessment Program.

President Braddock suggested that the resolution was now redundant since the matter had been dealt with earlier in the meeting.

The mover, Michael Hogan, agreed and withdrew the resolution.

Resolution No. 6

Be it resolved that no further PEO fee increases or increases to the CCPE member assessment be enacted without members' approval in a referendum as required by the regulations.

(Moved by Michael Hogan, P.Eng., seconded by John Clayton, P.Eng.)

The President stated that, in his opinion, the motion dealt with two separate issues: PEO fee increases, and CCPE fee increases. However, the seconder did not agree, saying that in his opinion there should be no further PEO licence fee increases, which go partially to fund CCPE, without a membership vote.

It was noted further that there is a concern that, while the fees have increased over the last few years, the deficit has also increased. The membership does not want any more fee increases until they can be justified and accepted by a referendum.

It was then moved by Peter DeVita, P.Eng., seconded by Denis Dixon, P.Eng., that the resolution be amended to read:

No further PEO increases to the CCPE member assessment be enacted without members' approval in a referendum as required by the regulations.

Following further discussion about the wording of By-law No. 1 and Regulation 941 concerning fee increases, the President tabled the resolution, suggesting that it might be rephrased in order to give it due consideration.

Resolution No. 7

Be it resolved that PEO's representatives on CCPE's Board be elected by PEO members, through a procedure similar to the election of Councillor-at-Large, and that all this commence and be concurrent with the next elections to PEO Council, and that these PEO Directors of CCPE be given space in *The Link* and in *Engineering Dimensions* to report at least three times a year to members.

(Moved by Michael Hogan, P.Eng., seconded by John Clayton, P.Eng.)

As information, President Braddock read the following motions passed by Council on March 25, 2002:

1. That PEO Directors to the CCPE Board of Directors reflect the views of PEO Council in the positions they take at the board.
2. That PEO Council will appoint a replacement should a director's position become vacant during his or her term, with the Executive Committee authorized to take such action in the Council's stead as is necessary.
3. That Council may replace any Ontario

CCPE director should that director not be supportive of the position taken by PEO.

During discussion, points raised included:

- The effect of this resolution is to provide the Ontario members-at-large with an understanding of the relationship between PEO and CCPE, and what CCPE does.
- CCPE serves an important function in Canada for the profession in general (i.e. mobility rights, dealing with foreign exports, exporting services).
- PEO delegates authority to CCPE in certain things, such as the Canadian Engineering Accreditation Board. However, PEO's authority comes from the *Professional Engineers Act* and the responsibility rests squarely on PEO. By electing separate members from Council, it would cause problems in terms of the authority.
- An election process would permit debate on the proper way things should be done on the national level, and does not take away from Council proposing policies and convincing the elected member to promote those policies. When dealing with CCPE matters, PEO not only acts in its own interest, but must also take into account the interests of the whole country.
- A strong national voice is needed and, to ensure its voice is heard on the national scene, PEO must contribute to CCPE. However, the amount of money PEO sends to CCPE is of concern in light of PEO's own current financial situation.
- It would be difficult for an elected director who is not a member of PEO Council and who does not know Council's views to be able to vote at CCPE according to Council's wishes.

It was then moved by Kenneth Serdula, P.Eng., seconded by Ravi Gupta, P.Eng., that the resolution be tabled, rethought by the mover and seconder, and brought back to the next AGM.

Upon a vote being called, the resolution was tabled.

Resolution No. 8

Whereas PEO has incurred a budget deficit, in part as a result of the spin-

off funding for the Society over a fixed term,

And whereas PEO has implemented a \$20 fee increase for its members for the stated purpose of compensating for this deficit,

Be it resolved that a \$20 fee reduction be implemented at such time as the term of funding to the Society ends and there are no further payments from PEO to the Society.

(Moved by John Veith, P.Eng., seconded by Greg Washuta, P.Eng.)

During discussion, the points included:

- The intent of the motion is to send a specific message to Council and its administration that it control spending in order to manage reasonable fee increases for the membership in the future.
- Explanations are needed as to why expenses are increasing, what the bounds will be, and how they are to be controlled. Managers must be held accountable for budget overruns.
- The budget process outlines the costs that must be incurred. When looking at the actuals, reasons for any variances should be provided and validated, and this information should then be relayed to the membership. Significant changes have been made to the admissions process, regulatory processes are more complicated, and applications from foreign-trained engineers are more expensive to assess. While it is legitimate to expect Council to look very carefully at its operation, operating the organization is actually more expensive than it used to be and costs will continue to go up in the future.
- The vote on this resolution is a way of telling Council whether it should restore the organization to greater financial stability, or whether PEO should remain precarious and hand money back.
- The Audit Committee is addressing problems and has saved a substantial amount of money by rearranging priorities and doing the job better.
- In the first year of funding the Society,

the reserves were eroded by \$1.4 million. Before reducing the fee, that \$1.4 million should be recaptured.

- Where expenses are going has not been clearly communicated to the membership.
- There appears to be no long-term planning. A five-year budgetary process is needed.

Upon a vote being called, the resolution carried.

Resolution No. 9

Resolved that PEO with the Society develop a process by which the two organizations take a position on issues of public concern.

(Moved by Nick Marketos, P.Eng., seconded by Prem Arora, P.Eng.)

It was suggested that Council consider a process by which PEO with the Society identify issues on a proactive basis, decide whether they are advocacy issues, ones of public concern, or somewhere in between, and develop a method or process to produce an impartial and solidly based position.

While noting that the two organizations do talk to each other, President Braddock said that their position is strengthened rather than weakened by operating separately. As an example, he referred to a meeting with the Attorney General on the subject of legislation. PEO met with him on the basis of being a regulator, pointing out that the new regulations were undermining the *Professional Engineers Act*. In the near future, the Society would meet with the Attorney General on the same subject, but from the point of view of the members' interest.

It was moved by John Clayton, P.Eng., seconded by Nick Marketos, P.Eng., that the motion be amended to read:

Resolved that PEO with the Society develop a process by which the two organizations take a position on engineering issues of public concern.

Following discussion, the amendment carried.

Upon a vote being called, the amended resolution carried.

Resolution No. 10

Whereas the current Act governing PEO has separated regulatory activities and advocacy activities; and

Whereas PEO is now responsible only for regulatory activities; and

Whereas the chapters are not defined by the current Act; and

Whereas the Regulation only vaguely makes reference to chapters; and

Whereas the By-law indicates that chapters exist at the pleasure of Council, therefore

Be it resolved that, in view of the legislative changes that have separated PEO's regulatory activities from advocacy activities, Council shall establish the appropriate definition of and role for the chapters in the Act, Regulations and By-law; and

That this motion be dealt with at the next Council meeting following this AGM; and

That a report on the actions undertaken shall be made to the East Central Regional Congress at the next congress meeting.

(Moved by Jeff Mark, P.Eng., seconded by Mark Brys, P.Eng.)

The mover stated that while the chapters exist physically, there is very limited backing for them in the legislation.

The President noted that the wording in By-law No. 1 is that chapters exist "at the pleasure of Council," which provides Council with some flexibility (i.e. amalgamating inactive chapters with other chapters). Also, he expressed concern that there may be some legal problems, such as chapters taking actions locally that would expose PEO to risk.

Mr. Mark responded that changes should then be made to the Regulation and By-law to prevent this.

The meeting was advised that the Governance Task Force, which is looking into all governance, has already begun to discuss the definition and role of chapters. The task force is requesting membership input.

Upon a vote being called, the resolution carried.

Resolution No. 11

Resolved that PEO institute a single toll-free telephone line with a single extension number assigned to each chapter, and that each chapter be able to call in to record a

greeting and also be able to call in and retrieve voicemail messages.

(Moved by Barry Westhead, P.Eng., seconded by Bill Jablonsky, P.Eng.)

Following discussion, the motion carried.

Resolution No. 12

Resolved that PEO Council review the process for dealing with all resolutions to come before the Annual General Meeting.

(Moved by Ray Linseman, P.Eng. seconded by Cliff Knox, P.Eng.)

Concern was expressed that, because the wording of resolutions is not known in advance, the chapters and the membership do not have an opportunity to discuss them prior to the AGM to determine a position.

President Braddock stated that the deadline for resolutions is one week prior to the AGM, which does not provide PEO with an opportunity to send them out to chapters.

A suggestion was made that the deadline be changed in order to put AGM motions on PEO's website.

Upon a vote being called, the motion carried.

Resolution No. 6

Motion No. 6, which had been tabled, was reintroduced as reworded:

Be it resolved that no further PEO increases to the CCPE Member Assessment be enacted without members' approval in a referendum.

(Moved by Michael Hogan, P.Eng., seconded by John Clayton, P.Eng.)

Upon a vote being called, the motion carried.

President's Report

President Braddock reminded the members that a year ago he had outlined his agenda for the coming year, which would also coincide with Council's agenda. Because business does not stop at the AGM, work is on-going work and incoming Presidents and Councils are left with issues from the previous year.

The President then provided a brief outline of some of the achievements of PEO over the past year.

The Professional Engineers Act

At the end of February, PEO-initiated changes to the *Professional Engineers Act*

became effective. These are the most substantial changes since 1984 and, by and large, are necessary to implement the approved recommendations of the Task Force on Admissions, Complaints, Discipline and Enforcement.

The changes included:

- Discipline hearings are now open to the public.
- PEO lay (non-engineer) Councillors are eligible to sit on the Discipline Committee.
- Professional engineer licences will henceforth carry the licence number of the professional engineer.
- The use of the term "engineer," or an abbreviation, by a non-engineer in a way that would lead the public to believe the user is a professional engineer is prohibited.

Chapters

Council approved all of the recommendations in the START II Report and has begun to implement them. However, there is still work to be done and PEO must look at chapters from a governance point of view. The Governance Task Force, while reviewing the whole organization, will have to look once again at the return on the money spent on chapters. While the President said he believes the expenditure is justified, the chapter system is in need of change.

International Mobility Task Force

As a regulatory body, PEO approved the International Mobility Task Force. PEO took a strong position on what is meant by mutual recognition agreements and provided terms of reference for CCPE that would apply to those agreements.

The President emphasized that PEO is a regulatory body and, as such, should not deal with an individual engineer having trouble doing work in the United States. That is an advocacy issue. As a regulatory body, PEO should be concerned with doing its work at home in a proper way.

Licensed Engineering Technologist

While some members are not happy with the action taken by PEO to approve granting to certified engineering technologists who hold limited licences the title "licensed engineering technologist," the President stated that this regime would be a tightening up of this area of practice, which has been

too loosely defined. The association's proposal will strengthen the matter from a regulatory point of view.

Government Relations

PEO has been working with various government departments in order to get closer to the decision-making process, but so far has been unsuccessful. The Attorney General advised that politicians are bombarded by pressure groups all the time. The association has not done that in the past, but perhaps it will have to start. However, President Braddock said, he is unsure whether it is a regulatory or advocacy matter.

PEO has corresponded or met with the Ministry of Training, Colleges and Universities, the Ministry of Consumer and Business Services on draft privacy legislation and professional corporations, The Ministry of Labour concerning inter-provincial mobility, the Ministry of Municipal Affairs and Housing on the Building Regulatory Reform Advisory Group recommendations, and the Ministry of the Environment on the *Brownfields Statute Law Amendment Act*. In its role as a regulator, PEO was able to back up its positions with clear and compelling arguments, but unfortunately, in some cases, was not successful.

Conclusion

In conclusion, President Braddock stated that, while the association has been trying to do a good job, there has been an erosion of the authority of the *Professional Engineers Act* year by year. The words "professional engineer" have been taken out of such acts as the *Electrical Safety Act*, and the legislation dealing with highway improvement. The government uses the term "qualified person" and then defines that qualified person.

The President said he feels that there is still a window of opportunity to work with the government, but that this window is rapidly closing. Therefore, it is necessary that PEO mobilize its members, together with Council, to deal with these issues. PEO must define scopes of practice. PEO must also anticipate demand-side legislation and, in order to do that, must mobilize all the technical societies and the Society to provide input.

In closing, the President said that there appeared to be real discontent, suspicion, distrust or dissatisfaction with the way Council works. He assured members that Council works hard and does its best in working on their behalf. He thanked both Council and staff for all their support during the year. It had been a very interesting and rewarding year for him.

Presentation to out-going Councillors

In recognition of their past service, President Braddock presented certificates and desk plaques to retiring members of Council Gordon Sterling, Danny Marmora, Bryan Parkinson, John Reid, and Richard Weldon.

Introduction of the 2003-2004 Council

Continuing members on the 2003-2004 Council were introduced: President Kenneth McMartin, President-elect George Comrie, and Past President Richard

Braddock; Appointed Councillors Michael Butt, James Dunsmuir, Peter Frise, Nancy Hill, Nicholas Monsour, Gul Nawaz, Laurier Proulx, Catherine Redden, David Sims and Derek Wilson; Councillors-at-Large Denis Dixon, Roydon Fraser and Monique Frize; Regional Councillors Colin Cantlie and Allen Lucas (Eastern Region), Daniela Iliescu (East Central Region) Colin Moore (West Central Region), David Adams (Western Region) and Bruce Clarida (Northern Region).

New members of the 2003-2004 Council were introduced: Robert Dunn, P.Eng., Vice-President (elected); Santosh Gupta, P.Eng., East Central Region Councillor; Philip Maka, P.Eng., West Central Region Councillor; Diane Freeman, P.Eng., Western Region Councillor; and Seimer Tsang, P.Eng., Northern Region Councillor.

Installation of the new President

His duties completed, Richard Braddock swore in Kenneth McMartin as President

for the 2003-2004 term, and presented the gavel of office to him.

The new President then presented Mr. Braddock with a ceremonial gavel of office, and other mementos.

Closing Remarks

President McMartin concluded the meeting by thanking Past President Braddock, on behalf of the association, for his service during the past year and for a job well done. He had demonstrated a deep-rooted passion and commitment to the association by representing PEO to the membership, to representatives of the Ontario government, to representatives of other professional associations and the engineering licensing bodies in other provinces across the country, and at the national board table.

Adjournment

The 81st Annual General Meeting then adjourned at 3:45 p.m.

*Kim Allen, P.Eng.,
CEO and Registrar*

