



THE LINK

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Membership News, Programs and Activities

PEO to restructure for regulatory leadership

by Dwight Hamilton

PEO will soon have a new organizational structure based on its essential functions. Announced by Chief Executive Officer/Registrar Kim Allen, P.Eng., on May 14, the changes are "designed to help PEO become a leader among the regulators of professions," he said.

Allen indicated that the new framework is intended to provide a clear focus for each of the units and eliminate duplication of effort. A prime driver is to facilitate smoother processes throughout the organization. "One of the other keys is that we will now have a very clear idea of who establishes standards. Then, we license and ensure compliance to uniform standards," he says.

Within a few months, he says, applicants to PEO should notice the customer service element has improved. "In the medium term, the waiting time for processing applications for licensing will be reduced, and members will see automation of many things, like licence renewals, in the long term," said Allen.

The new departmental groupings will include three regulatory units, a staff function and three shared service functions.

- ◆ *Standards and Regulations* will establish and develop standards of knowledge, qualification, practice and ethics among members.

- ◆ *Licensing and Registration* will grant licences (i.e. P.Eng., temporary, provisional, limited), Certificates of Authorization, designations (i.e. consulting engineer) to qualified individuals or firms and register engineering interns and engineering students.

- ◆ *Regulatory Compliance* will proactively enforce the *Professional Engineers Act* to prevent unqualified people from holding themselves out as professional engineers or practising illegally, and ensure compliance with respect to professional conduct, competence and other laws, codes and standards.

- ◆ *Policy and Communications* will facilitate policy development, support operation of Council, committees and chapters, conduct policy and communication research, promote public awareness of PEO, and keep members informed.

- ◆ *Administrative Services* will provide customer service and financial management, reporting and forecasting, as well as facilities management.

- ◆ *Human Resources* will provide, train and

measure the performance of the staff, volunteers and consultants required to execute PEO's operations.

- ◆ *Information and Technology Services* will provide and operate an effective, reliable and secure technology infrastructure and support PEO operations and ongoing process improvement.

Current department heads have been offered roles in the new lineup. Johnny Zuccon, P.Eng., now director of professional affairs, has been offered the position of deputy registrar, standards and regulations, and Ron Bailey, P.Eng., now manager of information services, has been offered the role of director, information and technology services. Human Resources Manager Rose Pirone, CHRP, will head up an expanded HR portfolio, including a wider training and professional development mandate that includes volunteer management. Former CEO/Registrar Roger Barker, P.Eng., has been offered the role of deputy registrar, regulatory compliance.

An opportunity to focus on special projects related to PEO's enforcement activity has been offered to Ian Eng, P.Eng., currently deputy registrar, complaints, discipline and enforcement.

Current Deputy Registrar, Admissions Norman Williams, P.Eng., will have a similar opportunity to focus on special projects related to the licensure of foreign-trained engineering practitioners. Both are expected to continue to report to the CEO/Registrar until their contracts expire in September 2004. PEO is currently recruiting for the new positions of deputy registrar, licensing and registration, director, policy and communications, and director, administrative services, with a closing date of June 7.

Connie Mucklestone will continue as director of communications, reporting to the director, policy and communications. Ron Sparrow will continue as manager, accounting, reporting to the director of administrative services.

Until the new structure can be implemented, PEO will continue to operate using its current organization.

Allen says he will help to ensure the alignment of a new committee reporting structure by working with PEO's Governance Task Force. This new committee structure is intended to be in place in January 2004 and appointment of committees by calendar-year rather than Council-year is being considered, he says.

Engineering regulators team up for discipline and enforcement

by Gayle Aitken

PEO and Canada's 11 other engineering regulators have signed a memorandum of understanding (MOU) agreeing to cooperate on discipline and enforcement matters. The MOU was signed at the Annual General Meeting of the Canadian Council of Professional Engineers (CCPE) in Calgary on May 24.

"PEO licenses about 40 per cent of the professional engineers in Canada," said CEO/Registrar Kim Allen, P.Eng. "Since many individuals and firms offering services to the public operate in more than one province, it is important that the public have access to information about individuals or firms involved in illegal practice or who have been disciplined, regardless of the provincial jurisdiction involved."

"This agreement

addresses the need for consistent discipline and enforcement activities among the engineering licensing bodies," said CCPE CEO Marie Lemay, P.Eng. It also recognizes that effective discipline and enforcement are integral to the regulation of the engineering profession, as well as that co-operation in these matters will foster more consistent and uniform treatment of individuals and companies across Canada. The goal is to enhance fairness,

perceptions of fairness, and transparency of these processes in the profession.

The provincial/territorial regulators agree to cooperate on the exchange of information, including appropriate investigative and disciplinary action, against licensed individuals and corporations practising professional engineering or using engineering titles without the appropriate licence in another jurisdiction. The regulators have also agreed to work together on

problems of unlicensed practice and misuse of engineering titles. The MOU resulted from discussions among the CCPE constituent members' senior complaints, discipline and enforcement staff officers that commenced about two years ago.

THE LINK

IN THIS ISSUE

2

WEAC News
Chapter Calendar
AGM Business Luncheon
Your Say

3

Penta Chapters Licensing Ceremony
Mississauga Chapter Licensing Ceremony

4-5

Introducing PEO Council 2003/2004

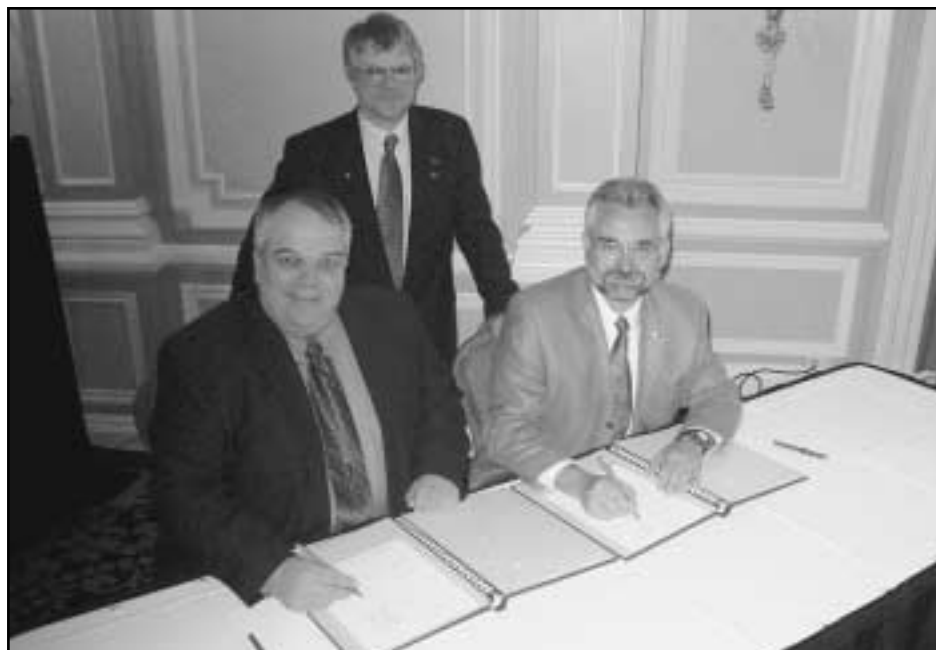
6-7

Regional Congresses
National/Provincial update
2003 Annual Business Meeting

8

In Memoriam
Publications order form

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Engineering regulatory bodies across Canada will now cooperate on the exchange of information for the purposes of discipline and enforcement. A memorandum of understanding to that effect was signed recently by PEO's CEO/Registrar Kim Allen, P.Eng. and President Ken McMartin, P.Eng., witnessed by Hollis Cole, P.Eng., then President of CCPE.

WEAC NEWS

The Society welcomes WEAC

by David Smith,
Communications Coordinator

As part of the transfer of non-regulatory programs from PEO to the Ontario Society of Professional Engineers, the programs of the Women in Engineering Advisory Committee (WEAC) will be relocating to the Society during the remainder of 2003. In 2004, the Society will begin to fully support programs for women in engineering.

The Society, says Past President and Chair Catherine Karakatsanis, P.Eng., "looks forward to the contribution WEAC can make towards broadening our advocacy and education efforts, both inside and outside the profession, on behalf of Ontario engineers."

"Women have been an active part of both PEO and the Society as both elected officials and senior staff at the highest levels. I can speak to you from personal experience. I believe that WEAC, while at the Society, can ensure the rights of women in engineering in any activity that includes changes to the Act, fairness and equity in admissions, discipline, as well as correcting diversity/gender issues in communications, and helping plan any initiatives involving the future of engineering that include both men and women."

The Women into Engineering project will remain with PEO. The project is a partnership between PEO, the Ontario Women's Directorate of the Ministry of Citizenship, and the past Natural Sciences and Engineering Research Council (NSERC)/Nortel Ontario Chair

for Women in Engineering. The current WEAC members on the steering committee will participate in the final, measurement phase of the project. As a PEO appointed committee since 1988, WEAC has worked toward achieving greater balance in the profession, influencing a change in traditional attitudes and making licensing as a professional engineer a sought-after status for women in engineering.

Since 1980, the percentage of female professional engineers in Ontario has increased from 0.5 per cent to over 6 per cent. While national research shows that 24 per cent of all professional

engineers born after 1970 are women, engineering school enrolment is still predominantly male. In other professions, such as law and medicine, the proportion of women is much higher.

Send an email to AC.OWD@peo.on.ca, if you would like to be added to the WEAC email distribution list. If you are a professional engineer, engineering intern or engineering student, you can get involved in women in engineering programs. You will also be notified of upcoming WEAC advocacy and professional development programs, including the 2003 Fall Forum scheduled to be held at York University.

WEAC projects underway

WEAC:

- ◆ promotes engineering to students through programs like the Future Engineers Initiative, which provides funding to programs that encourage young women and girls to consider careers in engineering. To receive the Request for Proposals package for 2004 projects, send an email to AC.OWD@peo.on.ca;
- ◆ promotes the achievements of individual engineers through leading the nomination of outstanding female engineers for provincial and national awards;
- ◆ promotes personal and career development through organizing networking events and hosting professional development seminars on such topics as mentoring and improving leadership potential;
- ◆ promotes the role of women in engineering to government, industry, and educational institutions. In 2002, PEO, on behalf of WEAC, was one of many sponsors of ICWES 12, the international conference for women engineers and scientists. At the conference, organized by PEO Councillor Monique Frize, P.Eng., speakers from over 40 countries presented papers to over 500 participants. The International Network of Women Engineers and Scientists (INWES) was launched at the conference.

CHAPTER CALENDAR

PEO Chapter Calendar lists upcoming chapter meetings and events. Send listings to: Sharon Gillam, Field Operations, PEO, 25 Sheppard Avenue West, Suite 1000, Toronto, ON M2N 6S9; fax: 416-224-8168; email: sgillam@peo.on.ca. The next issue of *The Link* will be published in February, 2004. Chapter Calendar listings for events to be held after mid September, 2003, will be published in the September/October issue of *Engineering Dimensions*. Deadline for submissions is August 7, 2003.

JUNE

June 27, 2003

PETERBOROUGH—Otonabee River Dinner Cruise. PEO and OACETT members and their guests are invited. Tickets: \$25. Boarding is at 5:45 at Lock 19 (south of the Lansdowne Street-Otonabee River bridge); the boat leaves at 6:00 sharp. **Contact:** Ken Lucas, P.Eng., at 705-743-2708, ext. 118 (during business hours) to reserve your tickets.

AUGUST

August 14, 2003

WINDSOR-ESSEX—TransAlta Plant Tour, 6:00 p.m. The plant is located at the end of Temple Drive immediately across from the Windsor Star Plant.

Contact: Colin McLellan, P.Eng., 519-973-2756 or email: cm135@dcx.com to reserve your spot in the tour.

SEPTEMBER

September 5, 2003

LAKE ONTARIO—Annual Charity Golf Tournament, Deer Creek Golf Club, 27 Buggery Lane, Ajax. Registration from 10:00-11:00. Tee-off at 11:00 a.m. Four person scramble, followed by steak dinner. Cost: \$125 includes golf, cart, dinner and prizes.

Contact: John Presta, P.Eng., at 905-668-7721, ext. 5383; fax: 905-668-2051; email: john.presta@region.durham.on.ca for more information and for sponsorship opportunities.

September 6, 2003

LAMBTON—PEO & OACETT golf tournament, Huron Oaks golf course, Bright's Grove. Tee-off starts at 2:00 p.m. Best ball, 18 holes, followed by steak dinner. Cost: \$40 for non-Huron Oaks members, \$24 for Huron Oaks members. Book your own cart by calling the pro shop at 519-869-2166. Steak dinner at 6:30-7:30.

Contact: Darrell Wadden, P.Eng., at 519-869-6554 or a PEO Lambton Chapter executive member. Please RSVP by September 1, 2003. Volunteers and corporate sponsors are very welcome.

September 17, 2003

MISSISSAUGA—"Increasing After-Tax Cash Flow Utilizing Tax Reduction Strategies" presented by Steve Dhaliwal, MBA, and Joanna McMaster Leith, CFP. Location: Bank of Montreal Room, Living Arts Centre in Mississauga at 7:00 p.m.

Contact: Jimin Hong, P.Eng., at 905-337-2012; email: jimin.hong@nbpcd.com

OCTOBER

October 18, 2003

PORCUPINE/KAPUSKASING—AGM & Licensure Presentation. Time: 6:00 p.m. Venue to be announced. Instead of holding its Annual General Meeting in November, the Chapter Executive has decided to hold this year's Dinner Dance in October.

Contact: Peter Broad, P.Eng., at 705-267-4689 or email: broadfam@ntl.sympatico.ca

October 22, 2003

MISSISSAUGA—The Environmental Committee presents "Fuel Cells, Turn The Dream Into Reality" at the Mississauga Central Library, classroom #3, 350 Burnhamthorpe Road West in Mississauga. Registration at 7:00 to 7:30 p.m., presentation starts at 7:30 p.m. Guest speaker Jane Dalziel, P.Eng., of Hydrogenics Corp., a manufacturer of fuel cells and fuel cell test equipment, will discuss the developments in fuel cell technology and the future of fuel cells.

Contact: Please confirm your attendance by contacting Allan Giacomelli, P.Eng., by October 17, 2003 at 905-281-3096; email: allang@spectranet.ca or by mail to Allan Giacomelli, P.Eng., 974 Lucerne Crescent, Mississauga, ON L5C 3Y6.

Regulation and competition examined in keynote address

by Dwight Hamilton

Similar to engineering, the insurance industry touches just about every aspect of people's lives. So said Stanley Griffin, president and CEO of the Insurance Bureau of Canada.

Griffin was the keynote luncheon speaker at PEO's Annual General Meeting on April 26, and explored the relationship between economic competitiveness and the burden of a regulatory environment. Griffin also had some surprising statistics. For example, his industry estimates that about 5 to 6 per cent of Ontario drivers spin their wheels without insurance coverage. "Many of them, when faced with higher premiums, simply decide to roll the dice. Unfortunately, it's a gamble and a bet we're all forced to cover," he said.

Griffin pointed out that easing the regulatory burden is in the interests of both consumers and insurers. He feels the regulatory regime for the sector is now simply out of date. "The principles that govern it remain too tightly focused on rules and compliance. As a result, the regulatory response to new technologies, products, globalization and evolving business practices is basically to write new rules," he said.

The problem, he noted, is that the old rules are very seldom removed or updated.

Griffin also pointed out that a national insurance company in Canada must deal with 10 different sets of provincial requirements and three territorial regimes, along with federal rules, which he called "another similarity to the engineering profession."

Overall, Griffin said, the insurance sector believes that effective regulation is a key pillar supporting a competitive and efficient insurance market, but that it also recognizes that "excessive or inappropriate regulations reduce competition, distort the market and impose an unnecessary cost burden that is passed on to our customers."

One solution, he argued, is to find a process to see what regulations can be modified, replaced or done away with. He said a new process should also include ongoing or regular reviews of regulations, to make sure they are up to date and able to accommodate new challenges. "Sunset clauses should be introduced wherever practical," he added. "Simply put: Why pay for what we don't need?"

YOURSAY

Whistleblowers need support

I am a recent applicant to PEO and wrote the Professional Practice Examination last December, 2002. I would like to share my thoughts on a recent article that appeared in *The Economist* magazine. The article was about a whistleblower named Christine Casey and her dismissed lawsuit against her employer, Mattel. The article piqued my appreciation for one of PEO's mandates, i.e. to advise and support the whistleblower and mediate between him/her and his/her employer. Support from someone like PEO is precisely what Christine Casey needed. This further commends PEO's value to engineers. Bravo!

Johann Thalakada
St. Catharines, ON

Sustainable urban infrastructure key, licensees told

by Joan Bailey



Alan Tonks updates attendees of the Mississauga Chapter licensing ceremony on Canada's commitment to sustainable infrastructure.



New licensees introduced themselves to the engineering community.

Creating a national sustainable infrastructure program is a critical need, essential for the sustainability and economic competitiveness of Canadian cities. This was the message from MP Alan Tonks, addressing the 43 new licensees, PEO representatives and guests at the Mississauga Chapter Licensing Ceremony held on April 24 in conjunction with PEO's 2003 Annual General Meeting.

Reading from a presentation prepared by Judy Sgro, chair of the Prime Minister's Caucus Task Force on

Urban Issues and the originally scheduled speaker, Tonks said that along with developing a national transit/transportation program and a national affordable housing program, the sustainable infrastructure program is part of the federal government's strategy to "provide a foundation for Canada's future growth and development—one which recognizes the importance of cities as pivotal economic engines."

"The government recognizes that infrastructure is a

major pressure area for cities and has allocated \$3 billion in a 10-year program, and an additional \$2 billion will double the current strategic infrastructure fund to \$4 billion. These monies are targeted for major projects in Canada's largest cities," he said. Tonks, also a member of the task force, said that another \$1 billion has been earmarked for smaller municipal projects in smaller cities.

Although the mandate of the task force is complete, Tonks said that work continues to "move the urban agenda forward on all levels."

Recommendations from the task force's interim report, released in May 2002, were included in the federal government's 2002 Throne Speech, and 24 of the 52 recommendations were incorporated in some measure in the recent federal budget. The final report, *Canada's Urban Strategy: A Blueprint for Action*, was released in November 2002 (see www.liberal.parl.gc.ca/urb).

West Central Regional Councillor Colin Moore, P.Eng., a Mississauga Chapter executive, welcomed the new engineers to the profession, reminding them that engineering "has been known as the silent profession for too long." He encouraged the new licensees to promote the profession and to be "louder about our successes."

Adding a twist to the presentation, certificate recipients were given a few moments to introduce themselves, describing to those in attendance their education and work experience.

The Mississauga Chapter will hold another licensing ceremony in the fall.

Gold medallist tells new P.Engs to put public first

by Dwight Hamilton

In a keynote address to new PENTA Chapter licensees, Arthur Johns, P.Eng., chairman of Morrison Hershfield Inc. and a PEO gold medallist, reminded them that a professional engineer's "paramount duty" is to public welfare. "Please never forget that," he implored the audience: "It's what differentiates us from other professionals. We put public welfare first. This is our key core value."

Held at the Islington Golf Club in Toronto on May 15, the ceremony marked the first recognition as a professional for many in attendance. "From this hour on, your fellow professional engineers, your employer and the public will expect you to behave and perform differently in all your works and ways," he said.

A career in engineering, Johns said, can be exhilarating but frightening at the same time: "In the iron ring ceremony with which several of you will be familiar, there is a reference to the 'ultimate breaking strain' and whether or not you have ever reached it. That breaking strain is the burden and stress that you carry every day through your responsibilities and duties as an engineer."

Johns cautioned the new licensees that just because they were now P.Engs, they shouldn't think they know everything about engineering, as no one does. "But you need to know what you do not know about engineering," he said. "And knowing that will protect you and the public from the dangers of wandering into a technical situation for which you have no knowledge and training."

Often, it is the questions that are asked that are more impor-

tant than the answers given, Johns warned. He advised the new engineers to continuously ask questions throughout their careers, recalling that when he was chief engineer he had a plaque behind his desk that read: "Stupid questions make more sense than stupid mistakes."

Johns was awarded the Ontario Professional Engineers Gold Medal on November 15, 2002, for his contributions to the engineering profession and society. The medal recognizes a commitment to public service, technical excellence and outstanding professional leadership.

On providing leadership, he spoke of the importance of raising the status of the engineering profession throughout society

via participating in their communities. "Besides staying fresh, continuously learning, asking questions and keeping the public welfare in the forefront, you have to become more active beyond engineering," he said.

It is through such civic participation and respect for one another that the profession can gain a more positive public profile, he said: "And from that foundation we can take steps to make the profession highly respected. It is up to engineers like you to demonstrate and communicate that value."

PEO's PENTA chapters comprise the Toronto Dufferin, Toronto Humber, North Toronto, Etobicoke and Kingsway chapters.



PEO President-elect George Comrie, P.Eng., congratulates a new licensee from the PENTA Chapters. Barry Westhead, P.Eng., looks on.



Arthur Johns, P.Eng., discusses core values of professional engineering.



PEO staff and PENTA Chapter representatives after certificate presentation, front row, from left: Ches Jonys, P.Eng., Barry Westhead, P.Eng., Ken Lopez, P.Eng., Alourdes Sully, P.Eng., Gerald Harper, P.Eng. Back row, from left: Michael Chan, P.Eng. (PEO chapter manager); Kim Allen, P.Eng., (CEO/registrar for PEO); Colin Moore, P.Eng. (PEO Councillor); George Comrie, P.Eng. (PEO President-elect); Arthur Johns, P.Eng., and Ted Wisz, P.Eng.

Introducing PEO Council, 2003-2004

Executive Committee

Kenneth C. McMartin, P.Eng.
President



Kenneth McMartin received a bachelor's degree in engineering in 1976 from Carleton University, and went on to earn a master's degree in engineering in 1982, while he worked with Morrison Hershfield Burgess and Huggins Ltd., Consulting Engineers. In 1982 he became manager, civil and environmental engineering laboratories, with Carleton University's Department of Civil and Environment Engineering. McMartin has been active on many PEO committees, including the Advisory Committee on Committees, Professional Engineers Awards, Finance and Enforcement. He has been a member of the Ottawa Chapter executive since 1988, and chaired the chapter during the 1991-92 term.

Richard W. Braddock, P.Eng.
Past President



Richard Braddock earned a bachelor's degree in engineering from the University of London in 1952. He joined PEO in 1955, and has served on PEO Council since 1997, most recently as President in 2002-2003, President-elect in 2001-2002 and Vice-President in 2000-2001. Braddock served on the Willowdale-Thornhill Chapter for several years, chairing the chapter from 1971-1972. He has also served on PEO policy development committees and task forces. He is a member and former vice president of the Canadian Society for Civil Engineering and the Institution of Civil Engineers (U.K.). Braddock's 40-year career in civil engineering has focused on municipal engineering and land development projects.

George R. Comrie, P.Eng.
President-elect



George Comrie graduated from the University of Toronto's industrial engineering program, where he received his Bachelor of Applied Science degree in 1970 and a Master of Engineering degree in 1973. He joined PEO the same year, and has been an executive member of the Etobicoke Chapter since 1990. He is a past chair of PEO's Education Committee, and currently chairs its Software Engineering Task Force. In addition, he is President of the Ontario Professional Engineers Foundation for Education. A software engineer and management consultant, Comrie is a certificant of both the Institute for Certification for Computer Professionals (CDP) and the Canadian Association of Management Consultants (CMC). He recently joined Wardrop, an international consulting firm, as development manager, rail/transit systems.

Allen K. Lucas, P.Eng.
Vice President (Appointed)
Eastern Region Councillor



Allen Lucas graduated from the University of Waterloo in 1989 with a degree in civil engineering, and went on to work in the consulting sector. For the past eight years he has worked in the public utilities sector, most recently at Utilities Kingston in the Utilities Technical Services Group. Lucas is also active in the Ontario Water Works Association (OWWA) and in the Water Environment Association of Ontario (WEAO). He chaired PEO's Quinte Chapter in 1999-2000, and served as the education coordinator from 1998-2000. He sits on PEO's Environment and Discipline committees, and chairs the Regional Councillors Committee.

Robert Dunn, P.Eng.
Vice President



Robert Dunn holds both Bachelor and Master of Science degrees in civil engineering from the University of Waterloo. He went on to work in the Ottawa and Toronto regions for the Ontario Water Resources Commission and the Ontario Ministry of Environment as project engineer and district manager from 1968 to 1995. He served on many PEO committees, including the Discipline, Audit, and Government Affairs committees, from 1989 to 1994, as well as being the Eastern Region Councillor. Dunn is currently a member of PEO's Environment and Academic Requirements committees. He is also a member of the Canadian Council of Professional Engineers' Environment Committee and the American and Ontario Water Works associations.

Bruce E. Clarida, P.Eng.
Member, Executive Committee
Northern Region Councillor



Bruce Clarida received his degree in civil engineering from Lakehead University in 1980. He went to work for the National Energy Board of Canada in Ottawa as senior project engineer, and in 1992 joined Great Lakes Power Limited in Sault Ste. Marie, as senior civil engineer. He is a member of the Canadian Dam Association and the Canadian Electrical Association, and is also active in his community advising on college curriculum and environmental issues. Clarida has participated on several PEO committees and has served on the Algoma Chapter executive since 1991.

David J.D. Sims, QC
Member, Executive Committee
Lieutenant Governor-in-Council Appointee



David Sims recently retired from the active practice of law after close to 40 years of practice. A graduate of commerce and finance from the University of Toronto, he subsequently obtained his Bachelor of Law and Master of Law degrees from Osgoode Hall Law School, York University. He was appointed Queen's Counsel in 1976, and became a Certified Civil Litigation Specialist in 1988. He is PEO's Complaints Review Councillor, and serves on PEO's Executive, Registration, and Enforcement committees as well as the Governance Review Task Force.

Councillors

Councillors-at-Large

Monique Frize, P.Eng., OC



After receiving a Bachelor of Applied Science in electrical engineering from the University of Ottawa in 1966, Monique Frize went on to obtain a Master of Philosophy in engineering in medicine (EE) from Imperial College of Science and Technology, London, U.K., an MBA from Université de Moncton in 1986, and a doctorate from Erasmus Universiteit in Rotterdam in 1989. Frize is professor, systems and computer engineering,

Carleton University, and School of Information Technology and Engineering, University of Ottawa. She also teaches professional practice and ethics to engineering students. Frize was the NSERC/Nortel Joint Chair for Women in Science and Engineering (Ontario), Ottawa between 1997 and 2002. She serves on several PEO committees and task forces. Frize was awarded the Order of Canada, Officer category (1993) and four honorary degrees (1992 to 1995).

Denis Dixon, P.Eng.



Denis Dixon received his engineering degree in 1961 while still in the U.K. and is a self-employed consulting engineer. He was a licensed consulting engineer in the United Arab Emirates from 1976 to 1988 and completed projects in Saudi Arabia, Oman, Pakistan and several Gulf Islands. He is an active member in PEO's Brampton Chapter and served on the executive from 1988 to 2000. He chaired the chapter in 1990-

91, 1996-97 and 1999-2000. Dixon has chaired PEO's Audit Committee and the Advisory Committee on Committees. He currently chairs the PEO/OACETT Joint Management Board (JMB), and serves on several committees, including Discipline and Consulting Engineer Designation, as well as the Technologist Licensure and BRRA task groups. He also attended (ex-officio) most Certificate of Authorization Task Force meetings. In his spare time, he runs a farm and follows the stock market.

Roydon A. Fraser, P.Eng.



Roydon Fraser received a bachelor's degree in engineering and went on to obtain his master's degree and doctorate in mechanical and aerospace engineering from Princeton University. He joined PEO in 1991, serving on the executive of the Grand River Chapter (formerly the Kitchener-Waterloo Chapter) since 1993, and chairing the chapter in 1996. Fraser is a director and co-founder of the Waterloo Region Engineering Design Competition, a

director of Engineers Without Borders, and a member of the Society of Automotive Engineers, the American Society of Mechanical Engineers, and the Ontario Society of Professional Engineers. He is a professor in the mechanical engineering department at the University of Waterloo and co-author of *Introduction to professional engineering in Canada*.

Regional Councillors

Northern Region Councillors

Bruce E. Clarida, P.Eng.

(See Executive Committee)

Seimer Tsang, P.Eng.



Seimer Tsang obtained Bachelor and Master of Engineering degrees from Sir George Williams/Concordia University prior to being awarded his Doctor of Engineering (D.Eng.) there in 1976. Tsang is currently a professor in the mechanical engineering department at Lakehead University in Thunder Bay, where he has taught since 1977. He has chaired the department for the past 14 years. Tsang was licensed by PEO in 1977, and now serves on the Academic Requirements Committee and the Faculty Advisory Committee for the Student Membership Program. He served on the Chapter Structure and Revitalization Team, and has been a member of the Lakehead Chapter executive since 1996. He was the chapter's vice-chair from 1997 to 1998, chairing it from 1998 to 2002. Outside of PEO, he helps to organize multicultural events in his community.

One/Ontario Hydro in several management and professional engineering positions from 1981 to 2000. Prior to that, he worked in Montreal, Kenya and India on a variety of engineering projects and as a professor. Currently, Gupta serves on PEO's Experience Requirements and Discipline committees, and is the director in charge of PEO/Ontario Society of Professional Engineers liaison for the Scarborough Chapter. He is the Executive Secretary, Council of Ontario Deans of Engineering, and participates on Canadian Engineering Accreditation Board engineering program accreditation teams at Ontario universities.

Daniela Iliescu, P.Eng.



Daniela Iliescu received her Diploma of Engineering from the University of Bucharest, Romania, Faculty of Electrical Engineering and Energetics. The diploma is the equivalent to a Canadian master's degree. She joined PEO in 1977 and is a member of several provincial engineering associations. Iliescu was a Lieutenant Governor-in-Council Appointed Councillor from 1992 to 1998 and a Councillor-at-Large from 2000 to 2002. She is a member of the Discipline Committee and the Regional Councillors Committee. She is head of the electrical department, Colt Engineering Corporation.

Western Region Councillors

J. David Adams, P.Eng.



After receiving a Bachelor of Engineering degree from McGill University in 1955, David Adams went on to obtain an MBA degree from the University of Western Ontario in 1958. He joined PEO in 1960 and has served on the executives of two chapters. He has been a member of *Who's Who in Canada* and the U.S. since 1983, and *International Men of Achievement* since 1986. Adams has worked as project engineer, financial planner and analyst, and manager for several large Canadian firms, eventually becoming president of Quality Performance Engineering Inc.

Diane Freeman, P.Eng.



Diane Freeman graduated from the University of Waterloo with a degree in civil engineering in 1992 and became a PEO member in 1994. She is senior project manager with CRA, working in the area of air quality. Freeman served on the Grand River Chapter Executive (formerly the Kitchener-Waterloo Chapter) as the chapter's education coordinator from 1994 to 2000, has been a member of PEO's Education

Committee since 1999, and is an invigilator for the Professional Practice Exam. Dedicated to science awareness and enriching learning environments for children, Freeman was instrumental in the creation and construction of the Butterfly Learning Centre, a non-profit childcare facility located in Waterloo. She is president of the centre's Board of Directors. Freeman is also a director and chairs the Education/Training Committee of the Municipal Waste Integration Network.

West Central Region Councillors

E. Phil Maka, P.Eng.



After graduating with a Bachelor of Applied Science degree from the University of Toronto in 1975, Philip Maka began a 27-year career at Ontario Hydro, now Ontario Power Generation, in design, construction, and both nuclear and fossil operations. He is now self-employed, performing contract engineering and project management services. Maka served for 16 years on the Mississauga Chapter executive, including three terms as chair, and on PEO's Corporate Identity Task Force in 1993 and the AGM Committee in 1995. He volunteers as a science fair judge in Peel Region and has served in other community-based organizations, such as Scouts Canada as an assistant leader. His other interests include ham radio and electronics. In 1998, Maka was inducted into PEO's Order of Honour, in the Member category.

Colin T. Moore, P.Eng.



Colin Moore received a Bachelor of Science degree in mechanical engineering from London University, U.K., in 1963. He went on to work in manufacturing, research and development, and design for an equipment manufacturer in England, and in 1975 immigrated to Canada. Moore worked for Ontario Power Generation (formerly Ontario Hydro), in a variety of engineering and management functions, both in head office and at a number of power stations, until his retirement in 2002. He joined PEO in 1975 and has served on the executive of the Mississauga Chapter for 20 years, including terms in all chapter officer positions. He chaired the chapter from 1984-86 and currently serves on the chapter executive. He has participated on several PEO committees over the years and was made a Member of the PEO Order of Honour in 1996 to recognize this service. He currently chairs PEO's Professional Practice Committee and is a member of the Discipline Committee.

Michael A. Butt, P.Eng.



Michael Butt graduated from the University of Toronto in 1963 with a Bachelor of Applied Science degree in civil engineering. In 1973, he started M.A. Butt Construction and went on to form Buttcon Limited in 1979, a general contracting, construction management and design-build contracting firm, located in Vaughan, Ontario. Over the past two decades, Butt has been involved in the construction of numerous offices, commercial, industrial, institutional, recreational and government projects. He joined PEO in 1965, and was appointed to Council in May 2001 by the Lieutenant Governor of Ontario. Butt is also a member of the Canadian Society for Civil Engineering, chairs the Greater Toronto Airports Authority, and is affiliated with several other organizations.

James Dunsmuir, P.Eng.



Prior to graduating as a chemical engineer from the University of Toronto, James Dunsmuir worked as a journalist in Scotland and Canada, and was an RAF electronics technician in Singapore. He went on to work as an RCAF engineering officer in France, before settling in Montreal to work for Johnson & Johnson. Dunsmuir completed a diploma in management at McGill in 1971, and joined PEO in 1974. Following a 25-year career in senior operations management with five major multinationals, he established his own consulting practice and, in 1994, chose early retirement. Dunsmuir serves on advisory boards, as well as for several healthcare and advocacy groups. In 2003, the Lieutenant Governor of Ontario appointed him to PEO Council.

Nancy E. Hill, P.Eng., LLB



Nancy Hill received an engineering degree from the University of Toronto in 1981, and began working as a structural engineer. She obtained her law degree from the University of Ottawa in 1986. Since then, Hill has worked extensively in the patent, trade mark, and intellectual property areas of law, and is a partner with Hill & Schumacher. She served on PEO committees that included the Editorial Board and chaired the Women in Engineering Advisory Committee. Hill currently serves on the Complaints and Audit committees, and the Advisory Committee on Committees and was a member of the Executive Committee in 2002-2003. Hill is a past member

Appointed Councillors

of the board of directors of the Canadian Coalition of Women in Engineering, Science and Technology, and participated on the Canadian Council of Professional Engineers' Gender Equity Committee. She also served on the board of directors of the Women Inventors Project.

Nick Monsour, P.Eng.



Nick Monsour graduated with an Honours B.A.Sc. in mechanical engineering from the University of Toronto in 1951, and went on to work for Babcock-Wilcox & Goldie McCulloch. After a few years, he began his 37-year career with Polysar Ltd. (later known as Novacor) working as project manager for several plant additions in Sarnia and Belgium, and was promoted to principal engineer. Monsour was also a director of the Materials Technology Institute of the Chemical Industry, and has a long history of service to PEO Council. He served as President in 1985-86 and Vice President in 1994-95, and has worked on several committees. In 1988, Monsour was invested as a Companion of the Order of Honour (formerly the Order of the Sons of Martha).

Gul Nawaz, FCA



Gul Nawaz became a chartered accountant in 1973, and a Fellow of the Institute of Chartered Accountants of Ontario in 2000. Currently, he chairs PEO's Finance Committee and is a member of the Governance Task Force. Outstanding achievements include a Gold Medal for Excellence from Mississauga's Human Rights and Race Relations Centre. Nawaz is active in legislative matters involving the CA designation and is a member of policy advisory committees on finance, taxation and social services for the provincial government. Nawaz is a respected public speaker on various tax and business topics, and is a partner at Nawaz Taub Noor & Wasserman Chartered Accountants. In addition, he's a former member of the Ontario Film Review Board and volunteered at the executive level for several community organizations and committees.

W. Laurier Proulx, C.E.T.



Laurier Proulx graduated with an honour diploma in civil technology in 1974 from the Northern College of Applied Arts and Technology, Kirkland Lake. He worked in Iroquois Falls and Kirkland Lake before moving to Kitchener to work for Lingwood Robertson, Architects and

Engineers. In 1976, he joined the City of Kitchener, where he worked on the construction of the city hall from 1990 to 1993. Proulx subsequently became director of the facilities management division and project manager for the Municipality of Kitchener.

Catherine C. Redden



Catherine Redden was an elementary school teacher before becoming advertising manager at her husband's business, Redden's Cable TV Limited, in 1989. She also got involved in her community, serving as a municipal councillor for three years and mayor for nine years in Campbellford, Ontario. Redden was a member of the local public utilities commission, chaired the Trent Severn Waterway Advisory Committee, served as president of the Campbellford/Seymour Agricultural Society and is Vice-Chair of the Campbellford/Seymour Community Foundation. She is past chair of the Campbellford Memorial Hospital Board and currently chairs the Haliburton Kawartha Pine Ridge Hospitals' Joint Executive Committee. In her spare time, Redden volunteers and performs with the Westben Arts Festival Theatre. In 2000, she was named "Outstanding Citizen of the Year" by the Campbellford/Seymour Chamber of Commerce.

David J.D. Sims, QC

(See Executive Committee)

Derek L. Wilson, P.Eng.



Derek Wilson graduated in 1954 from Trinity College Dublin, Ireland, with both Bachelor of Arts and Bachelor of Engineering degrees. His early career was spent as a site engineer in the construction industry, and then on the design of sewage treatment plants and pumping stations. Wilson joined Canadian British Engineering Consultants in Toronto in 1956, where he was involved in projects in Ontario and New Brunswick. In 1970, he obtained his M.Eng. from the University of Toronto, and went on to open a consulting company in Toronto focusing on sewage, water and solid waste projects. Wilson is a member of PEO's Discipline Committee and the Foundation for Education Committee, as well as a life member of the American Water Works Association and past president of the American Public Works Association, Ontario Chapter. In 2003, he became a recipient of the Queen's Jubilee Medal, in recognition for his community service. Wilson lives in Willowdale with his wife May, and has three daughters Linda, C.A., Debbie, D.D.S and Karen, L.L.B.

Resolutions take tough stand on CCPE programs, fees

81st annual business meeting, April 26, 2003

by Joan Bailey

Richard Braddock, P.Eng., PEO's 2002-2003 President, opened the meeting by introducing new CEO/Registrar Kim Allen, P.Eng., members and guests attending the 81st annual business meeting.

In business arising from the Minutes of the 2002 AGM, Braddock discussed action on the member resolutions that had been passed. One had asked that PEO "publish on its website, no later than two weeks after the date of each meeting of Council and each standing committee, the full text of all the motions on matters other than routine, the text of the resolution that was voted on and the record of the votes." Braddock reported that such postings had been initiated with the March 31, 2003 meeting of Council.

Another resolution had proposed that PEO develop a schedule of honoraria to compensate volunteers for days spent away from normal employment in order to carry out duties for the association. Councillor Nancy Hill, P.Eng., LL.B, chair of a task group of the Advisory Committee on Committees, reported that the task group's research showed that while other regulators are also examining this issue, an overwhelming majority of them reported that their volunteers do not receive compensation. Hill said that the task group would continue to consider the issue and monitor developments among PEO's counterparts.

Braddock reported that Council had not yet addressed a resolution that asked that the *Professional Engineers Act* be revised to facilitate extending the terms of the members of the Executive Committee to at least two years. This resolution would be discussed in the context of discussion of the recommendations of the Governance Task Force and Election Procedures Review Task Force.

Next on the agenda were the audited financial statements, and a supplementary analysis prepared by PEO staff (see *Engineering a Better Future*, PEO's 2002-2003 Annual Report, polybagged with the May/June issue of *Engineering Dimensions*, and available on the PEO Operations page in the

Registrar's Corner section of PEO's website at www.peo.on.ca).

In fielding questions on the material, Ron Sparrow, CGA, PEO manager of accounting, and Finance Committee Chair Gul Nawaz, FCA, explained that although PEO experienced a surplus of revenue over expenditure of \$1.3 million (before transfers to the Ontario Society of Professional Engineers) versus a budgeted surplus of \$900,000, the operating reserve had still been drawn down by about \$1.1 million. Expenditures contribut-

local public awareness of the engineering profession and the association; carry out certain regulatory functions of the organization; and foster professional continuing competence."

Anderson said the proportion of female professional engineers in Ontario does not reflect the proportion of women in society, or the proportion of female engineers in the United States or parts of Europe. She suggested that a chapter for women could address this issue. Participation of women in the engineering profession in Ontario also lags

support of CCPE's proposal for new administrative provisions in the immigration regulations with respect to assessment of the credentials of foreign-trained engineers." The motion was carried.

The second stated: "That with respect to licensing 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." This motion was withdrawn after President Braddock read a letter from CCPE demonstrating CCPE's acknowledgement that PEO has exclusive jurisdiction over the assessment of qualifications for licensing in Ontario.

The third motion asked that PEO "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." The motion was carried.

Three more resolutions addressing CCPE were moved and seconded by Michael Hogan, P.Eng., and John Clayton, P.Eng.

The first, asking PEO to "completely disassociate itself from the CCPE Engineers Assessment program," was withdrawn.

The second, seeking a freeze on PEO fee increases if used to fund increases to the CCPE Member Assessment unless PEO members approve such increases, was carried.

The third, requesting that PEO's representatives on CCPE's board be elected by PEO members, was tabled for later discussion.

In light of PEO ceasing transfer payments to the Society early in 2004, John Veith, P.Eng., moved and Greg Washuta, P.Eng., that PEO reduce the annual licence fee by \$20, arguing that the fee should be rolled back the amount it had been increased to provide transitional funding as soon as that funding ends.

Explaining his opposition to the motion, then Vice President George Comrie, P.Eng., said that PEO has higher costs today than it did when it began the three-year transition. "We have a more complex regulatory environment," he said. Implementation of a process to appeal PEO admissions/licensing decisions and the changing profile of licence applicants, with more foreign-trained applicants whose applications are more complex to process, have and will continue to increase PEO's administrative costs.

"Just because there will no longer be a transfer [to the Society] does not mean that we will have money to give back," he said. On the vote, however, the resolution was carried.

Member resolutions to define the roles of the chapters and to enable each chapter to have a 1-800 phone line were also carried.

Also approved were resolutions asking that PEO and the Society take joint public positions on engineering issues, and that Council review the process for bringing resolutions to the AGM (for the text and disposition of all resolutions, see the AGM page under Programs and Events on the PEO website).

It was noted, with frustration by some, that resolutions passed at the annual business meeting are non-binding expressions of the opinion of the members present. Although Council commits to consider the issues raised in member resolutions, it is not bound to act on them.

Thanking volunteers

In his first remarks as PEO's 2003-2004 President, Ken McMartin closed the annual business meeting by paying homage to the professional engineers who volunteer their time to the profession. "We should salute the work that the volunteers have done," he said.

McMartin summarized his goals for the year ahead, saying that one of his top priorities will be to increase the value of the profession. To do so, however, will require that members of the profession be committed to continuing education and that PEO have a voluntary program of professional development.

McMartin said that he also intends to work to enhance the regulatory role of the chapters within PEO.



PEO's new CEO/Registrar Kim Allen, P.Eng., addresses his first Annual Business Meeting. Seated (left to right) are President-elect Ken McMartin, P.Eng., and meeting chair President Richard Braddock, P.Eng.

ing to the draw down were the transitional funding to the Society, a significant increase in discipline and enforcement activity with associated legal costs, and increased activity of PEO's admissions-related committees to handle an increasing number of internationally-trained licence applicants. The budgeted deficit for 2003 is \$1.4 million.

Member resolutions

Resolutions at the business meeting asked PEO to show commitment and leadership in the regulator role.

Lisa Anderson, P.Eng., and Peter Hiscocks, P.Eng., proposed that PEO establish a province-wide chapter for women. The supporting rationale for the resolution said a chapter for women would "provide an informed and organized pool of volunteers that allows for the identification of members to hold office within PEO's governance structure; facilitate two-way communications between PEO Council and the PEO membership at large; promote

behind their participation in the other professions in the province, she said.

The Chair reminded members that Council had already approved transferring the PEO programs administered by the Women in Engineering Advisory Committee (WEAC) to the Society by the end of 2003 (see Council Report, *Engineering Dimensions*, March/April 2003, p. 19, also WEAC News, this issue).

Former Society Chair Jeremy Cook, P.Eng., said he supported the resolution as a model for virtual chapters. However, past PEO Councillor Anthony Warner, P.Eng., wondered where the concept would lead and what other special interest groups might want to have their own chapters. The motion was defeated.

Three resolutions moved by Anthony Bonney, P.Eng., and seconded by David Lehtovaara, P.Eng., pertained to the Canadian Council of Professional Engineers (CCPE).

The first of them asked that PEO "immediately withdraw its

Chapters vital as "proactive bridge" between PEO and Society: Braddock

by Dwight Hamilton

In his closing remarks to the Chapter Regional Congresses April 24 at PEO's 2003 Annual General Meeting (AGM), outgoing President Richard Braddock, P.Eng., said he believes the chapter system can provide a

"proactive bridge" between PEO and the Ontario Society of Professional Engineers (the Society).

Braddock said that when chapters were formed in 1961, they had a two-fold mandate. First, they were to provide a "forum and organizational

structure for the discussion of professional matters" and a "direct communications link" between Council and professional engineers "along which ideas and opinions could flow in both directions." Their second purpose was to form study groups to review the *Professional Engineers*

Act and PEO's bylaws and Code of Ethics, since an Act revision was underway at the time.

While calling the chapters' original purpose a "noble aim," Braddock questioned whether they can still serve that purpose, given today's 65,000 PEO licensees. In 1960, PEO's

membership was about 19,000.

He said two important questions must be asked of the chapter system: Do Chapters really represent the views of the membership (given the low participation rate)? Is there an adequate process to make sure the chapters "response [to

Council is] guaranteed a fair hearing, particularly if a Regional Councillor is not supportive of chapter views?"

Braddock said he believes chapters have a real opportunity to boost participation if they foster continuing professional competence, since "engineers will flock to events that affect their jobs, be it in technical matters, professional development or the effect of impending legislation on their livelihood."

"This provides enormous opportunities for PEO to identify a variety of topics and for the Society to deliver workshops or seminars," he said, envisioning the potential for programs that could "be developed centrally and repeated in the form of traveling lecturers or video-taped presentations. The scope here is enormous, particularly given the Society's liaison with the Engineering Institute of Canada."

Braddock said he favours a bold approach with chapters acting "as a proactive bridge between PEO and the Society." Rather than retreating from activities, he concluded, chapters shouldn't "be concerned as to what master they are serving, when, in fact, they are answerable to a higher authority—the engineering profession."

Chapter business

Braddock's remarks capped a day of chapter-focused AGM

activity, at which congresses of the chapter chairs and vice chairs of PEO's five regions convened simultaneously in plenary sessions that enabled direct communication among the chapter leaders and with committee chairs, Councillors and staff, and in region-specific breakouts that enabled delegates to conduct their usual Regional Congress business. Generally, congresses are convened in each region in February, June and September, with a leaders conference in November. This year, the February congresses were foregone to enable the joint AGM congresses. Joint Regional Congresses were a regular feature of PEO AGMs in the 1980s, but have not been held recently.

Topics discussed in the plenary and breakout sessions included:

- ◆ *Incentives for rewarding employers of PEO volunteers.* In March, PEO Council approved a recommendation of the START II (Chapter Structure and Revitalization Team Implementation) Report that PEO develop a reward system for the employers of its volunteers (for the complete report, see the Chapters section of PEO's website at www.peo.on.ca).
- ◆ Discussed by the Regional Councillors Committee (RCC) prior to Council

approval, plaques and/or framed certificates of appreciation are the rewards currently proposed.

- ◆ *Non-monetary incentives to reward volunteers.* Another START II recommendation reviewed by the RCC prior to Council approval in March, the incentive system will include allowing a volunteer's immediate family to accompany the volunteer to such out-of-town meetings as PEO Regional Congresses. Expenses for family members now eligible for reimbursement from PEO include accommodation if sharing the same room as the delegate, meals and an extra night's stay, if required. PEO will not reimburse family members' air or rail fares to accompany delegates, but will reimburse mileage if the delegate and family drive to the meeting. Because little travel or time away from family is required for meetings of the East Central and West Central regions, it's not anticipated that the accompanying family policy would apply to their events. The RCC is still developing the other non-monetary incentives.
- ◆ *Regional offices.* Then Northern Regional Councillor-elect Seimer Tsang, P.Eng., has secured a

room at Lakehead University for a two-year pilot project for a geographic regional office with part-time staffing.

- ◆ This project is intended to enable the public to interact with the engineering profession and to be a point of contact with PEO for licensees, potential licensees and engineering students.
- ◆ *Chapter communication tools.* A plan to centralize and standardize all 38 chapter websites to allow PEO to update, upload and download information and to permit Internet-based electronic filing of reports and financial statements was discussed. The RCC is scheduled to define requirements before the end

of June and the job is anticipated to begin in September and be complete four months later.

- ◆ *Display banners.* Four designs for 3 ft. by 7 ft. display banners were available for review by the Regional Congresses, and delegates were asked to pick their two favourite designs. Banners based on the preferred designs will be produced for each region for the use of the region chapters at community and chapter events to foster local recognition of PEO and the chapter. Banner designs may be viewed by visiting the Chapter Resources page in the Chapters section of PEO's website.



The Northern Regional Congress (above) convened simultaneously with its counterparts from the other regions during the Annual General Meeting in April. Plenary sessions enabled direct communication among the chapter leaders, PEO Councillors and staff. Region-specific breakouts enabled delegates to conduct their usual Regional Congress business.

Engineers on the move, professional development topped national/provincial agendas

by Joan Bailey

Speakers representing licensing bodies from four provinces, the Canadian Council of Professional Engineers (CCPE), and the Ontario Society of Professional Engineers (the Society) updated delegates at the PEO 2003 AGM on the issues that their organizations faced in 2002. At the National/Provincial Update, held on Saturday, April 26, such common themes as the licensing of immigrant engineers, mobility of Canadian engineers, professional development and practice permits repeatedly surfaced.

"All the associations must be prepared to have more immigrants...and they must work to increase the timeliness of getting these new immigrants accredited," said Pierre Boucher, ing., 2002-2003 Past President of CCPE. "PEO will have a great challenge as many immigrants come to Ontario."

The Association of Professional Engineers of Nova Scotia (APENS) shares other of PEO's challenges, and in some cases considers that it may be playing "catch up" in comparison to its sister associations, said APENS President-elect Mike Topley, P.Eng.

Topley said issues on the APENS agenda include:

- ◆ consideration of a policy of mandatory continuing professional development, which will be discussed by APENS council at its next annual general meeting in October;

- ◆ a memorandum of understanding with the Nova Scotia Association of Architects, after some 10 years of negotiations, regarding the right of engineers to design buildings within their area of competence;
- ◆ a geologists' and geophysicists' Act approved by the Nova Scotia legislature, which means that "for the time being the geoscientist will not be part of APENS," Topley explained;
- ◆ mandatory professional liability insurance for practising members; and
- ◆ an Act and bylaw revision, which will focus on three issues: allowing non-residents of NS to be full members of APENS, allowing APENS to send out electronic ballots by email, and allowing APENS to adjust its annual dues in accordance with the Consumer Price Index, without requiring approval by the members in a referendum.

Calling it a pleasure to have sat in on PEO's Northern Regional Congress the day before, Topley said he was "impressed by the work that gets done at the ground level" in PEO, and that he was "taking notes for his association." He takes over the presidency in October at the APENS AGM in Halifax.

One of the smaller associations, the Association of Professional Engineers and Geoscientists of Manitoba (APEGM) has 4400 members.

"Of the number," said Executive Director and Registrar Dave Ennis, P.Eng., "200 are geoscientists." Ennis said that one-quarter of APEGM members live outside of Manitoba, and 60 per cent of those in Ontario.



Pierre Boucher, ing., 2002-2003 Past President of CCPE addressed members, guests and staff at the PEO AGM.

Ennis said developments of interest in his province include a \$160-million project to expand the Winnipeg Floodway, which will "require a fair bit of engineering and geoscientist services."

"Another development of interest comes out of the Kyoto decision," he said, "which has renewed interest in a hydroelectric project that was shelved in 1991.... If it flies, it will be good for engineers and geologists too—not to mention that we will be able to sell some of that power to Ontario."

Like APENS, APEGM does not have a professional develop-

ment program. Beginning with the 2004 licence renewal, however, all members will be asked to make a declaration that they are, on an ongoing basis, acquiring the knowledge and skills necessary to practise and to fulfil their responsibilities to the public.

He also told delegates of the coordinated effort of engineers, architects, land surveyors, technologists and the Winnipeg Construction Association to change the *Limitations Act* in Manitoba to limit the exposure to suits based on professional liability. [In Ontario, an ultimate 15-year limitation period was finally established late in 2002 after years of discussion by passage of the *Justice Statute Law Amendment Act* (see *Engineering Dimensions*, January/February 2003, pp. 12-13).]

Al Schuld, P.Eng., deputy registrar, Association of Professional Engineers, Geologists and Geophysicists of Alberta (APEGGA), said that Alberta technologists continue to pursue a goal of independent legislation to provide right to title and right to practise without APEGGA's involvement. "We see them as carving out a part of the practice [of professional engineering] when they are not eligible to work as a P.Eng.," he said. He added that geoscience technologists are pursuing the same strategy. Schuld said a discussion of potential APEGGA approaches to the situation was scheduled for the regulator's May strategic planning session.

"Mobility" he said "is still a strong theme of the things that we are pursuing," including looking at agreements with various American states.

APEGGA has also recently restructured its staff, he said.

Society President Catherine Karakatsanis, P.Eng., described some of the Ontario advocacy and member services body's accomplishments. She said that in 2002, the Society's first complete year of operation, it launched EngineersFirst, a member-benefit portal offering 14 products and services, including: discount legal services, home and auto insurance, and financial planning.

The Society career centre, which came on-line in 2001, greatly expanded in 2002, she said, introducing resume posting for members and a student site with job postings and career development notices.

Karakatsanis also described Pathways, a partnership program with the Ontario government that is designed to help foreign-trained PEO engineering interns integrate into the Ontario engineering community and acquire the necessary 12 months of Canadian experience for licensing (see *Engineering Dimensions*, January/February 2003, p.17).

Karakatsanis also highlighted the Society's advocacy successes and its membership growth to meet its target of 10,000 full or "professional" members by the end of 2002.

IN MEMORIAM

The association has received with regret notification of the deaths of the following members:

- | | | | | | |
|----------------------------------------------------------|---------------------------------------------------------|---------------------------------------------------|------------------------------------------------------------|------------------------------------------------------------|-------------------------------------------------------|
| Anderson, Derek Hawley
Barrie, ON | Downing, Donald Burton
Ottawa, ON | Matthews, James Nelles
Mississauga, ON | Perera, Weddippuli
Toronto, ON | Schmidt, Peter Rudolf
Milton, ON | Templeton, James Gilbert
Toronto, ON |
| Angeville, Winston Charles
Mississauga, ON | Dresselhuizen, Dirk Jacob
Montreal, QC | McCloy, Ian Alexander
Sudbury, ON | Perkins, Douglas Harold
Toronto, ON | Senyshyn, Emil
Guelph, ON | Todd, William Douglas
Cambridge, ON |
| Babits, George Joseph
Agincourt, ON | Eensild, Elmar
Scarborough, ON | McCulloch, Robert
Burlington, ON | Petroff, Peter Dimitroff
Huntsville, ON | Shiels, Stanley Thompson
Niagara-on-the-Lake, ON | Varga, Viktor
Oakville, ON |
| Barker, Larry Donald
Winnipeg, MB | Elmallakh, Habib G.
North York, ON | McLean, Donald James
West Vancouver, BC | Piper, Gordon A.
Thornhill, ON | Shirazee, Kenneth Bertram
Mississauga, ON | Vasic, Slobodan
Scarborough, ON |
| Barnard, Peter Robert
Toronto, ON | Ennis, George Frost
Toronto, ON | McLeod, James Ian
Oakville, ON | Pohoski, Antoni
Innisfil, ON | Siddall, James Norman
Dundas, ON | Vizmuller, Peter
Richmond Hill, ON |
| Beck, John Henry
Toronto, ON | Fitzgerald, William Maurice
Claremont, ON | Mehta, Ramesh Jatashanker
Nepean, ON | Pountney, Roy Tracey
Tillsonburg, ON | Sigurdson, Baldur S.
Cambridge, ON | Wainman, Reginald Vickers
Ajax, ON |
| Bennett, Thomas Henry
Thornhill, ON | Flanagan, John Terrence
Toronto, ON | Mendell, Ernest
North York, ON | Prentiss, Patrick Omar
Scarborough, ON | Simpson, John
Creemore, ON | Watson, Wilfred
Etobicoke, ON |
| Berman, Norman Stephen
Kingston, ON | Franks, Donald Burton
Orillia, ON | Middleton, Keith McTaggart
Toronto, ON | Preville, Phil A.
Mississauga, ON | Smith, George Edward
Burlington, ON | Weatherly, George Charlie
Hamilton, ON |
| Bianchi, Paolo
Maple, ON | Fuller, Robert Walter
London, ON | Mills, Ronald Hewat
Toronto, ON | Pye, Edgar George
Etobicoke, ON | Smith, Gordon Edward
Willowdale, ON | Wedderburgh, Herbert G.
Kitchener, ON |
| Blain, Eugene Joseph
North York, ON | Gooch, Peter William
Islington, ON | Moreau, Maurice John
Victoria, BC | Rahilly, Thomas Francis
Burlington, ON | Smith, Irvine Wray
Mississauga, ON | White, Peter Gordon
Cathedral City, CA, USA |
| Bleaken, Maynard
Oakville, ON | Gordon, James Keith
Ottawa, ON | Motlis, Jakov
Richmond Hill, ON | Ratcliffe, Edward Bevan
Cambridge, ON | Smith, Malcolm Morrison
Petrolia, ON | White, Stephen Douglas
Maple, ON |
| Bolton, Walter William
Toronto, ON | Gray, Cameron Bryan
North Bay, ON | Newman, Winton Kerry
Sudbury, ON | Rusz, Nicholas
Toronto, ON | Smy, Kenneth George
Sarnia, ON | Whittaker, Robert Houghton
Burlington, ON |
| Bopp, Kurt William
Thunder Bay, ON | Greenly, Howard Henry
London, ON | Nicks, John Frederick
Burlington, ON | Sanderson, Leonard Donald
Christ Church, WI, USA | Stewart, Alexander David
Penetanguishene, ON | Wilkins, Peter Alan
Kincardine, ON |
| Boyko, Boris Ihor
Cobble Hill, BC | Hansen, Henning Hojgaard
Woodstock, ON | Pappas, Nicola Daniel
Etobicoke, ON | Savona, Lawrence
Woodbridge, ON | Syed, Mahmood Ahmad
Ottawa, ON | Yanisiew, William Alexander
Nanaimo, BC |
| Braithwaite, Frederick F.
London, ON | Harmer, Robert William
Toronto, ON | | | | |
| Bryan, Michael Charles
Niagara-on-the-Lake, ON | Harwood, Kenneth Bryan
Ottawa, ON | | | | |
| Buckley, Jack (John) Norman
Mississauga, ON | Heathcote, Eric Thomas
North York, ON | | | | |
| Byce, Donald Edward
Thunder Bay, ON | Hellwig, Andrew Joseph
Toronto, ON | | | | |
| Castellano, William Ernest
Nepean, ON | Henwood, Sidney Ernest
Toronto, ON | | | | |
| Cerigo, Dimitry
Arnprior, ON | Hiseler, Ronald P.
Peterborough, ON | | | | |
| Chung, Lawrence
Richmond Hill, ON | Honsberger, Robert Vernon
Pickering, ON | | | | |
| Clark, Reginald Harold
Kingston, ON | Hutton, Douglas Fountain
Scarborough, ON | | | | |
| Collins, Kenneth Fawcett
Ottawa, ON | Ionescu, Dan Mihai
North York, ON | | | | |
| Cummings, George Louis
Surrey, BC | Irving, Arthur Edward
London, ON | | | | |
| Dalziel, Norman Hamilton
Barrie, ON | Janzen, Cornelius Peter
St. Catharines, ON | | | | |
| | Jewell, Leslie
Yorkshire, U.K. | | | | |
| | Justice, James Thomas
Niagara-on-the-Lake, ON | | | | |

THE LINK

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