



MINUTES OF THE 92ND ANNUAL BUSINESS MEETING

SATURDAY, APRIL 26, 2014

CHAIR: ANNETTE BERGERON,
P.ENG., MBA, FEC

THE 92ND ANNUAL GENERAL MEETING of Professional Engineers Ontario was held at the Fallsview Casino Resort, 6380 Fallsview Blvd., Niagara Falls, Ontario, on Saturday, April 26, 2014.

The President reported that PEO was web-casting its 2014 business meeting. She noted the positive response to the inaugural webcast of the Annual General Meeting in 2013 and that online coverage has been continued to increase the accessibility of PEO information to more members, no matter where they are located.

The President thanked the participants and attendees of Friday's Penta Forum, and said she hoped everyone found the session as informative and worthwhile as she had. She noted that in addition to the forum, the 2014 Order of Honour gala held the previous evening paid tribute to 10 exceptional professional engineers, each of whom had made significant lifetime contributions to the engineering profession in Ontario. She again recognized the honourees as well as the Sterling Award recipient, for their outstanding and dedicated commitment to the profession.

She also acknowledged the AGM Gold Sponsor, The Personal, and thanked the company for its continued support of the engineering profession.

The President informed the meeting that the 493rd meeting of PEO Council would be held

following the business meeting and luncheon and that all were welcome to attend.

CALL TO ORDER

The President advised that, since proper notice for the meeting had been published in *Engineering Dimensions* as provided for under section 20(i) of By-Law No. 1, and a quorum was present, the meeting was officially called to order.

INTRODUCTION OF COUNCIL

As the first order of business, the President introduced the members of the 2013-2014 PEO Council.

The Executive Committee members: Denis Dixon, P.Eng., FEC, Past President; David Adams, P.Eng., MBA, FEC, President-elect; Thomas Chong, P.Eng., FEC, Vice President (elected); Sandra Ausma, PhD, P.Eng., Vice President (appointed); and Councillors Ishwar Bhatia, P.Eng., Michael Wesa, P.Eng., Rebecca Huang, LLB, and herself.

The remaining members of Council: Councillors-at-Large Bob Dony, P.Eng., Roydon Fraser, PhD, P.Eng., and Roger Jones, P.Eng.; Regional Councillors Sandra Ausma and Michael Wesa (Northern Region), David Brown, P.Eng., BDS, C.E.T., and Chris Taylor, P.Eng. (Eastern Region), Denis Carlos, P.Eng., FEC, and Changiz Sadr, P.Eng., FEC (East Central Region), Len King, P.Eng., and Ewald Kuczera, P.Eng. (Western Region), Danny Chui, P.Eng., FEC, and Rob Willson, P.Eng. (West Central Region); Lieutenant Governor-in-Council Appointees: Ishwar Bhatia, Santosh Gupta, PhD, P.Eng., FEC, Richard Hilton, P.Eng., Rebecca Huang, Bill Kossta, Mary Long-Irwin, Sharon Reid, C.Tech., Chris Roney, P.Eng., BDS, FEC, Rakesh Shreewastav, P.Eng., FEC, Marilyn Spink, P.Eng., and Martha Stauch, MEd.

PEO's directors to Engineers Canada for 2013-2014: Diane Freeman, P.Eng., FEC, Catherine Karakatsanis, P.Eng., FEC, Phil Maka, P.Eng., FEC, Chris Roney and Rakesh Shreewastav.

ORDER OF BUSINESS

President Bergeron welcomed the special guests attending the meeting and introduced representatives from provincial and national engineering associations from across the country:

- Guy Legault, MBA, FCGA, FCPA, CAE, Vice President, Business Services, and Kathryn Sutherland, P.Eng., LLB, FEC, Vice President, Regulatory Affairs, Engineers Canada;
- Andrew Loken, P.Eng., FEC, President, and Bob McDonald, P.Eng., LLB, FEC, Director of Membership and Legal Services, Association of Professional Engineers and Geoscientists of Saskatchewan; and
- Isabelle Tremblay, ing., Vice President of Finance and Treasurer, Ordre des ingénieurs du Québec.

She also welcomed a representative of one of PEO's partners in the engineering community in Ontario:

- Paul Acchione, P.Eng., President and Chair, and acting CEO of the Ontario Society of Professional Engineers.

President Bergeron then reviewed 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 asked all present to stand for a moment of silence in remembrance of those PEO members who had passed away in 2013.

ADOPTION OF MINUTES

President Bergeron referred members to the minutes of the 2013 Annual General Meeting, which had been published in the November/December 2013 issue of *Engineering Dimensions*. The minutes were also distributed at the meeting.

It was moved by Thomas Chong, seconded by Richard Chmura, P.Eng., that the minutes of the 2013 Annual General Meeting, as published in the November/December 2013 issue of *Engineering Dimensions* and as distributed at the meeting, be adopted as amended.

Motion carried

BUSINESS ARISING FROM THE MINUTES

The President reviewed the actions taken on the seven submissions made by members at the 2013 Annual General Meeting (AGM).

The first submission at the 2013 AGM requested that President-elect Adams be required to pay outstanding court costs before representing PEO and that he refrain from any discussion of the judicial review subject matter at any PEO function during his full term of office.

This was moved by Keith Loucks, P.Eng., and seconded by Tom Kurtz, P.Eng.

The President was pleased to be able to report that this matter had since been settled to the mutual satisfaction of all parties.

She also reported that as per the minutes of the settlement, there could be no further comment by anyone involved, including PEO Council and staff.

The second submission at the 2013 AGM was moved by Cliff Knox, P.Eng., and seconded by Chantal Chiddle, P.Eng.

The submission called on Council to consider a policy that would prevent any member from serving on PEO Council or in a fiduciary capacity on any PEO committee or chapter board while the member has an outstanding payment owing to PEO that has not otherwise been excused by the Registrar or by direction from an Ontario court.

The President noted that section 22(1) of the *Professional Engineers Act* allows the Registrar to cancel a licence or Certificate of Authorization for non-payment of any fee prescribed by the regulations or the bylaws after giving the licence or certificate holder at least two months' notice of the default and intention to cancel the licence.

She also noted that licence holders are given several reminders (both paper and electronic) both before and after the due date to remedy the situation.

If a licence or certificate holder fails to make payment by the date specified in the last reminder, the Registrar sends a notice of cancellation, advising that the licence or certificate has lapsed.

The effective date of a lapsed licence or certificate is the date of the Registrar's letter.

Until such time as a notice of cancellation is sent to a licence holder, the President continued, that licence holder continues to be a member of the association and is entitled to participate in any position to which the licence holder has been elected or appointed.

As well, the Discipline Committee has the authority, under section 28(4) of the *Professional Engineers Act*, to:

- revoke a licence of a member;
- suspend a licence for a maximum of 24 months;
- impose fines to be paid to the association; and
- fix and impose costs to be paid by a member to the association.

Again, until a penalty of revocation or suspension has been imposed by the Discipline Committee, a PEO licence holder continues to be a member of the association, she said.

The President noted that neither the act nor the regulations include a definition of a member in good standing.

Consequently, as recommended, and by consensus, Council agreed to direct the Legislation Committee to use PEO's regulation-making powers and processes to amend Regulation 941 to define "member in good standing" for the purposes of clarifying when a member is, or is not, entitled to the rights and privileges of membership, including those adhering to a position to which a member has been elected or appointed.

The third submission at the 2013 AGM was moved by Cliff Knox and seconded by Chantal Chiddle.

The submission requested that the 2013 PEO election results for the office of President-elect be reconsidered, pending a review of the eligibility of all candidates to serve free of any conflicts or bias.

The President noted that the results of the elections are certified by the Official Elections Agent and verified by the Returning Officers, and that this motion partially arose because the Official Elections Agent counted, but did not report in the final report, the votes cast for one candidate for the East Central Regional Councillor position who withdrew his candidacy after voting commenced. However, the votes cast for the positions of President-elect, Vice President and Councillor-at-Large by those who voted for this candidate were both counted and included in the final report.

To eliminate any such potential confusion, prior to the 2014 election, Council approved a recommendation of the Central Election and Search Committee and directed the Official Elections Agent to include in the final report a tally of all votes cast, including any votes cast for candidates who might have withdrawn from the election after voting had begun.

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The fourth submission at the 2013 AGM was moved by Ray Linseman, P.Eng., and seconded by Graham Houze, P.Eng.

The submission requested PEO Council to take the necessary steps to amend Regulation 941 to define the terms “engineering principles” and “the application of engineering principles,” as well as any other terms deemed necessary to define the practice of professional engineering.

The President reported that, in 2010, PEO Council adopted the national definition of professional engineering and revised the definition in the *Professional Engineers Act* accordingly.

Adopting the national definition of professional engineering was deemed essential for harmonizing licence and registration requirements across the country.

Since the national definition does not define the term “engineering principles,” Council determined, by consensus, that defining the term for Ontario would not be productive in harmonizing licence and registration requirements nationally, so PEO took no action on this submission.

The fifth submission at the 2013 AGM was also moved by Ray Linseman and seconded by Graham Houze.

This was the first of three submissions that were referred directly to Council by consensus of the meeting.

The submission requested that PEO Council make the necessary resources available to enable email distribution lists on chapter email address contact lists to be updated by IT staff on a weekly basis, or when necessary, and allow chapters to use this as a means of sending email bulletins, chapter newsletters or other PEO-related business to their members, providing members’ privacy rights are respected. By consensus, Council agreed it wasn’t necessary for PEO to take any action directly on this submission as a new distribution system for chapters is already being developed.

Further, to ensure members’ privacy is protected and to minimize the risk of accidental or inappropriate release of their personal information, PEO must continue to control members’ contact information.

The sixth submission at the 2013 AGM was moved, again, by Ray Linseman and seconded by Graham Houze.

This submission requested Council to approve the creation of a confidential contact information list for the use of PEO staff, chapter chairs and, perhaps, the chapter officer positions of vice chair, secretary, and treasurer to assist in inter-chapter communications on PEO matters.

The President advised that to implement such a system, PEO would have to obtain the consent of each individual whose contact information was to be included on the list prior to distributing the list.

If the member did not consent, the information could not be included on the list. Because of this administrative burden, and because the privacy of members is paramount, Council agreed by consensus that PEO would take no further action on this submission.

The seventh and final submission at the 2013 AGM was moved by Ray Linseman and seconded by Graham Houze.

The submission requested that additional, generic email addresses for each chapter be created, in addition to the existing general chapter email addresses.

The President reported that while there were no technical issues preventing implementation of this request, there was an administrative one, noting that there are eight chapter executive positions and 36 chapters, which means 288 email addresses would require constant monitoring and would need to be updated on an annual basis.

This would significantly increase the possibility of messages being misdirected or personal email addresses being inadvertently identified as a greater number of chapter executive members would be involved in the process if messages are forwarded.

The President also noted that while there were no privacy concerns around creating additional email addresses for chapter executive positions for the purpose of receiving emails, the practice of identifying senders, providing a means of contacting senders and blind-copying multiple recipients would need to be implemented or maintained.

Accordingly, Council agreed by consensus that no action on this issue was required.

FINANCIAL REPORT

The President referred members to the auditors’ report and the financial statements, which were published to PEO’s website in early April and distributed as part of the registration package for the meeting. These statements would also be published in the May/June 2014 issue of *Engineering Dimensions*.

She also referred to the booklet entitled *Questions and Answers on PEO Operations* included in the registration package. This booklet was compiled to address common questions on all aspects of PEO’s operations. She advised that the booklet had been published on the PEO website and that chapters could obtain additional copies by contacting their regional councillors.

RECEIPT OF AUDITED FINANCIAL STATEMENTS

The President then asked for questions from the floor regarding the financial statements. There were none.

It was moved by Santosh Gupta, seconded by Michael Wesa that the 2013 audited financial statements as presented be received.

Motion carried

APPOINTMENT OF AUDITORS

President Bergeron stated that it is necessary for members to appoint auditors for the ensuing year. She advised that the Audit Committee was recommending that the firm of Deloitte LLP be reappointed.

It was moved by Roger Jones, seconded by Ewald Kuczera that the firm of Deloitte LLP be appointed auditors of the association for the 2014 financial year.

Motion carried

GREETINGS FROM ENGINEERS CANADA

Since Engineers Canada Past President Catherine Karakatsanis was unable to attend the meeting, Chris Roney was asked to speak on behalf of Engineers Canada.

Roney reported that he was excited to have the opportunity to bring greetings from Engineers Canada. He explained that Engineers Canada is the national body that is made up of the 12 provincial and territorial engineering regulators. The Engineers Canada board of directors consists of engineers who are appointed by each of the provincial regulators for a total of 21 board members, of whom PEO, by virtue of size, has five. He noted that PEO has over 88,000 professional engineers and engineering interns and nationwide there are over 260,000 members of the engineering profession.

Roney went on to discuss globalization, which was identified as an issue at one of PEO's Council workshops, led by President Bergeron. He said this is one of the key issues that Council will have to grapple with; however, globalization in engineering is not just an issue for PEO, it is an issue for all engineers across the country. He noted that some may have attended a May 2011 globalization workshop hosted by Engineers Canada. Discussions from that workshop were studied and followed by the formation of three Engineers Canada subcommittees, with one focusing on the effect of globalization on regulation of the profession, another on the practice of professional engineering and the third on education. These subcommittees developed 30 recommendations and directions, which have now been put into an action plan that is being acted upon. Most interesting is that even though these three subcommittees studied globalization separately, they all shared one recommendation, which was that Engineers Canada actively promote the Canadian system of professional engineering licensure internationally. Roney noted that this is an example of what can be accomplished if everyone works together. Roney commented that everyone is facing the same challenges, threats and opportunities across the country and that, working together, goals can be achieved far better and more efficiently than by working individually.

Roney then discussed the new Engineers Canada governance structure and the series of policies that had recently been adopted. The overarching policy governing Engineers Canada is that it exists to support the constituent associations through advancement of the profession and its self regulation in the public interest. He noted that Engineers Canada had recently been realigned into two divisions: Regulatory Affairs and Business Services. Kathryn Sutherland is the Vice President, Regulatory Affairs, and Guy Legault is Vice President, Business Services. Since both were at the meeting, Roney invited members to introduce themselves to them.

In conclusion, Roney invited members to follow Engineers Canada on Twitter, LinkedIn and Facebook and/or subscribe to their daily media report and weekly newsletter, or to visit their website. Roney also referred to the Question and Answer document in the delegate package, which

contains several pages about some of Engineers Canada's initiatives over the past year. Members were encouraged to speak to any of the Engineers Canada staff or directors at the meeting if they had any questions or comments. He then extended his thanks on behalf of Engineers Canada to the PEO executive and staff for their ongoing support and collaboration, as well as to President Bergeron for her hard work during the past year. He also extended best wishes to incoming President David Adams.

UPDATE FROM THE ONTARIO SOCIETY OF PROFESSIONAL ENGINEERS

The President invited the Ontario Society of Professional Engineers (OSPE) to provide an update. Paul Acchione, President and Chair and acting CEO, thanked PEO for the opportunity to say a few words. Acchione advised that he and Past President and Chair Nadine Miller, P.Eng., had made an effort to try to work more closely with PEO since much more can be accomplished by working together than at cross purposes. He referred to OSPE's Chapter Outreach Program, which a number of PEO's chapters had taken advantage of for some technical seminars on various policy issues that OSPE is raising with the provincial government. He said that OSPE is, with PEO's help, running an enhanced "joint event pilot" with the Ottawa Chapter. Since the chapter is paying for a portion of the joint event, OSPE is, in return, offering a discount in its membership fees for Ottawa Chapter members. If successful, OSPE, with PEO Council's support, would like to extend this pilot to some of the other chapters.

Acchione noted the success of a joint OSPE/PEO program launched nine months previously on the Political Action Network (PAN) and Government Liaison Program (GLP), which allows for joint OSPE/PEO representation when meeting with members of provincial parliament.

He also noted that OSPE is doing some labour market analysis, working with Engineers Canada, and data would be published shortly.

QUESTIONS FROM MEMBERS

The President reported that there were no member submissions received by the deadline of 4:00 p.m. on Friday, April 11, 2014. This allowed for some time in the schedule for questions from members to the current Council.

Ravi Gupta, P.Eng., stated that there was a matter of emerging importance to PEO regard-

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ing licensing and registration, involving some disconnects between what Engineers Canada is doing and what PEO has a stand on. The issue relates to credential recognition for people applying for immigration, particularly in the engineering profession. Third parties are beginning to emerge to assess the credentials of such foreign applicants. He noted that there are Council members on the Academic Requirements Committee and the Experience Requirements Committee and asked if someone could provide a status report. The Admission Advisory Board is another case in point, having been created by Engineers Canada without any consultation from PEO.

President Bergeron agreed that this is an extremely important issue and said she was glad that this was being raised. She noted that she had been elected to the Engineers Canada Board as of May 2014 and she would bring this forward. She then asked Chris Roney, Engineers Canada director, to respond.

Roney stated he believed the program referred to was an initiative by the federal government through Citizenship and Immigration Canada (CIC), in which department staff review the qualifications of applicants, granting points for admission. He said that approximately 20 months ago, CIC put out a Request for Proposal for outside agencies to assess the credentials of foreign-trained professionals, including engineers, physicians and pharmacists. There are a number of outside agencies that are now doing those assessments, including the review of engineering credentials. Engineers Canada is not one of these agencies. PEO's concern, as a provincial regulator, he said, is the message that it gives to the foreign-trained professionals going through this process, whose credentials are recognized by CIC but may not be accepted by PEO, which puts PEO in a bad situation because it appears PEO is re-assessing credentials that have already been assessed. As a result of this situation, Roney continued, engineers are receiving mixed messages and the system seems overly bureaucratic. This is something that needs to be dealt with nationally because this is a national issue. The question is whether PEO wants to become involved with this process, because the process is already happening and credentials are being assessed by a non-engineering, non-regulated body.

Roney said the other issue brought forward relates to standards for licensure and maintaining PEO's high academic and experience requirements. There are 12 different regulators, he noted, with each responsible in their own province and territory for assessing the credentials and determining whether someone meets the standard for acceptance in the profession. The federal government, through an agreement on internal trade, has directed that someone licensed in one province can move anywhere else in Canada and be allowed to practise. Without this harmonization, there is a concern that there will be different levels of qualifications across the country. Engineers Canada is calling for consistency in national standards through the harmonization of qualifications to prevent any professional from seeking a licence from a province with lower standards and then practising anywhere in Canada.

Peter DeVita, P.Eng., asked, rhetorically, why the federal government would introduce this again since the solution is already there, in that licensing bodies across Canada have set up websites so that anybody in the world can apply to PEO, for example, to become an engineer and have their academics assessed by PEO directly. There is no guess work as to whether those credentials will be acceptable to PEO, since PEO will advise applicants whether their credentials are acceptable and, if not, they can write the necessary exams in their own country, which PEO will arrange.

Cliff Knox noted the improved communications on Council proceedings, mentioning that full and complete agenda packages are now available and there is improved openness and communications to chapters and other interested volunteers in the interest of progressive, transparent communications. He asked if it were possible, additionally, to post the disposition of motions as they become available so that volunteers, stakeholders and members are better apprised of business and motions approved by Council at the earliest possible time. President Bergeron advised that this will be investigated.

Nick Monsour, P.Eng., referred to the lack of progress on the industrial exception. He asked why Council was unable to convince the government that the industrial exception should be changed, calling it an important subject, since safety and health are significant. He suggested councillors speak to Premier Kathleen Wynne at events about this very important issue.

President Bergeron thanked Monsour for his comments, agreeing that this is an extremely important issue that has been front and centre during her year as President. She said she attends many political events and raises this issue at every opportunity. She assured members that Council continues to work on this and that President-elect Adams will continue to advocate for and support the repeal of the industrial exception.

PRESENTATION TO OUTGOING COUNCILLORS

President Bergeron congratulated members of the 2013-2014 Council, who had worked diligently in serving the profession.

In recognition of their service, she presented certificates, name badges and desk plaques to retiring members of Council: Past President Denis Dixon; Vice President (appointed) and Northern Region Councillor Sandra Ausma; East Central Region Councillor Denis Carlos; and Eastern Region Councillor Chris Taylor. She also recognized two Lieutenant Governor-in-Council appointees who had recently retired from Council and were unable to attend the meeting: Tarsem Lal Sharma, PhD, P.Eng., and James Lee, PhD, P.Eng.

REMARKS FROM REGISTRAR McDONALD

Registrar Gerard McDonald, P.Eng., thanked President Bergeron, President-elect Adams and Past President Dixon, as well as Council, for the trust they have placed in him to run PEO. He advised that during his first four months, he had taken the time to sit down with each and every staff member to discuss the organization, and reported that PEO has a truly dedicated, committed staff. He said he wants to ensure, with the help of Council, that PEO remains relevant, robust and responsive, and said he welcomes feedback from the membership on ways to make it better.

REMARKS FROM PRESIDENT BERGERON

President Bergeron thanked members of the 2013-2014 Council for their support during her term and thanked licence holders for bestowing on her the privilege of leading the profession. She noted that her tenure as PEO President came with an unexpected challenge: a search for a new Registrar. She advised that she was, nevertheless, happy to participate in the process since this, in her opinion, is one of the most important duties of Council or of any board of governance. Hiring the right person to lead PEO sets the tone for the association for years to come, she said, and has a lasting impact on PEO's success in carrying out its mandate. President Bergeron stated that Gerard McDonald brings to the association a proven record of high-level regulation development and expertise, along with commitment to focus PEO on its core mandate.

President Bergeron indicated that in her election platform in 2012 she had promised a clear focus on regulatory activities and that she was proud of Council's focus on regulation during her term, given the need to deal with some critical regulatory issues. She stated that when she assumed the presidency in April 2013, PEO was at the height of its efforts to ensure proclamation of the repeal of section 12(3)(a) of the *Professional Engineers Act*, an exception that, regrettably, allows certain acts of engineering in a manufacturing setting to be performed by unlicensed employees. Although proclamation of this important legislation was ultimately postponed, Bergeron noted that it remains on the government books until 2020. Undeterred, she said, PEO has continued to press for its implementation. President Bergeron reported she had met with MPPs, industry stakeholders and the media to raise awareness of the repeal and summon the facts. She stated that this issue is one of protecting safety in workplace environments and she remains concerned every time she reads about another manufacturing accident where life has been lost or a worker has been harmed. Therefore, she said, PEO's resolve to see the repeal proclaimed remains steadfast.

Bergeron said she was grateful as President to have had the expertise and support of five structural engineers on Council and staff who, as a task force, addressed the issues and questions presented to PEO by the Elliot Lake Commission of Inquiry during its examination into the partial collapse of the roof-top parking deck of the Algo Centre Mall. She stated that she is most proud of the association's contributions to the commission, which included participation in expert roundtable sessions and recommendations intended to strengthen PEO's regulation of engineering practice to help prevent similar tragedies from occurring again. President Bergeron said she looks forward to the commission's final report in October 2014 and anticipates there may be additional regulatory work ahead for PEO as a result. In anticipation of that report, and knowing what the inquiry has already asked PEO, President Bergeron reported that Council recently requested terms of reference for a task force to explore what PEO currently

has in place for licence holder professional development and whether it is sufficient to assure quality, competence and, ultimately, public safety. Chapter leaders had already started discussing continuing professional development at the April 25, 2014 Penta Forum.

During the 2013-2014 Council term, President Bergeron advised, she remained true to her promise to carry on Past President Dixon's work with OSPE by increasing the frequency of the Joint Relations Committee meetings to almost one a month to leverage each organization's distinct roles in the profession. Since there are two engineering bodies in Ontario, she noted, PEO has the luxury of focusing on regulation, and OSPE on advocacy and member services. President Bergeron noted that the distinction is obviously an important one but often gets overlooked, despite best efforts to serve the profession. Continuous dialogue helps to provide clarity for the leadership groups of both organizations.

President Bergeron reported that while significant work had been accomplished during the year to improve the governance of the profession, much remains to be done. A presidential term of one year is short by governance standards. Fortunately, she said, PEO's new Registrar will be formulating a forward-looking corporate strategic plan for Council's consideration that should assist in keeping PEO focused on its mandate. President Bergeron indicated that Registrar McDonald had presented the start of the plan to chapter leaders at the Penta Forum for their important feedback and that plans were in place to take the feedback forward to committee chairs first, and then to Council in June.

President Bergeron thanked all candidates who had put their names forward to serve the profession, noting that PEO made a concerted effort to engage licence holders in the recent election and she hoped they had noticed the improved communications. She added that all those who placed their names on the ballot as candidates deserve praise. In closing, President Bergeron stated that she looks forward to welcoming the new Council and encouraged all licence holders to participate in the governance of the engineering profession.

INSTALLATION OF NEW PRESIDENT

Past President Bergeron administered the oath of office to David Adams as President for the 2014-2015 term and presented him with the gavel of office.

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INTRODUCTION OF INCOMING MEMBERS OF COUNCIL

President Adams then introduced the newly elected members of the 2014-2015 Council: Past President Annette Bergeron; President-elect Thomas Chong; Vice President George Comrie, P.Eng., FEC; Eastern Region Councillor Charles M. Kidd, P.Eng.; East Central Region Councillor Nicholas Colucci, P.Eng., MBA, FEC, and Northern Region Councillor Serge Robert, P.Eng.

CLOSING REMARKS BY PRESIDENT ADAMS

President Adams advised that he had recently been invited as a guest speaker to the Georgian Bay Chapter annual general meeting to address and discuss important issues facing the engineering profession in the year ahead. The engineers in attendance represented several industries, including a large contingent of nuclear engineers from Bruce Power. President Adams advised that many meaningful questions were raised by the members as he and they sought answers together, to determine the best way forward, on at least five main topics:

1. The requirement for enhanced legislation, through changes in the *Professional Engineers Act* and the Ontario Building Code, to more clearly define both the responsibility and authority of the individual P.Eng. and that of PEO itself, in the protection of the public
President Adams noted this requirement was clearly enunciated during discussion of the Elliot Lake mall roof collapse, which killed two people.
2. The transfer, or otherwise, of current PEO advocacy work to OSPE, excluding portions of the PEO Government Liaison Program regarding regulation, which has always been the prerogative of PEO.
3. Planned assistance by PEO, in setting up and maintaining competency records, recorded by members in "practice profiles."
4. The requirement for a greater number of and more up-to-date practice standards and guidelines.

5. The need to maintain a vibrant and relevant profession, based upon a P.Eng. with up-to-date technical content, augmented by emerging disciplines.

President Adams then reported on the recommended actions by the Georgian Bay Chapter for the five listed topics:

1. It was strongly expressed at the Georgian Bay Chapter annual general meeting that PEO should lobby the government to strengthen the individual engineer's authority and responsibility under the *Professional Engineers Act* and building codes, adopting, among other issues, standards and regulations for structural engineering practice and independent construction review by a P.Eng.

The role and responsibility of PEO as the regulatory association was also queried in the discussion, as duties and status are far from clear in the minds of the participants.

Specifically, with respect to the Elliot Lake mall roof collapse, it was asked why the PEO Council-approved motion recommending legislation changes similar to those enacted in British Columbia after its mall collapse had not been adopted. The PEO Council motion had accepted the BC "Engineer of Record" solution for structural design and construction review, which is still in use by engineers practising in BC.

It is also of interest, he noted, that PEO Council deliberations on the subject took place roughly nine months before the actual Elliot Lake mall roof collapse. This unanimously approved PEO Council motion was conveyed to the Bélanger Commission of Inquiry for its consideration. Commission findings are to be published in October of this year.

2. President Adams stated that with respect to advocacy, in general, the fact that the Ontario government had decreed that PEO was to divest itself of member advocacy over 10 years ago was discussed by the chapter. The transfer of substantial start-up financing and personnel to OSPE had been done to try to accomplish this. It had been thought OSPE would grow well beyond the present 10,000 member range and would be in a position to advocate for the whole 80,000 P.Eng. membership. Because this did not happen, PEO continued to provide limited support advocacy in some areas, with PEO staff sometimes duplicating OSPE efforts.

The President noted the annual cost to PEO of advocacy programs in 2013 was \$830,000 with \$976,000 budgeted for 2014, of which the regulatory GLP costs were only \$16,000 in 2013 and \$33,000 in the 2014 budget.

In addition to the joint PEO/OSPE Awards Gala, present PEO advocacy activities range from public policy debates, to education outreach, the Engineer-in-Residence program, National Engineering Month and the general MPP relationship portion of PEO's Government Liaison Program, which, increasingly, is participated in by PEO chapters, he said.

It was recommended at the Georgian Bay Chapter AGM that after providing this limited advocacy for over 10 years, PEO should decide whether to follow the government's intention of PEO divestiture of other than regulatory matters, or put in place a funding formula that would enable transfer of the administration of these lingering advocacy activities to OSPE.

3. There was general belief among the Georgian Bay Chapter AGM participants, the President said, that it is the individual engineer's responsibility to maintain his or her competency. Further, it was thought each member should design their own training program in conjunction with the needs of their employer, by delineating the continuing education they require to adequately protect the public from engineering failures in their own practice.

In the opinion of those present at the Georgian Bay Chapter AGM, achieving individual continuing competence would be a very positive route to member buy-in and in PEO's ability to assure government that P.Engs are individually continuing to update their proficiency in protecting the public.

President Adams reported that while other routes to continuing education used by PEO's sister associations included a wide range of technical and business subjects, often sought after by employers, it was believed such subjects should be studied by PEO members on their own time and dollar, with the proviso that the additional learning be recorded in their competency profile kept by PEO.

The Georgian Bay Chapter thinking on the subject of recording continuing competency and education programs is that it would apply only to registered, practising engineers, including engineers in management and teaching. This process would, no doubt, leave in its wake a "right to title" group of engineers who should be encouraged to remain members of PEO, largely because these non-practising engineers are often the ones who offer useful advice on the direction the profession and association should be taking, from a business perspective, he said.

Should any of the "right to title" group decide to enter practice at a later date, particularly if work became available, or they were to move to another province, they would inform PEO accordingly, and if they were just beginning engineering for the first time, they might want to refresh themselves with the EIT program, and be registered in

PEO's continuing competency program with their own personally formulated practice profile.

President Adams stated that a task force to plan continuing professional development was appointed at the February Council meeting, which occurred after the Georgian Bay Chapter discussion took place.

He noted the other issues listed as numbers 4 and 5, concerning the adequacy of practice standards and guidelines and maintaining a vibrant engineering profession in Canada, are self evident and would require renewed effort from the committees and the work of PEO representatives on the Canadian Engineering Accreditation Board of Engineers Canada. He stated that while these forward-thinking ideas offered by the Georgian Bay Chapter encompassed the thinking of 30-odd dedicated members, he hoped similar chapter meetings would take place on the subject across the province to enable general conclusions and assist the task force in the development of a meaningful continuing education proposal.

President Adams stated that in regard to the establishment of these many programs, it would appear PEO would benefit immensely from a written and monitored strategic plan, to coordinate efforts and expenditures. In fact, without an approved, monitored plan, it is almost impossible for Council to exercise sound governance of the revenues and activities of the association without interfering with operational matters, he said. President Adams noted that both he and Registrar McDonald concur on this issue, as taught in business schools and practised by the best run boards in Canada and the US.

At the June 2014 Council Retreat and in the ensuing year, the members of Council, Registrar McDonald and himself would focus on the preparation and implementation of a strategic plan, evaluating what programs fit into PEO's strategic direction, he said.

President Adams thanked everyone for their continued support for him to serve the profession and to help PEO grow stronger. He said he welcomes feedback on his address or on other important initiatives for the coming year that will satisfy a new or enhanced strategic direction.

[Secretariat's note: President Adams' full address was published in the May/June 2014 issue of *Engineering Dimensions*.]

CONCLUSION

President Adams then declared the 92nd Annual General Meeting of the Association of Professional Engineers of Ontario concluded. Σ

Gerard McDonald, P.Eng.
Registrar