



Minutes

EXPERIENCE REQUIREMENTS COMMITTEE

Meeting June 15, 2016

PRESENT:

Members:

Santosh Gupta, Chair
David Kiguel, Vice-Chair
Changiz Sadr
Sat Sharma
Jim McConnach
Branislav Gojkovic
Bosko Madic
Eric Nejat
George Chelavanayagam
Ravi Gupta
David Kahn
Christian Bellini
Galal Abdelmessih

Mohinder Grover
Andrew Cornel
Andrew Poray
Duncan Blachford
Tibor Palinko
Cam Mirza
Berta Krichker
Christian Bellini
Antonio Paz
Bill Jackson
Savio Desouza
Saleh Tadros

Staff:

Michael Price, Deputy Registrar
Pauline Lebel
Ann Pierre
Brian MacEwen
Muna Labib
Sami Lamrad
Mark Hekingil
Daniel Mandefro
Nancy Matar
Marsha Serrette

Regrets:

Savio De Souza
Rishi Kumar
Venkat Raman
Saverio Pota

Barry Hitchcock
Mike Mladjenovic
Eugene Puritch
Huirong Min

Bosko Madic

1. Call to Order and Chair's Remarks

The meeting was called to order at approximately 1:30 pm by the Chair S. Gupta. The Chair introduced Consulting Engineering Designation Committee Chair – CEDC, Dr. Eric Nejat as the newest member to the ERC.

2. Approval of the Agenda

The Chair Santosh Gupta added to the agenda the following items:
Item 11. Interviews at the Chapter level under other business.
Item 8. Limited Licence and Reinstatement Interviews for non-payment of dues.

MOTION:

It was **moved** by Andrew Poray and **seconded** by Changiz Sadr that the agenda be approved, as amended.

CARRIED

5. Chair's Report

Santosh Gupta reported on the following items:

- The departure of Lawrence Fogwill from PEO on May 27, 2016. Joining PEO, to replace Lawrence on an interim basis is Brian MacEwen former Manager of Registration.
- Engineers Canada has reversed its decision to change the names of the Canadian Engineering Accreditation Board (CEAB) and the Canadian Engineers Qualifications Board (CEQB). The names remain unchanged.
- Engineering Dimensions is available on the PEO website and all members should have received a paper copy mailed to their home address.
- The ERC subcommittee (ERCSC) met on May 31, and discussed the problem of ratification of limited licence interviews when performed by two ERC members. After discussing several alternatives, the committee recommended using a three person panel, thus eliminating the need for ratification.
This will be implemented soon.
- Message for inactive members of ERC and the Ratification Group. The two main functions of the ERC are interviews and ratification of recommendations resulting from interviews. There are several members of the committee and the Ratification Group who are not participating as expected. These inactive members should resign and make room for others who are available and willing to actively contribute. With the endorsement of those present the Chair asked that his comments be included in the meeting minutes. The minutes will be put on the ERC chat forum.
- The subcommittee formed a working group to develop a plan for implementation of the consultant's recommendations that the ERC adopted in principle. The working group is named as Improved Interviews Implementation Plan Working Group (I3PWG). The membership includes David Kiguel (Chair), Ravi Gupta, Jim McConnach, Galal Abdelmessih, Mohinder Grover, Michael Mladjenovic and Pauline Lebel. The working group will endeavour to complete their task by the end of October 2016.
- The Chair attended the PEO council retreat from June 2-4th. At the retreat the discussion centred on PEO strategy and council direction for the next cycle. The current strategy has an operational focus, whereas the next cycle should have a policy focus. The ideas generated through a brainstorming session at the retreat will be combined into a report. The Chair will share the report once it becomes available.

The ERC discussed at length the LL/LET ratification challenges and considered the following motion and amendment to it:

Motion: It was moved by Duncan Blachford and seconded by Christian Bellini that the ERC recommend a three person panel for all limited licence interviews.

Amendment: It was moved by Galal Abdelmessih and seconded by Duncan Blachford to add to the statement interim basis. That the ERC recommend a three person panel for all limited licence, on an interim basis. This will apply to applications after June 30, 2015.

CARRIED

Further questions regarding Limited Licence and associated application processes can be directed to Brian MacEwen for further clarification.

6. Deputy Registrar's Report

Michael Price, Deputy Registrar reported on the following items:

- Lawrence Fogwill has left PEO for a new position. Brian MacEwen who was the former Manager of Registration has agreed to come back on a contract basis while a permanent replacement is sought for the position.
- PEO Council will meet on June 23 and 24th.
- The Licensing Committee (LIC) is working on items referred from the Legislation Committee (LEC). An item of note is how long applications remain open. Currently there is no time restriction on how long an applicant file can stay open after they have met the academic requirements and passed the Professional Practice Exam - PPE.
- Ontario Fairness Commission: one of the items in the action plan is ARC and ERC members participating in an equity and diversity training module. For new members of the committees, the training is mandatory. For current committee members, it is voluntary compliance. So far about 25% of members of the ERC have completed the module. It was requested that Daniel Mandefro resend the module via email to the committee to encourage voluntary compliance.

The committee discussed at length the current regulations, challenges and limitations of closing a file.

3. Approval of the Minutes of the April 22, 2016 Meeting

MOTION:

It was **moved** by Jim McConnach and **seconded** by Mohinder Grover that the April 22nd, 2016, meeting minutes be approved.

CARRIED

It was suggested by David Kahn to create an acronyms list for committee members.

4. Matter(s) and Action Items Arising from the Minutes and the ERC Motions and Actions Lists

Action Item: The Limited Licence working group to give their recommendations to the ERC subcommittee.

7. ERC Chat topics

Bill Jackson reported on the online discussion forum. The forum has been inactive. There has only been one user since the beginning of May. Bill Jackson proposed that the minutes of the ERC subcommittee be posted on the forum two weeks before the ERC business meeting. The Chair agreed and a draft version of the ERC minutes will be provided in future for the forum.

8. Limited licence and reinstatements for non payment of dues

At the previous ERC Business meeting Duncan Blachford moved that in cases of reinstatement where a licence has been cancelled for non-payment of dues that PEO staff be empowered to waive the ERC interview where the member has not ceased his/her engineering career and there is no evidence that the member would not know the standards and regulations for their field of work.

Brian MacEwen commented on the requirements being dictated by the regulations. If a member has had their membership cancelled for non-payment of dues and it has happened more than two years prior, the ERC is requested to provide an assessment of their knowledge of codes, standards, and laws before reinstating them and this is a requirement in the regulations. Staff would have to have some sort of protocol or procedure checklist to make an informed decision that the member has met the regulations by reviewing the file. After discussion the ERC concluded that what was proposed is already happening. Therefore the motion was withdrawn.

9. (CP)² Taskforce Update

Changiz Sadr reported on the (CP)² taskforce. The taskforce has decided to create a questionnaire/survey. In future, the questionnaire/survey will be distributed to all members of PEO. The taskforce questionnaire will focus on risk of practice by individual members, and how members plan to mitigate such risk. The taskforce will evaluate the data and based on the outcome they will make recommendations on how to proceed with the Continuous Competency Development Program.

10. ERC Procedure Manual Update

Ravi Gupta updated the committee on the current status of the manual. The manual will be going to the subcommittee for review. Once reviewed by the ERC subcommittee the manual will be sent to the membership at large for feedback.

11. Other Business: Limited Licence Ratification

Ravi Gupta reported on the discussions at the Voluntary Leadership Conference (VLC) at the AGM relating to interviews being conducted at local chapters. The next steps are for the VLC organizing committee to put together a report that will go to council and will seek their direction for further feedback/feasibility.

12. It was moved by Cam Mirza and seconded by Berta Krichker that the meeting be adjourned at 4:07pm.

Next Meeting: Friday, August 26, 2016 at 1:30pm