



# Minutes

## LICENSING COMMITTEE MEETING

September 12, 2019

PEO Offices

### **Members:**

Barna Szabados, P. Eng. (Chair)  
Santosh Gupta, P. Eng. (Vice-Chair)  
Christian Bellini, P. Eng.  
Guy Boone, P. Eng.  
George Comrie, P. Eng.  
Roydon Fraser, P. Eng.  
Lola Hidalgo, P. Eng.  
David Kiguel, P. Eng.  
Greg Wowchuk, P. Eng.

### **Staff:**

Bernie Ennis, P. Eng., Director, Policy and Professional Affairs  
Tracey Scott, Administrative Assistant

### **Guests/Observers:**

Leila Notash, P. Eng.  
Changiz Sadr, P. Eng.

### **Regrets:**

Mohinder Grover, P. Eng.

**1. CALL TO ORDER AND CHAIR'S REMARKS**

B. Szabados called the meeting to order at 3:09 p.m.

B. Szabados will be attending a session with McMaster students on September 20<sup>th</sup> to talk about the engineering profession and licensure. He will also address the Hamilton-Burlington chapter in December to see if there is an interest in having workshops for mentoring and refereeing.

D. Kiguel is going to the East Toronto chapter next week to make a presentation on PEO licensing.

**2. APPROVAL OF THE AGENDA**

- Item 9.2: Move this item to be a standalone agenda item #10.

A motion was made to approve the agenda as written.

**Moved by: S. Gupta**

**Seconded by: D. Kiguel**

**CARRIED**

**3. APPROVAL OF THE AUGUST 15, 2019 MINUTES**

A motion was made to approve the Minutes of the August 15, 2019 meeting as amended.

- Last names of the members to be added to the document.

**Moved by: D. Kiguel**

**Seconded by: S. Gupta**

**CARRIED**

**4. BUSINESS ARISING FROM THE MINUTES**

The Licensing Committee members requested that Daniel Abrahams, General Counsel, attend the next meeting to discuss the letters which are sent to applicants regarding the referee process, as these are currently under review by the PEO legal team.

**5. OFC UPDATE**

The OFC have not communicated with PEO since the last meeting in July, however, it is expected the OFC will attend the Council meeting next week.

B. Ennis advised that Council will be assessing the External Regulatory Review Action Plan

and its implementation at the November Council meeting.

## **6. REPORTS FROM OTHER COMMITTEES/DEPUTY/DEPUTY REGISTRAR/ERC**

The ERC Chair, D. Kiguel, discussed the below topics at the ERC meeting held on August 23<sup>rd</sup>.

- The Registrar, Johnny Zuccon, attended the meeting and described the status of the Harry Cayton Report and the high-level action plan.
- The ERC Conflict of Interest Policy advises ERC members are not permitted to provide private or group training to applicants for the interview process, and it is a tool to protect PEO against complaints.

The LIC members had a long discussion with D. Kiguel regarding the ERC Conflict of Interest Policy and the terminology used. According to the new bias policy, as PEO volunteers on committees making applicant assessments, cannot personally mentor the applicants as we can be perceived to be in a conflict of interest due to a personal relationship. B. Szabados stated that PEO should encourage mentorship, but the bias policy will discourage many volunteers from being mentors. He made the point that, if he is supervising an applicant, the policy would imply he would not be able to mentor this person because it could be perceived being in conflict of interest.

R. Fraser said that there is the question of process and there is the issue of standard being applied. Clarification of the process needs to be addressed. ARC members could provide assistance to applicants, but examinations still set the standard. As ERC interviews are equivalent to an exam, if an ERC member provides advice or tutors an applicant, it could be seen providing an advantage over other applicants. PEO should be able to clarify to applicants the process; otherwise, it might indicate that a supervisor should not be an ERC member.

PEO should be spending time brainstorming on how to make the process simpler and encourage mentorship.

LIC members suggest the ERC should amend part 3 of the policy and come up with a solution to the issues.

The ERC subcommittee is meeting on the 25<sup>th</sup> September and the topic will be added to the agenda.

## 7. REVIEW OF ACTION ITEMS LOG

1	Staff to Circulate Engineers Canada Assessment Guide to the Licensing Committee members	Completed
2	B. Ennis to gather documentation on BC Competency model and forward to B. Szabados as soon as possible. Send documentation to M. Grover and changing to review and see if it is complete	Completed
3	Staff to put the action list on the website	Completed
4	Tracey to check Claire's file for the Action Log- March 15	Completed
5	Tracey to forward Barna's documents to the LIC	Completed
6	Bernie to check the minutes of the Council meeting for the terms of Reference.	Completed
7	Tracey to organize the meeting for September 12 <sup>th</sup> .	Completed
	PREVIOUS	
8	Reinstatement – Faris to work on proposal with David	Awaiting future developments
9	Appeals of Academic Assessment- BN to be created by Barna & MP	Awaiting future developments

## 8. EXPERIENCE REQUIREMENTS (STUMBLING BLOCKS)

B. Szabados led the discussion on his item regarding the experience requirements and engaged in a long conversation with the members concerning the issues arising from graduates working as engineers without a licence.

Potential applicants skip applying to PEO because of the hurdles and requirements which they may not meet. What can we change in order to bring more applicants in? Council have addressed the PEO public awareness issue, however, it is a work in progress. Graduates are familiar with PEO, however, PEO needs to determine why they are not registering, or how it can get the benefits of joining across.

PEO needs to brainstorm on how to entice and bring awareness to increase registration and to exercise enforcement on people from working illegally in the field. If one wants to demonstrate to the government why the regulations must be strengthened, the risks involved in unlicensed engineers have to be presented.

It is a person's responsibility, who is under a contract, to provide a deliverable, however, if they don't have a supervisor then the experience might not count and according to PEO's requirements, you must be under the supervision of a P.Eng. for one year and have a supervisor for 3 more years.

Engineers have the ability to put a liability waiver on their product, however, there is a difference between responsibly and liability and engineers have a responsibility to PEO.

Members of the LIC suggested creating a legislated committee which holds the power to

make practice inspections on an applicant's worksite where there is no supervisor present. The applicant's work could be assessed by the committee to ensure the work satisfies PEO's experience requirements. This would be allowed in our present Regulations. D. Kiguel stated that this should be conducted through the ERC, not a new committee. The applicant would need to volunteer to be inspected, to ensure their experience is accounted for.

Prior to the committee, a working group, which would be comprised of members of the LIC and the ERC, would create a white paper and a high-level action plan to send through the chapters, and finally to Council for approval. This group would address the responsibilities, how to delegate the visits and create a viable policy.

We need to be prepared to alter our approach on the process as it changes over time, with the knowledge that the future of licensing is under debate.

C. Bellini said that the committee members were looking at details three levels down. Council does not want to look at the details of operationalizing a process. Council needs a high-level policy to consider, something that would be integrated with a broad licensing review.

**Action:** C. Bellini to work with B. Ennis to draft a white paper on this issue for Council.

## **9. OTHER BUSINESS**

### **9.1 HR Plan Update**

The discussion held at Council advised the LIC had not submitted a development plan.

Council members requested the Work Plan, HR Plan and the Terms of Reference be placed on hold until the high-level action plan is agreed upon, as they want to align the work plan with the high-level plan.

### **9.2 Referee Process**

This was not discussed.

### **9.3 Briefing Note**

L. Notash advised the LIC that she is presenting a Briefing Note to Council for the September meeting. The Briefing Note describes a plan to issue an "articling engineer" certificate to applicants who meet the academics and the PPE

requirements.

This move could bring engineering entrepreneurs under the PEO banner and would remove concerns about the one-year experience.

This document was reviewed by staff and presented to the ERC and ARC for amendments and suggestions before submission. The Briefing Note directs the Registrar to prepare a detailed policy proposal that will be presented to Council at the February 7<sup>th</sup>, 2020 meeting.

## **10. ADJOURNMENT**

The meeting was adjourned at 6:20 p.m.

Next Meeting: Thursday, October 17, 2019 at 3:00 p.m.