

MINUTES OF THE 97TH ANNUAL BUSINESS MEETING

SATURDAY, MAY 4, 2019

PRESIDENT AND CHAIR: DAVID BROWN, P.ENG., BDS, C.E.T.

President David Brown thanked the participants and attendees of Friday's Volunteer Leadership Conference. He then acknowledged the 13 inductees into PEO's Order of Honour, as well as the President and Sterling Award recipients, all of whom were honoured during a gala ceremony the prior evening.

President Brown announced that the keynote speaker during the AGM luncheon would be Nora Young from CBC Radio and that the 527th meeting of PEO Council would be held following the luncheon. The president invited delegates of the AGM to participate in social media conversations using #PEOAGM.

The president advised that because 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

The president introduced the members of the 2018–2019 PEO Council who were in attendance and acknowledged those who were not. President Brown also acknowledged Registrar Johnny Zuccon, P.Eng., FEC, and introduced PEO's directors to Engineers Canada for 2018–2019.

Special guests and other office holders in attendance were recognized, as follows:

- Annette Bergeron, MBA, P.Eng., FEC, president, Engineers Canada;
- Grant Koropatnick, P.Eng., FEC, CEO and registrar, Engineers Geoscientists Manitoba;
- Ann English, P.Eng., CEO and registrar, Engineers and Geoscientists BC (EGBC);
- Marisa Sterling, P.Eng., FEC, president and chair, Ontario Professional Engineers Foundation for Education;
- Jonathan Hack, P.Eng., president and chair, and Sandro Perruzza, CEO, Ontario Society of Professional Engineers (OSPE);
- Jane Welsh, president, and Aina Budrevics, executive director, Ontario Association of Landscape Architects;
- Walter Derhak, senior vice president and treasurer, Ontario Association of Architects;
- Bruce Matthews, P.Eng., CEO, Consulting Engineers of Ontario;

- David Thomson, CEO, and Greg Miller, C.E.T., president, Ontario Association of Certified Engineering Technicians and Technologists;
- Santiago Vera, vice president of finance and administration, Engineering Student Societies' Council of Ontario; and
- Zen Keizars, P.Geo., president, Association of Professional Geoscientists of Ontario.

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 2018.

ADOPTION OF MINUTES

MOTION

To adopt the minutes of the 2018 AGM, as published in the November/December 2018 issue of *Engineering Dimensions* and as distributed at the meeting, be adopted.

Moved by Roger Jones, P.Eng., seconded by Joe Podrebarac, P.Eng.

Motion carried

BUSINESS ARISING FROM THE MINUTES

President Brown reviewed the actions taken by Council on three submissions made at the 2018 AGM.

Leadership Development Program

PEO Council was asked to form a task force to develop a comprehensive Leadership Development Program to support the succession planning and term limits provisions adopted by Council and make this program available for all practitioners, with a focus on PEO's current and future volunteers. The submission requested that a program be designed to effectively build high-performing leadership capacity as volunteers advance in their volunteer careers with PEO.

This submission was to be considered at the September 2018 Council meeting but was deferred until November and then until June 2019.

Advertising Chapter Events

PEO has taken the necessary steps to allow chapters to be able to advertise chapter events with cost of attendance allowed in the email, including, if necessary, getting a second legal opinion or asking the CRTC for a ruling.

To comply with Canada's anti-spam legislation, or CASL, PEO began collecting licence holder consent to receive chapter email communications in November. The process started with an eblast to all licence holders inviting them to visit PEO's member portal to indicate whether they would like to receive any information from their chapter by email. Since then, all fee renewals and new registrations have also included a request to make such a selection.

After 12 renewal cycles, or months, covering all PEO licence holders, there will be two distribution lists available for each chapter: a "yes" list of those who have consented to receiving any chapter

emails—including those advertising a fee-based event—and a “no” list whose recipients are restricted to receiving chapter information by mail only. This solution satisfied the chapters and Regional Councillors Committee (RCC), and no legal opinion was necessary.

Webmail Accounts for PEO Volunteers

PEO Council was asked to pass a motion allowing PEO volunteers to be able to request and receive webmail accounts.

This submission was on the agenda at the September Council meeting, but it was referred back for further work. At the November meeting, Council rejected the submission due to concerns related to PEO’s 2019 operating budget.

FINANCIAL REPORT

The auditors’ report and financial statements were published on PEO’s website prior to the meeting. It was distributed as part of the meeting registration package and will be printed in the May/June 2019 issue of *Engineering Dimensions*. An abbreviated version of the statements appears in the 2018 Annual Review, which was included in the registration package as well as being available on the publications table.

The president highlighted the *Questions and Answers on PEO Operations* booklet, which addresses common questions on PEO operations and was included in the registration package.

In response to a question, Chetan Mehta, director of finance, advised that full-time salaries and benefits were reduced, and it was therefore necessary to hire contractors to offset this. He also explained that the line item called “volunteer expenses” captures the information related to Council meetings, etc.

Responding to a query, President Brown advised that approximately 43 per cent of Engineers Canada’s overall budget is paid for by PEO. Engineers Canada receives \$10.21 per registrant (i.e. an individual registered with PEO, with the exception of applicants and students), and this formula has remained unchanged since 2006.

It was noted that investment income has dropped from \$287,341 in 2017 to \$64,460 in 2018. Chetan Mehta advised that there were certain accounting rules in place wherein PEO is required to put unrealized gains or losses through its income statement.

In response to a question about the portion of PEO’s overall expenditures spent on non-regulatory activities, President Brown replied that this is still to be determined and something that Council will start to address over the coming year in conjunction with the recent regulatory performance review of the organization.

Regarding the recent fee increase, President Brown advised that the 20 per cent increase was intended to bring fees into alignment with the rate of inflation over the past 10 years.

A question was raised regarding the 4.95 per cent interest rate for the building. Chetan Mehta advised that this rate was the rate obtained 10 years ago when prevailing interest rates were about 7 per cent. The interest rate obtained during the recent refinancing is 3.47 per cent with a five-year amortization, at which time PEO will have full ownership of 40 Sheppard Avenue West. The lower interest rate will result in a savings of about \$70,000 per year.

It was noted that transaction fees cost PEO over \$0.5 million on an annual basis, and it was asked how PEO was working to reduce these fees and what could members or chapters do to contribute to a reduction. President Brown replied that Council is looking at ways

to address this. Chetan Mehta advised that paying through PC banking, which PEO is set up for, would go a long way to help save on credit card commission and transaction fees. Making payments using debit cards would also reduce fees.

MOTION

To receive the financial statements as presented.

Moved by Warren Turnbull, P.Eng., seconded by Michael Chan, P.Eng.

Motion carried

APPOINTMENT OF AUDITORS

President Brown advised that the Audit Committee recommended the firm of Deloitte LLP be reappointed.

MOTION

That the firm of Deloitte LLP be appointed auditors of the association for the 2019 financial year.

Moved by Chris Roney, P.Eng., seconded by Bruce Matthews, P.Eng.

Motion carried

REGISTRAR’S REPORT

Johnny Zuccon, the new registrar, was introduced and gave a report. He noted that his mandate, working with Council and staff of the organization, is to lead PEO through a period of unprecedented change.

The Regulatory Environment and PEO’s Regulatory Mandate

Registrar Zuccon provided a brief environmental scan. He noted that regulated professions are generally required to demonstrate higher levels of public-interest accountability. PEO’s counterparts in Quebec and BC have experienced government intervention head on. PEO has received notice from the Ontario Fairness Commissioner’s office that they are challenging PEO’s Canadian experience requirement. Government involvement in the regulated health professions is already well established, and the Government of Ontario recently announced plans to dismantle the Ontario College of Trades.

Registrar Zuccon also noted that PEO’s current regulatory structure is based on an exclusive scope of practice act that dates to 1984. Since then, the advancement and proliferation of technology has engulfed our world; increased globalization has virtually eliminated traditional geographical borders. These external forces have necessitated significant change within the engineering profession, as it has been forced to evolve. It will be

necessary to ask if PEO's regulatory model is sufficiently reflective of how engineering is currently being practised and whether the public interest is being appropriately served. In addition, PEO needs to consider if the public interest is better served through an exclusive scope of practice or through a broader regulatory model.

Licensing and Registration Statistics

Registrar Zuccon then provided a review of the previous year: 2649 new P.Eng. licences were approved, a 19 per cent increase over 2017. Of these, 65 per cent had a Canadian Engineering Accreditation Board (CEAB) educational background (1719) while the balance (930) were from non-CEAB backgrounds, which included international engineering graduates and others. Additionally, 82 per cent were male (2178) and 18 per cent were female (471). This 18 per cent compares positively against the overall ratio in the total licence holders in the register, which is approximately 11 per cent.

There were 83,775 P.Engs in 2018, compared to 81,951 the previous year. The number of engineering interns (EITs) rose from 13,900 in 2017 to 15,003 in 2018, an 8 per cent increase.

There was an increase of 163 certificates of authorization (Cs of A), for a total of 5753, which is typical growth. There was a decrease in consulting engineers (908 in 2018; 1001 in 2017) and a marginal increase in limited licences (343 in 2018; 320 in 2017). The number of provisional licences at 28 remained constant and 97 temporary licences were issued in 2018, compared to 83 in 2017. Registrar Zuccon shared a graph showing a demographic breakdown of P.Engs by age as of December 31, 2018.

Professional Development

Registrar Zuccon outlined the highlights of the Practice Evaluation and Knowledge (PEAK) program, which was instituted in 2017. It was established as a voluntary program to improve PEO's data about licence holders' practice profiles while encouraging continuing knowledge development. Year 2 ended on March 31, 2019. This program has four components:

1. Practice Declaration: Simply answer whether you practise or not;
2. Practice Evaluation: For those who declare they are practising;
3. Knowledge Reporting; and
4. Ethics Module: Everyone needs to complete the ethics module

The two-year results are as follows:

Year 1: 33 per cent, or 25,500, completed the practice declaration, with 75 per cent declaring that they were practising.

Year 2: 21 per cent, or 17,200, completed the practice declaration, with 79 per cent declaring that they were practising.

Year 1: Of those who declared they were practising, over 90 per cent completed the practice evaluation.

Year 2: Of those who declared they were practising, 85 per cent completed the practice evaluation.

Year 1: 22 per cent, or 4000, of those who received a recommended number of hours of continuing knowledge activities reported back.

Year 2: 47 per cent, or 5500, of those who received a recommended number of hours of continuing knowledge activities reported back.

Year 1: 60 per cent, or 15,400, of the overall participants viewed the ethics module.

Year 2: 72 per cent, or 12,300, of the overall participants viewed the ethics module.

Next steps include bringing a detailed report to Council. Council will then provide direction for how to proceed with PEAK. This will include discussions on whether to make it mandatory in some manner.

External Regulatory Review

In September 2018, Council approved a motion to undertake an external regulatory review to identify any gaps between the association's current practices and the processes, procedures and policies required for effective regulation. Led by international regulatory expert Harry Cayton, the review will assess PEO's performance against its statutory mandate and legislative requirements, internal policies and the standards of good regulation across PEO's core regulatory functions:

1. Licensing and registration;
2. Complaints, discipline, compliance and enforcement; and
3. Professional standards.

PEO has committed to releasing the final report publicly.

Registrar Zuccon reminded the AGM that PEO's 2018–2020 Strategic Plan focuses on nine strategic objectives covering three priority areas: protecting the public interest, engaging stakeholders and advancing PEO's mission. He reported that notwithstanding Council's decision to defer implementation of the plan due to budget constraints and cost-reducing measures, progress has been made on several related initiatives, most notably PEO's website redesign project, the Public Information Campaign Task Force, the external regulatory performance review and the 30 by 30 Task Force.

Fee Adjustments

Registrar Zuccon advised that Council approved an increase to all PEO fees, effective May 1, 2019, by approximately 20 per cent to account for accumulative inflation since 2008. Council also approved changes to the Financial Credit Program (FCP) by shifting the credit for the application fees paid to the back end as opposed to the existing front end. Eligible FCP applicants now have the application fees they paid, as well as the fee for the first year of participation in the EIT program (if registered), credited towards payment of their registration and initial P.Eng. licence fees when approved for a licence.

Legislative and Regulatory Changes Affecting PEO

PEO received cabinet approval in 2018 for three sets of changes to Regulation 941 pertaining to Council term limits, fees transfer to bylaw and a French translation of the regulation itself. On July 1, regulation changes came into effect that implement councillor term limits. In general, the changes place a cumulative limit of six years for an individual to be on PEO Council, regardless of what position they have held. This is followed by a minimum waiting period of six years before seeking election for another Council position. However, a former Council member can run for vice president or president-elect immediately. A president is now limited to one term of office, and a vice president must wait another 10 years before running for the same position. The changes were applied to the 2019 Council elections nominations.

In response to a question about the term limit, Registrar Zuccon replied that although the regulation deals only with councillors, Council has also extended the policy to committees, with the exception of statutory committees. Most committees have rewritten their terms of reference to capture term limits.

Registrar Zuccon explained that several years ago, PEO initiated a review of all legislation in Ontario that made reference to the term "professional engineer" or had something to do with the engineering industry in terms of using seals, etc. The Legislation Committee undertook to create the Regulations Conflict Program. Ministries are on notice from PEO that any time they are embarking on a change in their regulation where PEO has identified issues it may have with that particular legislation, a letter is sent to the particular ministry, with a copy to the attorney general, with suggested changes, etc. This is in the spirit of the co-regulator model.

Three change letters were sent as part of PEO's Regulatory Conflict Program as follows:

- Ministry of Environment, Conservation and Parks
O. Reg. 359/09—Renewable Energy Approvals
PEO co-operated with the geoscientists on this one.
- Ministry of the Environment and Climate Change
O. Reg. 1/17—Registrations under Part II.2 of the act,
Activities Requiring Assessment of Air Emissions
- Ministry of Labour
Regulation 851—Industrial Establishments

New Practice Guideline

In February 2019 Council approved publication of the new practice guideline *Assuming Responsibility and Supervising Engineering Services*. The guideline defines best practices for engineers who assume responsibility for professional engineering work of unlicensed persons, and for engineers who supervise engineering services in consideration of the *Professional Engineers Act*.

Financial Matters

There was a small surplus in the amount of \$123,081, with revenues of \$25,091,738 minus expenses of \$24,968,657. There is \$9.6 million in cash reserves. Registrar Zuccon noted that PEO has the lowest P.Eng. fees in all of Canada, having had no increase since 2008. PEO also has the highest ratio of members to employees. A breakdown of the \$220 P.Eng. licensing fee was provided. It was confirmed that the 20 per cent fee increase applied to all fee categories. The forecasted year-end amount as a result of the fee increases is expected to be approximately \$2.4 million. It was suggested that in light of this PEO might revisit the programs that were cut in the 2019 budget.

In response to a question about the discipline breakdown for EITs becoming professional engineers in the past year, Registrar Zuccon replied that this information is not tracked and that PEO does not have a discipline specific model.

Conclusion

Registrar Zuccon expressed thanks to all PEO staff who contributed to PEO successes over the past year. He also extended special thanks to those who worked tirelessly in the background to make the 2019 Annual General Meeting and the Volunteer Leadership Conference happen.

INTRODUCTION OF ASSOCIATION GUESTS**Engineers Canada**

Engineers Canada President Bergeron extended greetings from Engineers Canada and thanked PEO for the invitation to attend the AGM. She also congratulated David Brown for his accomplishments and his contribution as president of PEO and thanked him for his service.

Engineers Canada has also been busy in the past year, making significant progress on all of its strategic priorities. Under the Accreditation Improvement Program, Engineers Canada has partnered with Armature and is readying to deploy the new accreditation data management system, Tandem. Engineers Canada has also made significant improvements around other accreditation processes surrounding training, communication and consultation and is looking forward to delving into work on accountability in accreditation in the coming months. In addition to this work, a competency-based assessment has been adopted by PEO and in Saskatchewan, with more to come. Consultations on national action plans to reach 30 by 30 have also been held. On the latter of these, PEO's 30 by 30 Task Force and its chair, Helen Wojcinski, MBA, P.Eng., FEC, have shown tremendous leadership in the advancement of this critical goal.

PEO continues to play a central role in the well-being of the engineering profession in Canada. Bergeron thanked both outgoing Engineers Canada directors David Brown, previously mentioned; and

Rakesh Shreewastav, P.Eng., FEC, who has served as chair of the Finance Committee, vice chair of the Bridging Government and Engineers Committee and member of the Awards Committee. She also thanked Engineers Canada board member Danny Chui, P.Eng., FEC, who chairs the Audit Committee and is a member of the Funding Task Force; as well as Christian Bellini, P.Eng., FEC, who is the director representative on the Qualifications Board. She welcomed incoming president Nancy Hill, P.Eng., LLB, FEC, and incoming Engineers Canada directors Kelly Reid, P.Eng., and Changiz Sadr, P.Eng., FEC, who will collectively make valuable additions as they move into their roles.

Ontario Society of Professional Engineers

OSPE President Hack noted that PEO is the regulator for engineering in Ontario, and OSPE is the advocacy body.

OSPE's AGM will take place on May 8, 2019, in Kingston, ON, where OSPE would be unveiling its new strategic plan, which seeks to more broadly engage a younger engineering demographic, embrace internationally trained engineering graduates and address issues of critical importance to the profession.

OSPE has worked with PEO leadership in addressing issues of importance to the profession over the past year, and they look forward to continuing that discussion in the coming year.

PRESIDENT BROWN'S OUTGOING REPORT

President Brown stated his belief that PEO is on the cusp of being disrupted as the exponential development of technology continues to change the face of the world we live in by the fourth industrial revolution, with artificial intelligence to follow. In addition, he said that the status quo for regulation was no longer acceptable. He stressed the need for PEO to understand that:

- Self-regulation is a privilege;
- Council needs to focus on its fiduciary role as a regulator in the public's interest, rather than the profession's interest;
- The scope of engineering as it is defined in our act is expanding and will continue to expand, yet we are unprepared and insufficiently resourced to regulate it properly;
- PEO's regulatory framework needs to adapt to the reality of what lies ahead, a reality that other regulators have already faced;
- As he said last year, the relevancy of our licence needs to be considered, as does the issue of what PEO needs to ensure the licence remains relevant; and

- Also as he said last year, PEO needs to choose between internal disruption, which we initiate; or external disruption, over which we exercise no control.

President Brown highlighted a few positive developments, in particular:

- The hiring of Zuccon as PEO's registrar. Zuccon is a former deputy registrar who has accepted the challenge of implementing unprecedented change in PEO's organization. Registrar Zuccon is a competent leader with a deep understanding of engineering regulation, enabling him to reform and modernize the work of PEO as a regulator; and
- Council engaged Harry Cayton, international consultant to the United Kingdom's Professional Standards Authority. Cayton is considered a leading authority in regulatory excellence and has carried out a regulatory performance review of PEO. This report has been submitted to Council and its recommendations will be considered over the next few months. Ultimately, the report will be made public. President Brown encouraged members to review it and absorb its findings.

President Brown expressed his hope that this year's board, under President Hill's leadership, will continue the work of bringing focus to PEO's role as a regulator and segregate itself from being member-centric—concentrating instead on the public interest.

President Brown also recalled that at the 2018 AGM, Mark Abbott, P.Eng., of Engineering Change Lab provided an example of what happens when an organization refuses to accept that the world around it is changing. He illustrated two companies—Netflix and Blockbuster—that took very different paths. PEO must immediately accept that significant change is necessary or follow the path of Blockbuster.

In conclusion, President Brown expressed his passion for the engineering regulation and its future and in particular the future of the young engineers attending the AGM. He also thanked his wife, Liza, the senior management team and PEO Council.

MEMBER SUBMISSIONS

As per section 17 of By-Law No. 1, PEO's annual general meeting is held:

- to lay before members reports of the association's Council and committees;

- to inform members of matters relating to the affairs of the association; and
- to ascertain the views of the members present on matters relating to the affairs of the association.

Member submissions are not binding on Council, but Council considers the issues raised at AGMs important and addresses them as expeditiously as possible.

Barriers for Licensure in Emerging Disciplines, etc.

Peter Green, P.Eng., identified a number of issues:

- Overseas applicants are unable to satisfy the Canadian experience requirement;
- There is a wide spectrum of people who are not able to achieve professional engineering status, notably computer engineers. The work they do is public interest. There are safety concerns with software engineers working on autonomous vehicles. Airplanes are falling out of the sky. There is software in everything now, and there are potential impacts on public safety. These emerging disciplines have to be brought into the fold. Government will step in to regulate if PEO does not; and
- There are engineers trying to get over the hurdles of becoming a professional engineer but are unable to find a professional engineer who can supervise them.

MOTION

WHEREAS Objective 2 of PEO's 2018–2020 Strategic Plan states that "PEO will better understand where, how and by whom professional engineering is being performed in Ontario, and under what conditions";

WHEREAS many EITs are performing professional engineering work, often in critical safety areas with no means to be directly supervised by a licensed professional engineer;

WHEREAS the difficulty of engaging a local professional engineer to act as a voluntary monitor is particularly aggravated in the case of EITs working in emerging and non-traditional disciplines;

WHEREAS finding a local professional engineer to act as a voluntary monitor for an EIT, supervising them in their workplace for 30 hours a month and assuming responsibility for their engineering work is not a feasible, viable or scalable solution to the growing issue;

WHEREAS the 2018 National Membership Report by Engineers Canada estimates that only "approximately 47.7 per cent of the 2013 cohort proceeded along the path to licensure and became licensed in 2017";

WHEREAS Engineers Canada's Monitoring Report on the Educational Credential Assessment Project (2015) found that "currently only 15 per cent of engineering immigrants apply for licensure in Canada";

WHEREAS Objective 8 of PEO's 2018–2020 Strategic Plan states that to "create a seamless transition from student member to EIT to licence holder, PEO will establish coordinated and integrated systems and outreach programs to allow engineering students to seamlessly proceed through the licensure process";

WHEREAS The Institute for Canadian Citizenship (ICC) report on barriers to licensure for international engineering graduates (IEGs) observed that "the path to licensure is long and frequently opaque" and recommended "competency-based assessment processes like EGBC's pilot program, the Canadian Environment Experience Requirement Project, should be adopted by regulators across Canada to satisfy the Canadian work experience requirement";

WHEREAS Objective 2 of PEO's 2018–2020 Strategic Plan states that, to "augment the applicant and licence holder experience, PEO will address any perceived barriers and friction points between itself and its applicants and licence holders, and build "customer satisfaction" into all its regulatory processes and initiatives";

THEREFORE BE IT SUBMITTED THAT PEO Council form a task force to assess and report on barriers for licensure in emerging/non-traditional disciplines and develop an equitable and sustainable process for EITs and IEGs, including those who are not directly supervised by a licensed professional engineer, to satisfy the Canadian work experience requirement defined in the *Professional Engineers Act*, Regulation 941, section 33.4. The report and recommendations should be presented to Council for approval no later than the end of 2020.

Moved by Peter Green, P.Eng., seconded by Guy Boone, P.Eng, FEC

Motion carried

Responding to Technological Change

Peter DeVita, P.Eng., FEC, stated that PEO is out of touch with technology, even though engineers are responsible for much of the technological change the world is experiencing. PEO does not do a good job of embracing a new discipline. There are well over 30 engineering practices, more than there are members of Council. Evolving technology impacts the engineering profession differently than other professions.

MOTION

WHEREAS the following four principles appear to apply and that will continue to more significantly impact the evolution of engineers and applied scientists at least in Ontario

Principle #1: the members of a given professional practice are in the best position to understand and effectively govern their practice;

Principle #2: the only justification for a licence is that it is necessary to serve and protect the public interest;

Principle #3: human knowledge and understanding of science and technology will continue to expand;

Principle #4: science and technology will expand at an increasing rate;

THEREFORE BE IT SUBMITTED THAT PEO Council create a task force, with some urgency, to explore the implications of the accelerating pace of technological change and new scientific discoveries on the regulation, licensing and governing of engineers and applied scientists in Ontario and that PEO convene a general meeting of the members forthwith to determine a course of action that the profession may consider as a result of the task force's considerations.

Moved by Peter M. DeVita, P.Eng., FEC, seconded by Guy Boone, P.Eng., FEC

Motion carried

Election Process

Peter Cushman, P.Eng., stated that PEO members and former PEO candidates expressed concerns that the election process lacks security precautions and that recent changes to the nomination process makes it far from democratic.

MOTION

WHEREAS there have been election complaints after several of the recent PEO elections, and

WHEREAS there appears to be a growing sense that our election methods and security precautions are lacking, and

WHEREAS it is a commonly accepted principle in democratic societies like Canada that those who run an election are expected to be publicly disinterested in the election results; and

WHEREAS PEO members need to perceive the elections are run fairly and securely;

THEREFORE BE IT SUBMITTED THAT Council consider the following proposals to reform our Central Election and Search Committee (CESC):

1. No member of the current Council shall sit on the CESC;
2. A CESC member cannot stand for PEO Council elections while on the CESC and for at least one year after they have resigned/retired from CESC;
3. The CESC shall consist of nine members, one-third of whom are to be elected for a three-year term each year by secret ballot of those members in attendance at the PEO AGM;
4. Members in good standing who wish to be considered for CESC office may do so by submitting a Letter of Interest to the president and the secretary of PEO with a cc to the chief of PEO staff (to ensure communications are not lost); there is no other nomination process required.

Moved by Peter Cushman, P.Eng., seconded by Roger Jones, P.Eng., FEC

Motion defeated

MEANING OF "EIT"

Michael Martin, P.Eng., introduced Centennial College graduate Vanessa Raponi, EIT, who was surprised to discover that an EIT is an intern and not an engineer-in-training. She stated that she completed 28 months of co-ops and internships during her undergraduate degree, only to be referred to as an intern for three additional years after graduating from that program, despite her high level of experience, before she was eligible to have the title of engineer. She noted that this also affects many people with international education and much more experience than she has as a graduating student.

MOTION

WHEREAS: the meaning of "EIT" is well known as "engineer-in-training," and little known as "engineering intern"; and

WHEREAS: the title of "intern" is assumed by the public to be a student who has not yet graduated; therefore, this title is detrimental to an individual's credibility; and

WHEREAS: the title is ultimately detrimental to promoting new entrants into the profession and conflicts with promoting Engineers Canada's 30 by 30 goals;

THEREFORE BE IT SUBMITTED THAT PEO defines an "EIT" as an "engineer-in-training," and ceases the use of "engineering intern" immediately.

Moved by Michael Martin, P.Eng., seconded by Arthur Sinclair, P.Eng.

Motion defeated

Rights for EITs

Raponi noted that only professional engineers are entitled to vote for Council, even though EITs pay fees, too. Moreover, she was not permitted to put her name on the submission that she wrote, because she was not a professional engineer.

MOTION

WHEREAS: Currently, an EIT is not eligible to vote in PEO Council elections; and

WHEREAS: the goings on of PEO Council directly impact EITs; and

WHEREAS: passionate EITs should be encouraged to engage with PEO;

THEREFORE BE IT SUBMITTED THAT PEO allow EITs to vote in PEO Council elections commencing in the calendar year 2019 or in the calendar year as soon thereafter as can be implemented by PEO, and in all subsequent PEO Council elections.

Moved by Michael Martin, P.Eng., seconded by Arthur Sinclair, P.Eng.

Motion carried

Webmail Accounts for Chapters

Ray Linseman, P.Eng., stated his desire to improve communications between the chapters, committees, Council and staff, noting that email is a commonly used communication tool. When there is a webmail account, there is information that is maintained by staff, such as global distribution lists. He noted that although his chapter has a webmail address, most do not, and his motion was to provide a webmail account to each chapter as a starting point.

MOTION

WHEREAS a motion was submitted at the 2013 PEO AGM to create generic webmail accounts for key chapter positions such as chair, vice chair, secretary, treasurer, past chair, etc., and unanimously passed;

WHEREAS the 2013 motion was rejected by PEO Council;

WHEREAS at the 2015 AGM a motion was passed to allow active PEO volunteers to be able to request and receive a PEO webmail account;

WHEREAS a cost estimate of total one-time costs equal \$10,600 and total outgoing costs equal \$18,000 per year for 1000 volunteers was provided to Council;

WHEREAS Council directed the motion to the ITEG (Information Technology Emerging Governance) subcommittee of the Regional Councillors Committee for consideration and recommendation;

WHEREAS the ITEG subcommittee has not generated a reply nor have they met in probably close to two years;

WHEREAS at the 2018 PEO AGM a repeat motion to allow active volunteers to be able to request a PEO webmail account was again passed;

WHEREAS the cost estimate to provide up to 1000 volunteers with a webmail account has ballooned to a one-time cost of \$360,578 and ongoing of \$402,000 per year;

WHEREAS Council was looking at a deficit budget of approximately \$4.5 million for 2019 and it was decided to defer the item on the Council agenda to revisit the briefing note to add benefit information to the request and to look at a reduced scale to get Council support;

WHEREAS the main benefit of the webmail account is to gain access to the global default database information, which provides contact information for staff, staff-maintained distribution lists and to be able to find email addresses for other volunteers with limited information using the search capabilities.

THEREFORE BE IT SUBMITTED THAT Council approve the change of the 36 generic chapter email addresses that are an "alias" address to a

PEO webmail account and to provide the password to the relevant chapter chairs and to have the appropriate PEO staff provide self-training information in a document to be stored on www.chapters.PEO.ON.ca

Moved by Ray Linseman, P.Eng., seconded by Ahmad Khadra, P.Eng., FEC

Motion carried

Electronic Voting and Paper Ballots

Gregory Wowchuk, P.Eng., stressed the importance of the restoration of members' democratic control of the profession, consistent with protecting the public interest. Central to any democracy is the accessibility, integrity and transparency of the electoral process. It is disappointing that seven out of eight members do not vote for Council, especially so in these challenging times. Moreover, concerns have been expressed about several large spikes in the voting volume every Monday and Tuesday during the election process. People have asked: "Are legitimate electors doing the voting?" and "Are particular candidates benefitting from this voting or suffering from this burst of energy?" The problem with electronic voting is that there is no way to determine if multiple votes have been cast by a person or persons.

MOTION

WHEREAS:

- Serious questions have been raised about certain anomalies in the recent electronic Council elections;
- In a member-directed, self-regulated profession, democratic expression via ballot is of paramount importance, trumping all other considerations;
- Electronic elections are inherently unreliable, prone to hacking, personation and loss of secrecy;
- Electronic elections are virtually impossible to scrutineer, verify or audit, as there is no physical manifestation of mouse clicks;
- All elections must not only be open, accessible, secure and fair, but be perceived to be so by both candidates and electors.

THEREFORE BE IT SUBMITTED THAT PEO return to its traditional, secure, paper-ballot election format, beginning with the 2020 elections.

Moved by Gregory Wowchuk, P.Eng., seconded by Peter Cushman, P.Eng.

Motion defeated

PRESENTATION TO OUTGOING COUNCILLORS

President Brown congratulated retiring members of the 2018–2019 Council, who worked diligently to move the profession forward. President Brown expressed his personal appreciation to all for their collaboration, support and encouragement throughout the year and that it was a pleasure serving as president and chair.

In recognition of their service, President Brown presented certificates, name badges and desk plaques to retiring members of Council: Past President Bob Dony, PhD, P.Eng., FEC, Councillor-at-Large Kelly Reid, P.Eng., Councillor-at-Large Roydon Fraser, PhD, P.Eng., FEC, Eastern Region Councillor Ishwar Bhatia, P.Eng., FEC, and East Central Region Councillor Thomas Chong, P.Eng., FEC. Outgoing West Central Region Councillor Lola Hidalgo, P.Eng., who was unable to attend, was recognized as well.

INSTALLATION OF NEW PRESIDENT

Past President Brown administered the oath of office to Nancy Hill as president for the 2019–2020 term and presented her with the gavel of office.

INTRODUCTION OF INCOMING MEMBERS OF COUNCIL

President Hill then introduced the 2019–2020 members of Council: Past President Brown; President-elect Marisa Sterling, P.Eng., FEC; Vice President Christian Bellini, P.Eng., FEC; Councillors-at-Large Sandra Ausma, PhD, P.Eng., Leila Notash, PhD, P.Eng., FEC, and Gregory Wowchuk, P.Eng.; Eastern Region Councillors Guy Boone, P.Eng., and Randy Walker, P.Eng.; East Central Region Councillors Keivan Torabi, PhD, P.Eng., and Arthur Sinclair, P.Eng.; Northern Region Councillors Ramesh Subramanian, PhD, P.Eng., FEC, and Serge Robert, P.Eng., FEC; Western Region Councillors Gary Houghton, P.Eng., FEC, who was unable to attend, and Wayne Kershaw, P.Eng., FEC; West Central Region Councillors Warren Turnbull, P.Eng., FEC, and Lisa MacCumber, P.Eng., FEC; and Lieutenant Governor-in-Council Appointees Michael Chan, P.Eng., FEC, Lorne Cutler, P.Eng., Qadira Jackson Kouakou, LLB, Tim Kirkby, P.Eng., FEC, Lew Lederman, LLB, Tomiwa Olukiyesi, P.Eng., Nadine Rush, C.E.T., and Marilyn Spink, P.Eng.

CLOSING REMARKS BY PRESIDENT HILL

President Hill expressed her excitement and gratitude as she assumed her new role. She stressed that she brought a lot of experience with PEO to the role. She thanked her colleagues in the room who have helped her and her pride in the changes that have been made. She was especially proud of changes with regard to the *Professional Engineers Act* to include harassment as a matter of misconduct, putting Ontario in the forefront of taking on that issue for engineers across the country. She was also proud of recent changes regarding term limits, which will allow PEO to seek out new voices and provide renewal for the Council.

President Hill stated that her theme for the coming year—It will be a time of change—is very similar to that expressed by Registrar Zuccon and Past President Brown. She noted that the rate of change in technology is phenomenal, and PEO needs to address that and respond to it. For years the regulators have flown under the radar, but that day is over, and it is apparent, with so many articles that appear in the newspapers about many of PEO's sister regulators, notably the Law Society of Ontario. The crucial issue is whether the regulator exists to protect the public or to protect the profession—an issue that arises whenever

there is an article about a regulator in the newspaper. PEO, too, has attracted publicity with regard to the Elliot Lake mall collapse and more recently the coroner's inquiry into the stage collapse at the Radiohead concert and must consider how well it functions in light of its regulatory obligations. Governments have already looked at engineering regulators in British Columbia and Quebec, so it is not an option for PEO to try to fly under the radar.

President Hill also noted that at a recent Chapter Leaders Conference, there was discussion regarding resiliency generally and how to deal with that individually and also as a profession. One of the statistics cited was that 85 per cent of the jobs that will exist in 2030 haven't yet been created, so PEO needs to create regulations that can address engineering in the future as well as now. Some of the motions introduced at the AGM also addressed that concern, as does the strategic plan passed by Council.

President Hill referred to the *Professional Engineers Act*, the principal object of which is for the association to regulate the practice of professional engineering and to govern its members in order that the public interest may be served and protected. It goes on to define the practice of professional engineering as any means or act of planning, designing, composing, evaluating, advising, reporting, directing or supervising that requires the application of engineering principles and concerns the safeguarding of life, health, property, economic interest, the public welfare or the environment or the managing of any act. President Hill said that PEO's marching orders are encompassed in that and that although what is being done now is regulatory, she feels there is a bigger portion that PEO should be doing. The question is not just how PEO adapts to change but how it leads that change.

President Hill noted that PEO has already started to address some of the changes that are needed. The strategic plan has identified a number of strategic objectives. She stressed two in particular: Strategic Directive 8, which is to create a seamless transition from student member to EIT to licence holder; and Strategic Directive 6, which is to augment the applicant and licence holder experience. She also noted that Registrar Zuccon's job description was prepared based on consultation with a lot of members and stakeholders who unanimously accepted the need for change—so clearly Registrar Zuccon has that mandate. So does Council, and President Hill is ready, willing and interested in trying to effect some of these changes. She also stated her belief that engineers, PEO Council, the PEO community and staff are all interested in improving how we regulate.

President Hill concluded by saying that she looks forward to working with everyone during the upcoming year and to making some of the changes that are needed.

ADJOURNMENT

President Hill declared the annual general meeting concluded.

Johnny Zuccon, P.Eng., FEC
Registrar