



Minutes

EXPERIENCE REQUIREMENTS COMMITTEE

Meeting of February 28, 2020

PRESENT:

MEMBERS:

David Kiguel, Chair
Changiz Sadr, Vice Chair
Branislav Gojkovic
John Smith
Bosko Madic
Gabriel Onea
Rabiz Foda
Farid Danial
Saverio Pota
Ravi Gupta
Arshad Azhar
George Semaan
Anis Mohammad

REGRETS:

Francis Sigouin-Allan
Antonio Paz
Sat Sharma
Mathew Xie
George Apostol
Milorad Dimitrijevic
George Chelvanayagam
Michael Wong
Tibor Palinko
Jeremy Carkner
Akhtar Hossain
Bill Jackson
Mihir Thakkar
Ayvun Jeganathan
Titus Rusu
Michael Dang
Venkat Raman
Mario Orbeozo
Tom Murad

Savio DeSouza
Cameran Mirza
Andrew Cornel
Santosh Gupta
Zeljko Sucevic
Christian Bellini
Tahir Shafiq
Mohinder Grover
Zoran Mrdja
Gordon Ip
Zoran Mrdja
David Kahn
Magdy Attia

Duncan Blachford
Hisham Alkabie
Mohamed Mushantat
Duncan Sidey
Nazmy Markos
Mark Bendix
Eugene Puritch
Magid Ibrahim
Shawky Ibrahim
Vasanthi Wijeyakulasuriya
Devinder Bahra
Saleh Tadros
Ruben Burga
Eric Nejat
Jianguo Wang
Rishi Kumar
Peter Jarrett
Leroy Lees
Andrew Poray
Spiridon Bot

STAFF:

Moody Farag
Faris Georgis
Daniel Mandefro
Mark Hekimgil
Edward Tahiri
Gersan D'Souza
Jasmina Kovacevic
Muna Labib
Ann Pierre
Sylvia Millstein

GUEST(S):

Ramesh Subramanian, ARC Chair
Marika Bigongarie

CONFERENCE CALL:

Jalal Emami
Berta Krichker
Lionel Ryan
Jim McConnach

1. Call to Order, Introductions and Chair's Remarks

The Chair, David Kiguel welcomed everyone and called the business meeting to order at approximately 1:30 p.m. Traditionally in the first business meeting of the year, anniversary pins and certificates are presented to ERC members who have contributed to the Committee for five, ten, fifteen or more years.

Today, for the first time we are introducing meeting participation via teleconference, on a trial basis. Remote participation should be used as an exception and not as the rule. Attendance in person is preferred. If a caller would like to speak, we will put you on the queue with a maximum of two minutes time to speak.

The Chair recognized a distinguished ERC member who for many years has contributed to the ERC Committee and has decided to retire, he is Roberto Floh. He offered Roberto Floh his sincerest thanks and best wishes in his future endeavours.

There were a number of communications regarding the government mandated training that PEO volunteers must complete. By the end of December, approximately seventy-five percent of the ERC members had completed the mandatory training. Those who did not complete the training received a letter signed by the CEO/Registrar Johnny Zuccon, informing them that they had been suspended from the PEO volunteer roster and that failure to complete the training by the extended deadline of February 15, 2020, would result in permanent removal from the current volunteer positions.

PEO's annual elections were completed a week ago and our congratulations to ERC member and ERC Past Chair Christian Bellini who was elected president-elect and will be PEO's president in 2021.

The attendance list is circulating and for those attending via teleconference, please send an e-mail to Daniel Mandefro so that your name will be included in the minutes.

Quality Review of Randomly Selected Interviews – Video recording of interviews that staff, Vice Chair Changiz Sadr and the Chair have been doing in the recent past.

Some deficiencies were found in the following:

- Introductory remarks
- Projects presentation on the Presentations of the Applicants
- Interview Questions
- Panel Members' Participation
- Closure of the Interview

It was also observed that, one panel member at the end of the interview informed the applicant that this is strictly confidential and not to discuss or comment about the interview with anyone.

The findings clearly indicate that we must carefully think and fix the way we conduct interviews. There is a need to improve the interviews, especially now that the whole idea and concept of interviews is being questioned.

We will continue the quality review initiative and may check again with the same panel members we did before and if we do not notice any positive change, we may need to have a personal conversation with those ERC members and perhaps ask them to abstain from interviewing in the future.

As a result of the above findings, in addition to the annual training of members, we will dedicate the first few minutes of all ERC business meetings to a theme. Today, it will be the ‘interview types’ that the ERC conducts. With respect to training, the ERC Sub-Committee is looking and will continue doing the annual Mandatory Training and all ERC members will have to take the training.

The Chair presented the theme on different types of ERC interviews.

2. **Approval of the Agenda**

It was **moved** by Cameran Mirza and **seconded** by Santosh Gupta that the agenda be approved as amended.

Item #8: Move: Presentation of Anniversary Pins: To be moved after Approval of the Agenda.

Item #13.1: Add: Other Business: Issues regarding the Coronavirus for staff and ERC members.

CARRIED

3. **Approval of Minutes of the December 20, 2019 Business Meeting**

It was **moved** by Santosh Gupta and **seconded** by Mohinder Grover to approve the minutes of the December 20th, 2019 Business Meeting as amended.

Page #4: Item #6: “Experience Start Date”: Change to “Experience starts at the time of graduation.”

CARRIED

4. **Matters and Action Items Arising from the Minutes and the ERC Motions and Action List**

No items to report.

5. **Chair’s Report, Including ERC Sub-Committee Activities**

David Kiguel reported on the following items:

Academic Requirements Committee (ARC) – The ERC Chair and Vice Chair attended ARC meetings on January 17, 2020 and on February 14, 2020 and reported on ERC activities.

Licensing Committee (LIC) – There have not been any Licensing Committee meetings since last reported. LIC matters will be reported under agenda Item #9.

ERC Sub-Committee Membership

The Chair reported that they have now completed the appointment of the Sub-Committee members for this year. There are seven members-at-large, with four appointed for two-year terms, and three appointed for three-year terms. The term of the four members appointed for two years ended in December 2019. An e-mail was sent to all ERC members requesting expressions of interest in filling those four positions. Responses were received from eight ERC members and after consultation with the then current Sub-Committee members a selection was made. Cam Mirza and Mohinder Grover were re-appointed for another two years and Berta Krichker and Lionel Ryan were appointed for two-year term as new Sub-Committee members.

The 2020 ERC Sub-Committee membership is as follows:

- David Kiguel, Chair ERC, Changiz Sadr, ERC Vice Chair, Santosh Gupta, Past Chair (ex-officio members)
- Andrew Cornel, Reda Fayek and Dalila Giusti (three-year term, ending December 2020)
- Mohinder Grover, Cam Mirza, Berta Krichker, Lionel Ryan (two-year term ending December 2021)

Regulatory Review Update and PEO Activities Filtering – The Chair reported that at the December 20, 2019 ERC meeting CEO/Registrar and PEO's Legal Counsel, Dan Abrahams described the proposed filter to the ERC Committee. A progress report was presented to Council on February 7, 2020.

ERC Annual Report to Council – The Committee's 2019 Annual Report is due today. Staff Advisor Daniel Mandefro drafted the report and the ERC Chair and Vice Chair reviewed the document with some suggested edits and it was submitted on time earlier this week.

ERC Sub-Committee Activities

The ERC Sub-Committee held a meeting on February 10, 2020 and discussed matters related to PEO's communication about ERC vacancies, the process to appoint ERC Subcommittee members and ERC absentee members.

6. Staff's Report and OFC Update

Daniel Mandefro, Staff Advisor stated that he had no new update to report. He indicated however, that the Annual Report for the Ontario Fairness Commission is due the first week of March and Cliff Knox, Enforcement Manager was assigned the task to prepare the Annual Report.

7. Council Liaison's Report

Christian Bellini reported on the February 6th and February 7th Council Meeting and briefly gave an update on each Agenda Item.

8. Presentation of Anniversary Certificates and Pins

David Kiguel, Chair of the ERC with the assistance of Changiz Sadr, Vice-Chair, Councillor Ramesh Subramanian and Daniel Mandefro presented Anniversary Certificates and Pins to the ERC members for their participation in the ERC. Listed below are the recipients:

5 Year Awards

- Andrew Cornel
- Saverio Pota

10 Year Award

- Magdy Attia

15 Year Awards

- Anis Mohammad
- Arshad Azhar
- Farid Danial
- Gabriel Semaan
- John Smith
- Zoran Mrdja

20 Year Awards

- Bosko Madic
- Branislav Gojkovic
- Changiz Sadr

A Certificate of Appreciation was also presented to Roberto Floh who retired from volunteering at PEO after twenty-four years.

9. Licensing Committee Update

Santosh Gupta reported that the Licensing Committee meeting which was scheduled in February was postponed because the Chair was not available and there were no urgent matters that needed to be addressed. The next Licensing Committee will be held on March 11th.

10. 30 by 30 Initiative Update

Christian Bellini reported that the two-year mandate of the 30 by 30 Task Force will expire in June. He also indicated that the Task Force conducted a number of awareness sessions and brought together a variety of Stake-Holder Groups and has also worked with PEO Staff to develop a number of metrics that will be tracked by PEO over the course of the 30 by 30 term which was extended to 2030. Tasks related to the tracking and checking with Stake Holder Groups will be delegated to Committees and Staff as appropriate.

11. Engineers Canada Board Update

Changiz Sadr pointed out that March is the National Engineering Month and Engineers Canada has created promotional video clips from some of the Directors that will be posted on the Engineers' Canada website to promote engineering and to provide outreach to engineering students, schools, and universities. He also briefly described the activities of Engineers Canada.

12. ARC Activities Report

Ramesh Subramanian, Chair of the ARC reported that since the last meeting of the ARC in December of 2019, the ARC held two meetings this year; one in January and one in February. He described issues raised at the Engineers Canada Board Meeting in December 2019 pertaining to the National Exams and indicated that a member from Alberta proposed to setup a Task Force to investigate the National Exams for non-CEAB graduates which is different from that of the ARC. He stated that the Engineers Canada Board decided that this matter should not be handled by Engineers Canada but by the CEQB. He also commented on the Equivalent Engineering Education document which was discussed at the Licensing Committee meeting and stated that the ARC has decided to incorporate this document in their Red Book as a revision to Chapter 8.

13. Other Business

Lionel Ryan inquired whether Professional Engineers Ontario (PEO) has taken steps to protect members, staff and applicants due to issues pertaining to the Corona Virus. It was stated that this matter is the responsibility of the government and not PEO. PEO will follow the Government directions on this matter.

14. Adjournment

The meeting was adjourned at 3:45 p.m.

Next meeting April 16, 2020