



MINUTES

The 556th MEETING of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was a hybrid meeting held at 40 Sheppard Avenue West, Toronto on Friday, March 31, 2023, at 9:00 a.m.

Present:

(In-Person)

N. Colucci, P.Eng., President and Council Chair
C. Bellini, P.Eng., Past President
L. Cutler, P.Eng., Vice President Appointed/Lieutenant Governor-in-Council Appointee
A. Arenja, P.Eng., Lieutenant Governor-in-Council Appointee
C. Chahine, P.Eng., East Central Region Councillor
C. Chiddle, P.Eng. Councillor-at-Large
D. Kiguel, P.Eng., East Central Region Councillor
T. Kirkby, P.Eng., Eastern Region Councillor
L. Notash, P.Eng., Councillor-at-Large
L. Roberge, P.Eng., Northern Region Councillor
S. Schelske, P.Eng., Lieutenant Governor-in-Council Appointee
P. Shankar, P.Eng., West Central Region Councillor
S. Sung, Lieutenant Governor-in-Council Appointee
R. Walker, P.Eng., Eastern Region Councillor

Present

(Virtual):

R. Fraser, P.Eng., President-Elect
G. Wowchuk, P.Eng., Vice President Elected
V. Banday, P.Eng., Councillor-at-Large
J. Chisholm, P.Eng., West Central Region Councillor
A. Dryland, CET, Lieutenant Governor-in-Council Appointee
V. Hilborn, P.Eng., Western Region Councillor
S. MacFarlane, P.Eng., Western Region Councillor
D. Montgomery, P.Eng., Northern Region Councillor
G. Nikolov, P.Eng., Lieutenant Governor-in-Council Appointee
U. Senaratne, P.Eng., Lieutenant Governor-in-Council Appointee

Regrets:

P. Mandel, CPA, CBV, Lieutenant Governor-in-Council Appointee

Staff

(In-Person):

J. Quaglietta, P.Eng., CEO/Registrar
D. Abrahams, Vice-President, Policy & Governance and Chief Legal Officer
C. Mehta, Director, Finance
L. Papagni, Director, Investigations and Prosecution
K. Praljak, Director, Communications
S. Rose, Director, Program Management
M. Solakhyan, Director, Governance
J. Vera, Director, Licensing
A. Anowar, Council and Committee Coordinator
E. Chor, Research Analyst, Secretariat
M. Feres, Supervisor, Council Operations
D. Power, Administrator, Secretariat



Staff

(Virtual): P. Buffone, Director, Human Resources
D. Smith, Director, External Relations
N. Brown, Legal Counsel and Manager Tribunals
J. Max, Manager, Policy
R. Dmochewicz, Recognition Coordinator
N. Axworthy, Editor, Engineering Dimensions

Guests

(Virtual): M. Barzallo, Compliance Analyst, Office of the Fairness Commissioner
D. Chui, P.Eng., PEO Director, Engineers Canada
M. Liu, P.Eng., Incoming Eastern Region Councillor
G. Schjerner, P.Eng., Incoming Councillor-at-Large
M. Sterling, P.Eng., PEO Director, Engineers Canada
S. Stewart, Partner, Deloitte

Guests

(In-Person): H. Brown, Brown & Cohen
I. Glasberg, Ontario Fairness Commissioner
N. Hill, P.Eng., PEO Director, Engineers Canada
L. Lukinuk, Parliamentary Services
N. Lwin, P.Eng., Incoming East Central Region Councillor
R. Panesar, P.Eng., Incoming West Central Region Councillor
S. Perruzza, OSPE Chief Executive Officer

Council convened at 9:00 a.m. on Friday, March 31, 2023.

CALL TO ORDER

Notice having been given and a quorum being present, President Colucci called the meeting to order at 9:00 a.m. He welcomed newest Councillor LGA appointee Uditha Senaratne, P.Eng. who was appointed on March 16 for a 3-year term. President Colucci also welcomed the four incoming Councillors: Michelle Liu (Eastern Region); Nanda Lwin (East Central Region); Ravinder Panesar (West Central Region) and Glen Schjerner (Councillor-at-Large) and announced that Irwin Glasberg, the Ontario Fairness Commissioner will be joining the meeting later in the morning.

12529 – APPROVAL OF AGENDA

Moved by Councillor Schelske, seconded by Councillor Kiguel:

That:

- a) The agenda, as presented to the meeting at C-556-1.2, Appendix A be approved and
- b) the Chair be authorized to suspend the regular order of business.

Moved by Councillor Notash, seconded by Councillor Banday:

That a new agenda item be added to Section 3.10: *Councillor Items*.

**DEFEATED
Recorded Vote**



For:9

V. Banday
C. Chahine
J. Chisholm
D. Kiguel
T. Kirkby
L. Notash
S. Schelske
P. Shankar
G. Wowchuk

Against:11

A. Arenja
C. Bellini
C. Chiddle
L. Cutler
A. Dryland
V. Hilborn
S. MacFarlane
G. Nikolov
L. Roberge
S. Sung
R. Walker

Abstain:1

U. Senaratne

No Vote/Absent:3

R. Fraser
P. Mandel
D. Montgomery

Moved by Councillor Chiddle, seconded by Councillor Walker:

That item 3.10b: *Repealing the Entering PEO Office Protocols* be removed from the agenda.

**CARRIED
Recorded Vote**

For:11

A. Arenja
C. Bellini
C. Chiddle
L. Cutler
A. Dryland
V. Hilborn
G. Nikolov
L. Roberge
S. Schelske
S. Sung
R. Walker

Against:8

V. Banday
C. Chahine
J. Chisholm
D. Kiguel
T. Kirkby
S. MacFarlane
L. Notash
P. Shankar

Abstain:1

U. Senaratne

No Vote/Absent:4

R. Fraser
P. Mandel
D. Montgomery
G. Wowchuk

The original motion to accept the agenda was then voted on and carried as amended.

**CARRIED AS AMENDED
Recorded Vote**

For:19

A. Arenja
V. Banday
C. Bellini
C. Chahine
C. Chiddle
J. Chisholm
L. Cutler
A. Dryland
D. Kiguel
T. Kirkby
S. MacFarlane
G. Nikolov
L. Notash

Against:0

Abstain:0

No Vote/Absent:5

R. Fraser
V. Hilborn
P. Mandel
D. Montgomery
G. Wowchuk



- L. Roberge
- S. Schelske
- U. Senaratne
- P. Shankar
- S. Sung
- R. Walker

12530 – DECLARATION OF CONFLICTS OF INTEREST

There were no conflicts of interest declared.

12531 – CONSENT AGENDA

Requests were made to remove from the consent agenda item 2.1 Minutes – 555 Council Meeting and item 2.3 Governance Committee reports.

Moved by Councillor Chiddle, seconded by Councillor Arenja:

That the Consent Agenda be approved as amended, consisting of 2.2 Consulting Engineer Designation Applications.

**CARRIED
Recorded Vote**

For: 15

- A. Arenja
- C. Bellini
- C. Chiddle
- J. Chisholm
- L. Cutler
- A. Dryland
- D. Kiguel
- T. Kirkby
- S. MacFarlane
- G. Nikolov
- L. Roberge
- S. Schelske
- P. Shankar
- S. Sung
- R. Walker

Against: 0

Abstain: 2

- V. Banday
- U. Senaratne

No Vote/Absent: 7

- C. Chahine
- R. Fraser
- V. Hilborn
- P. Mandel
- D. Montgomery
- L. Notash
- G. Wowchuk

12532 – MINUTES – 555 COUNCIL MEETING

The February 24, 2023 Council minutes were revised to reflect the following wording on page 14, item 12527 – *Supporting Evolutionary Improvement to FARPACTA Admissions*:

“Based on Council’s November 2022 FARPACTA compliance decision to restrict eligibility to apply for P.Eng licensure only to those who have earned a bachelor degree in an engineering program, Council was requested to pro-actively identify and detail improvements to PEO’s upcoming new FARPACTA admissions processes.”

Moved by Councillor Cutler, seconded by Councillor Arenja:



That:

a) 555th meeting of Council, held February 24, 2023, as amended at C-556-2.1, Appendix A, accurately reflect the business transacted at that meeting.

**CARRIED
Recorded Vote**

For: 16

A. Arenja
C. Bellini
C. Chahine
C. Chiddle
J. Chisholm
L. Cutler
A. Dryland
V. Hilborn
D. Kiguel
T. Kirkby
S. MacFarlane
G. Nikolov
L. Roberge
P. Shankar
S. Sung
R. Walker

Against:0

Abstain: 4

V. Banday
L. Notash
S. Schelske
U. Senaratne

No Vote/Absent: 4

R. Fraser
P. Mandel
D. Montgomery
G. Wowchuk

12533 – CONSULTING ENGINEER DESIGNATION APPLICATIONS

That:

Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-556-2.2, Appendix A, Section 1.

Council approve the applications for redesignation as Consulting Engineer as set out in C-556-2.2, Appendix A, Section 2.

Council grant permission to use the title “Consulting Engineers” (or variations thereof) to the firms as set out in C-556-2.2, Appendix A, Section 3.

CARRIED

12534 – GOVERNANCE COMMITTEE REPORTS

The governance committee reports were provided for information.

There was a discussion regarding a letter sent by PEO to the Chair of Engineering Deans Ontario to provide information related to the motion carried at the November 25, 2022 meeting with respect to compliance with the FARPACTA legislation. It was confirmed that, as matters currently stand, the letter is in alignment with part 1 of the motion which stipulates that a bachelor’s degree in an engineering program would be the academic standard to meet the requirements of the regulation. It was also noted that the November 2022 motion does not preclude the possibility of future changes with respect to FARPACTA matters.



12535 - PRESIDENT'S REPORT

The President welcomed everyone to the last meeting of the 2022-2023 Council term before the AGM on April 29. He reminded those who have not yet pre-registered online for the AGM to do so noting that registration closes on Friday, April 28 at 9:00 a.m. The registration link is on the 2023 AGM page on the PEO website or in the Notice of AGM email that was sent out to licence holders earlier in the week.

President Colucci advised that there will be an orientation and training session for all incoming and returning Councillors on May 4th – the day before the first meeting of the 2023/2024 Council term. The invitation was shared by Secretariat on March 29th and further details will be provided at a later date.

President Colucci recognized the volunteer service of outgoing Councillors Christian Bellini, Chantal Chiddle, Jim Chisholm and Randy Walker, presenting them with trophies to acknowledge their time and leadership while serving on Council, and noting that they were very deserving of this appreciation. He thanked them for their service to PEO and the profession.

CEO/Registrar Quaglietta, on behalf of staff and Council, thanked President Colucci for his service as PEO's 2022/2023 President, and presented him with some tokens of appreciation including a personalized acrylic trophy. She referred to his approach to good governance and to his compassionate and empathetic leadership which she and PEO staff have greatly appreciated.

President Colucci provided an overview of events he recently attended as PEO president:

- March 6: Attended a meeting on PEO's "strategic visioning" initiative, along with PEO's executive leadership team, Past President Bellini and President-elect Fraser
- March 9: Provided a PEO update at the Ontario Public Works Association's International Women's Day seminar.
- March 21: Attended an HRCC meeting. Over March, all the governance committees met, and their reports are included in this meeting's briefing package.

President Colucci thanked all the committees for their hard work and commended them on what they have accomplished during the year. He then provided a summary of key decisions made by Council since the 2022-23 kickoff meeting on May 4, 2022.

June:

- celebrated PEO's centennial and set future direction by creating and approving PEO's 2023-2025 strategic plan.

September:

- adopted the data protection policy to reduce risks and ensure PEO conforms with all applicable privacy obligations
- approved a bylaw amendment to incorporate the governance committees established in 2021
- approved the Guideline on Attendance at Council and Governance Committee Meetings to outline the rules for observers of Council and committee meetings
- approved a bylaw amendment related to meeting transparency and incorporating the existing Council-approved approach to agendas and minutes to apply to all Council and committee meetings

November:

- approved new academic and competency-based assessments to improve licensure and comply with FARPACTA; and appointed PEO's new CEO/Registrar Jennifer Quaglietta

February:

- as part of the Governance Roadmap – phase 4 risk assessment process, Council stood down several committees and subcommittees which are neither governance nor regulatory.



President Colucci stated that today Council would be making important decisions around directing staff to work with Ministry of the Attorney General to amend Regulation 941 to remove the Canadian experience requirement for licensure, to comply with FARPACTA; and the updated Governance Manual, which integrates the Charters, Protocols, and other directions approved by Council as part of the governance roadmap.

12536– CEO/REGISTRAR'S REPORT

CEO/Registrar Quaglietta provided highlights of her March 31, 2023 CEO/Registrar's Update. She noted that one of the significant events in March was the lighting of the CN tower in purple on March 1, 2023 acknowledging the engineering profession which was the first time in history, thanking S. Perruzza and his team at the Ontario Society of Professional Engineers (OSPE).

CEO/Registrar Quaglietta discussed the 2023-25 Strategic Plan noting that of the 32 projects in total, 23 were underway for the current year. She also referenced FARPACTA and the updated application process which will be launched on May 15th in order to learn and apply continuous improvement methodologies based on feedback and input from PEO applicants so that changes can be made to the application process itself moving closer to the FARPACTA compliance deadline of July 1st. CEO/Registrar Quaglietta thanked members of the Academic Requirements Committee (ARC) and Experience Requirements Committee (ERC) for their tireless efforts in carrying out their reviews.

Questions and discussion took place on topics including mandatory continuing professional development/PEAK; PEO's Communicable and Infectious Disease Prevention Policy, taking effect May 1st; and matters related to the work of the ARC, ERC, HR/staffing, and PEO's physical assets and ownership of the building at 40 Sheppard Avenue West.

J. Vera, Director, Licensing, provided a FARPACTA update which included P.Eng. applicants and licenses issued in 2022 as well as projections for P.Eng. applicants and licenses issued for 2023 to 2026. In summary:

- There will be a temporary decrease in applications starting in the second half of 2023 due to the "front-end loading" effect of FARPACTA requirements
- The large inventory of applicants in the experience phase of assessment will continue to result in licenses being issue until only applicants who are not gaining engineering experience remain; and
- After 4-5 years a steady state will be reached at which time the number of licenses issued annually will be slightly less than the number of applications received.

Questions and discussion took place regarding the presentation.

12537 – ENGINEERS CANADA ANNUAL MEETING OF MEMBERS: DIRECTION TO PEO MEMBER REPRESENTATIVE

The motion presented in the briefing note consisted of two components, one related to a bylaw recommendation and the second to a proxy appointment.

Bylaw Recommendation

A proposal has been submitted by Engineers Nova Scotia for an amendment to EC's "2/3-60% Majority" requirement for resolutions to pass at EC meetings of Members.

Proxy Appointment

President-elect Roydon Fraser, who will hold the office of President as of PEO's Annual General Meeting (AGM) on April 29, 2023, has indicated that he will not be available to attend the EC AMM on May 27, 2023, due to a scheduling conflict.



Early in March, PEO staff contacted EC staff to inquire about the possibility of using a proxy for voting purposes in the event the PEO President is not in attendance at the AMM; and if EC’s governing documents place any restrictions on who can cast PEO’s vote as a member organization. Staff at EC replied that PEO’s President is able to appoint a proxy; and that a formal delegation letter from the PEO on the proxy is required.

Moved by Councillor Walker, seconded by Councillor Arenja:

1. That Council direct PEO’s Member Representative or their proxy, to vote [in favour of or against or abstain on] the motion as outlined in C-556-3.3, Appendix A:

*(a) THAT the term and definition of “2/3-60% Majority” in Section 1.1 of the Engineers Canada Bylaw be deleted and replaced with the following:
“3/4 Majority” means a resolution passed by a minimum of three-quarters of the Members voting.”*

(b) AND THAT the references to “2/3-60% Majority” in Articles 2.1(m) and 3.4(2) of the Engineers Canada Bylaw be replaced with the term “3/4 Majority”.

2. That Council appoint Jennifer Quaglietta, P.Eng., CEO/Registrar, as proxy holder to vote for and on behalf of the PEO President at the Engineers Canada Annual Meeting of Members on May 27, 2023, and at any and all adjournments thereof, with full power of substitution in the premises.

Following discussion, it was proposed that the original motion be divided into two motions and voted on separately. There were no objections.

Part 1

Moved by Councillor Chiddle, seconded by Councillor Arenja:

1. That Council direct PEO’s Member Representative or their proxy, to vote against the motion as outlined in C-556-3.3, Appendix A:

*(a) THAT the term and definition of “2/3-60% Majority” in Section 1.1 of the Engineers Canada Bylaw be deleted and replaced with the following:
“3/4 Majority” means a resolution passed by a minimum of three-quarters of the Members voting.”*

(b) AND THAT the references to “2/3-60% Majority” in Articles 2.1(m) and 3.4(2) of the Engineers Canada Bylaw be replaced with the term “3/4 Majority”.

**CARRIED
Recorded Vote**

For: 16

- A. Arenja
- C. Chahine
- C. Chiddle
- J. Chisholm
- L. Cutler
- A. Dryland

Against:0

Abstain:4

- V. Bandy
- C. Bellini
- V. Hilborn
- D. Kiguel

No Vote/Absent:4

- R. Fraser
- P. Mandel
- D. Montgomery
- G. Wowchuk



- T. Kirkby
- S. MacFarlane
- G. Nikolov
- L. Notash
- L. Roberge
- S. Schelske
- U. Senaratne
- P. Shankar
- S. Sung
- R. Walker

Part 2

Moved by Councillor Chiddle, seconded by Councillor Arenja:

2. That Council appoint Jennifer Quaglietta, P.Eng., CEO/Registrar, as proxy holder to vote for and on behalf of the PEO President at the Engineers Canada Annual Meeting of Members on May 27, 2023, and at any and all adjournments thereof, with full power of substitution in the premises.

An amendment was proposed with respect to the name of the proxy holder. Council discussed.

Moved by Councillor Notash, seconded by Councillor Banday:

That Council appoint Nick Colucci, P.Eng., Past President, as proxy holder to vote for and on behalf of the PEO President at the Engineers Canada Annual Meeting of Members on May 27, 2023, and at any and all adjournments thereof, with full power of substitution in the premises.

**CARRIED
Recorded Vote**

For: 17

- A. Arenja
- V. Banday
- C. Bellini
- C. Chiddle
- J. Chisholm
- L. Cutler
- A. Dryland
- V. Hilborn
- D. Kiguel
- T. Kirkby
- S. MacFarlane
- G. Nikolov
- L. Notash
- L. Roberge
- S. Schelske
- P. Shankar
- R. Walker

Against

Abstain: 3

- C. Chahine
- U. Senaratne
- S. Sung

No Vote/Absent: 4

- R. Fraser
- P. Mandel
- D. Montgomery
- G. Wowchuk

Council then voted on part two of the original motion as amended.



That Council appoint Nick Colucci, P.Eng., Past President, as proxy holder to vote for and on behalf of the PEO President at the Engineers Canada Annual Meeting of Members on May 27, 2023, and at any and all adjournments thereof, with full power of substitution in the premises.

CARRIED
Recorded Vote

For: 20

A. Arenja
V. Banday
C. Bellini
C. Chahine
C. Chiddle
J. Chisholm
L. Cutler
A. Dryland
V. Hilborn
D. Kiguel
T. Kirkby
S. MacFarlane
G. Nikolov
L. Notash
L. Roberge
S. Schelske
U. Senaratne
P. Shankar
S. Sung
R. Walker

Against: 0

Abstain: 0

No Vote/Absent: 4

R. Fraser
P. Mandel
D. Montgomery
G. Wowchuk

12538 – NOTICE OF MOTIONS/COUNCILLOR ITEMS

This item was brought forward on the agenda in order to accommodate President-elect Fraser’s availability.

Supporting Evolutionary Improvements to FARPACTA Admissions

In its November 2022 motion, Council recognized that obtaining a bachelor’s degree in an engineering program that is included in the International Institutions and Degrees Database (IIDDD) administered by Engineers Canada, subject to successful completion of a confirmatory examination program, is equivalent to a bachelor’s degree in a Canadian engineering program that is accredited to the Council’s satisfaction.

In the presentation of this item, President-elect Fraser noted that the purpose of the proposal is to support the evolution of the licensure application process by pro-actively identifying possible improvements to PEO’s upcoming new admissions process with the objective of attempting to remove new barriers to P.Eng. licensure imposed by the first generation FARPACTA-compliant model.

Further, the proposal contemplates possible expansion of the definition of what is considered equivalent to an engineering bachelor’s degree in Canada. This is to address some of the unintended consequences of having to develop and adapt to a FARPACTA-compliant model in a relatively short period of time and to return to some of the equitable and inclusive aspects of PEO’s admissions process in terms of those who can receive a P.Eng. References were made to recent letters from McMaster University’s School of Engineering Practice & Technology and Engineering Deans Ontario, which outlined the issues raised regarding the impacts of the changes to the admissions process.



Moved by President-elect Fraser, seconded by Councillor Notash:

That:

- a) **A Working Group composed of admissions experts from ARC and ERC be asked to provide Council with admissions process directive recommendations to enable Council to provide informed admissions process direction to the CEO/Registrar as part of PEO’s ongoing admissions process quality improvement processes. These recommendations will consider, but are not limited to,**
 - i. **Admissions process guiding principles (with a provincial and national lens).**
 - ii. **Removal of barriers to P.Eng. licensure introduced by the new FARPACTA admissions processes.**
 - iii. **Equity, diversity, and inclusivity (EDI) considerations.**
 - iv. **Impacts on the admission of emerging disciplines.**
 - v. **Impacts on stakeholders.**
 - vi. **Impacts on the protection of the public interest.**
 - vii. **Time to licensure**
- b) **The ARC and ERC Working Group recommendations should be peer reviewed by the LIC and RPLC prior to coming to Council.**
- c) **ARC and ERC Working group members will be considered non-voting participants, i.e., not just observers, in RPLC committee meetings when this motion’s recommendations proceed through RPLC.**

During the discussion, the proposal’s intent to focus on being forward-looking and seeking continuous improvement in the licensure application process were duly recognized. It was noted that, while the content and intent of the motion are valid in terms of acknowledging and utilizing the expert knowledge provided by ARC and ERC, the process that was proposed is contrary to good governance and the governance model currently in place.

Following discussion, the mover and seconder of the motion agreed to remove *item c) ARC and ERC Working Group members will be considered non-voting participants, i.e., not just observers, in RPLC committee meetings when this motion’s recommendations proceed through RPLC* from the motion.

The original motion as amended was then voted on.

That:

- a) **A Working Group composed of admissions experts from ARC and ERC be asked to provide Council with admissions process directive recommendations to enable Council to provide informed admissions process direction to the CEO/Registrar as part of PEO’s ongoing admissions process quality improvement processes. These recommendations will consider, but are not limited to,**
 - viii. **Admissions process guiding principles (with a provincial and national lens).**
 - ix. **Removal of barriers to P.Eng. licensure introduced by the new FARPACTA admissions processes.**
 - x. **Equity, diversity, and inclusivity (EDI) considerations.**
 - xi. **Impacts on the admission of emerging disciplines.**
 - xii. **Impacts on stakeholders.**
 - xiii. **Impacts on the protection of the public interest.**
 - xiv. **Time to licensure**
- b) **The ARC and ERC Working Group recommendations should be peer reviewed by the LIC and RPLC prior to coming to Council.**

**DEFEATED
Recorded Vote**

For: 10

V. Banday
C. Chahine

Against: 11

A. Arenja
C. Bellini

Abstain: 1

U. Senaratne

No Vote/Absent: 2

P. Mandel
D. Montgomery



J. Chisholm	C. Chiddle
R. Fraser	L. Cutler
D. Kiguel	A. Dryland
T. Kirkby	V. Hilborn
L. Notash	S. MacFarlane
S. Schelske	G. Nikolov
P. Shankar	L. Roberge
G. Wowchuk	S. Sung
	R. Walker

12539 – 2022 AUDITED FINANCIAL STATEMENTS

PEO’s governing legislation and its By-laws require that Council approve the audited financial statements of the Association for presentation to members at PEO’s Annual General Meeting and that these statements be published on PEO’s website for access to all members.

Councillor Cutler, Audit and Finance Committee Chair, provided some highlights from the 2022 audited financial statements. This included several background environmental issues that had a major impact on PEO’s financial performance such as the quasi post COVID environment which allowed for an increase in PEO activities and the world-wide performance of equity and debt markets which negatively impacted investments. The surplus has decreased from 8 million to 5.5 million which is a significant drop but there was also a much higher level of special projects as referred to in note 8 of the financial statements. He discussed the Council discretionary reserve which is referred to in note 8 of the financial statements as well as an increase in the pension liability of just under 11 million to 13.3 million which is due to the drop in equities.

Questions and discussion took place regarding the presentation.

Moved by Councillor Cutler, seconded by Councillor Arenja:

That Council:

- a) **Approve the audited financial statements for the year ended December 31, 2022, and the auditor’s report thereon, as presented to the meeting in C-556-3.4, Appendix A; and**
- b) **Authorize the President and President-elect to sign the audited financial statements on Council’s behalf.**

**CARRIED
Recorded Vote**

<u>For: 21</u>	<u>Against: 0</u>	<u>Abstain: 1</u>	<u>No Vote/Absent: 2</u>
A. Arenja		V. Banday	P. Mandel
C. Bellini			D. Montgomery
C. Chahine			
C. Chiddle			
J. Chisholm			
L. Cutler			
A. Dryland			
R. Fraser			
V. Hilborn			
D. Kiguel			
T. Kirkby			
S. MacFarlane			



G. Nikolov
L. Notash
L. Roberge
S. Schelske
U. Senaratne
P. Shankar
S. Sung
R. Walker
G. Wowchuk

12540 –RECOMMENDATION OF THE APPOINTMENT OF AUDITORS FOR 2023

It is necessary for Council to recommend the appointment of an auditor for 2023 to the members, for their approval at the upcoming Annual General Meeting.

Section 52 of By-Law 1 states:

The members of each annual meeting shall appoint one or more auditors who shall be chartered accountants to hold office until the next annual meeting and if an appointment is not so made, the auditor in office shall continue in office until a successor is appointed.

Council was advised that Deloitte LLP was chosen through a competitive bidding process and that a multi-year contract was signed.

Moved by Councillor Cutler, seconded by Councillor Shankar:

That Council recommend to members at the April 2023 Annual General Meeting that Deloitte LLP be appointed as PEO’s auditor for 2023 and hold office until the next annual general meeting or until a successor is appointed.

**CARRIED
Recorded Vote**

For: 20

A. Arenja
C. Bellini
C. Chahine
C. Chiddle
J. Chisholm
L. Cutler
A. Dryland
R. Fraser
V. Hilborn
D. Kiguel
T. Kirkby
S. MacFarlane
G. Nikolov
L. Notash
L. Roberge
S. Schelske
U. Senaratne
P. Shankar
S. Sung
R. Walker

Against: 1

V. Bandy

Abstain

No Vote/Absent: 3

P. Mandel
D. Montgomery
G. Wowchuk

12541 – ELIMINATION OF CANADIAN EXPERIENCE REQUIREMENT

Councillor Chiddle, RPLC chair, advised that the purpose of this item is to direct staff to begin working with the Ministry of the Attorney General on amendments to Regulation 941 to remove Canadian experience from licensing requirements to comply with the provisions of section 10.2 of the *Fair Access to Regulated Professions and Compulsory Trades Act* (FARPACTA). These ideally would be completed and ready for Council's consideration in the fall.

Further, in recognition of the significance this change it is being recommended that Council direct staff to also initiate a study to explore and address any unintended consequences of this decision (i.e., elimination of the Canadian experience requirement).

In November 2022, Council took a major step in response to the FARPACTA amendments by passing a motion which clarified the pre-application academic requirements for licensure. The same motion also indicated that the applicant's possession of four years relevant experience in engineering (as required by the current regulation) would be established, again prior to application, via a competency-based assessment. Such a CBA would be similar to that required in other Canadian jurisdictions.

Based on multiple operational updates provided to Council by the CEO/Registrar and other staff, from an operational perspective, PEO is in the process of designing new streamlined processes to apply the motions passed by Council in November 2022. These new operational processes to be rolled out in advance of the July deadline already anticipate that one year of experience in Canada under the supervision of a Canadian professional engineer will no longer be required as part of the overall four-year relevant experience requirement.

It was also noted that as part of its work on the recommendation to formally direct staff to work with the Ministry of the Attorney General to remove the Canadian experience requirement in the regulation, the health and safety exemption to the requirement was explored. Based on efforts to date, none have been identified.

While the regulation under FARPACTA legally override PEO's regulations, PEO would benefit from demonstrating its compliance with FARPACTA in a public manner and amend its regulation to openly acknowledge that it no longer requires Canadian experience as part of its licensing process.

Councillor Chiddle, RPLC Chair thanked Irwin Glasberg, Fairness Commissioner, for his ongoing support to PEO staff on this matter.

Irwin Glasberg congratulated Council on what he viewed to be a courageous proposal for decision. He advised that his office has worked constructively with PEO staff over an extended period of time. The government, with the support of the Fairness Commission, has taken the position that the Canadian experience requirement can be an impediment to many foreign trained professionals. He indicated that he has every confidence that PEO will come up with the right solutions and will be seen as leaders in this field.

Moved by Councillor Chiddle, seconded by Councillor Chahine:

That Council directs the CEO/Registrar to begin work with the Ministry of the Attorney General on the necessary amendments to Regulation 941 to remove the Canadian experience requirement for licensure in its present form in order to comply with the provisions of section 10.2 of the Fair Access to Regulated Professions



and Compulsory Trades Act (FARPACTA) with the intent of initiating a further study to explore and address any unintended consequences of this change.

**CARRIED
Recorded Vote**

For: 23

- A. Arenja
- V. Banday
- C. Bellini
- C. Chahine
- C. Chiddle
- J. Chisholm
- L. Cutler
- A. Dryland
- R. Fraser
- V. Hilborn
- D. Kiguel
- T. Kirkby
- S. MacFarlane
- D. Montgomery
- G. Nikolov
- L. Notash
- L. Roberge
- S. Schelske
- U. Senaratne
- P. Shankar
- S. Sung
- R. Walker
- G. Wowchuk

Against: 0

Abstain: 0

No Vote/Absent: 1

- P. Mandel

12542 – GOVERNANCE ROADMAP – PHASE 4: RISK ASSESSMENT PROCESS

a) Order of Honour Review

Councillor Arenja advised that a presentation was made to the Governance and Nominating Committee (GNC) based on feedback at the February 24, 2023 Council meeting. He acknowledged the hard work of GNC as well as to Councillor Hilborn who worked with R. Dmochewicz, Recognition Coordinator on the revised nomination and selection criteria for the Order of Honour.

Questions and discussion took place regarding the revised guidelines for nomination and selection.

Moved by Councillor Arenja, seconded by Councillor Walker:

That:

Effective immediately, Council hereby approves the revised nomination and selection criteria for the Order of Honour, as proposed by AWC and as presented at C-556-3.6a, Appendix A.

Effective immediately, Council hereby approves the change of the AWC name to the Order of Honour Selection Committee (OSC), as proposed by AWC.

CARRIED
Recorded Vote

For: 16

A. Arenja
C. Bellini
C. Chahine
C. Chiddle
J. Chisholm
L. Cutler
A. Dryland
V. Hilborn
D. Kiguel
S. MacFarlane
L. Notash
L. Roberge
S. Schelske
P. Shankar
S. Sung
R. Walker

Against: 2

T. Kirkby
D. Montgomery

Abstain: 4

V. Banday
G. Nikolov
U. Senaratne
G. Wowchuk

No Vote/Absent: 2

R. Fraser
P. Mandel

b) Chapter Activities in “Neither” Category

(i) General

Within the 2021-22 Council Year, the Governance and Nominating Committee (GNC) was tasked with overseeing a risk analysis for all activities under the Neither Category. The GNC supported a recommendation that the Regional Councillors Committee (RCC) perform the risk-based assessment of the activities that pertain to chapters. The Committee formed a working group to complete the risk assessment on behalf of RCC.

Using a risk-based approach to review chapter activities, and considering the needs of the regulator and the public, the following conclusions were drawn:

- a) The majority of chapter activities are low-risk;
- b) The risks that are present can be reduced by implementing specific mitigation measures;
- c) The benefits of these activities outweigh the risks;
- d) The chapter system while unique for a regulatory body, provides local PEO presence and public awareness, an avenue for stakeholder communication, and the best method for licence holders to connect with the regulator.

Throughout the consultation process, the working group found that chapter activities, while inconsistent from chapter to chapter, have shown to be an avenue for:

- receiving information (regulatory or governance) from PEO;
- getting involved in PEO regulatory activities by either serving on Committees or Council; and
- networking with other stakeholders.



(ii) Specific recommendations

The recommendations being provided have been derived from both the input provided during the stakeholder consultation process and from the working group's observations/experiences from Council.

Many of the consultations indicate that an updated chapters manual is required. This should be developed after consultation with key chapter volunteers, and will address specific topics, including training needs for chapter executives, PEO communication policies (i.e. equity and diversity), meeting management, conflict resolution, mandatory volunteer courses, volunteer code of conduct, confidentiality, incident reports, waivers, image release documents, insurance requirements, etc.

Certain chapter activities should be standardized using event checklists and specific training. The Licence Ceremony activity is an example where event standardization and scheduling will assist PEO in its transition to a modern regulator.

PEO should commit to reviewing and auditing chapter activities on a regular basis to ensure risks are managed. And finally, based on the data obtained, most of the chapter activity risks can be mitigated to a level that is acceptable to continue.

The following changes were recommended for approval:

Recommend to continue:

Chapter AGMs, technical seminars/tours, networking events, and scholarships.

Recommend to continue with modifications:

Licence chapter ceremonies, education/school outreach activities, Licensure Assistance Program (LAP), chapter social media, GLP chapter activities, and chapter support of community organizations.

Recommend to re-assign to PEO staff:

Regulatory seminars, chapter websites

Recommend to suspend:

Chapter event sponsorship from external sources

Councillor Roberge thanked the working group consisting of Councillors Christopher Chahine, Chantal Chiddle, Jim Chisholm, Randy Walker, and Chair Luc Roberge) that completed the risk assessment on behalf of RCC. He also thanked and acknowledged Julie Hamilton of the Chapter Office for her support.

There was some discussion regarding the identification of gaps such as chapter license presentations, sponsorships, etc. and the need for a standardized approach. It was noted that this was not part of the working group's mandate but it was acknowledged that the methodology will be developed at a later date and operationalized through RCC working with staff.

Moved by Councillor Roberge, seconded by Councillor Walker:

That:

Council approves to support the following types of chapter activities:

- Chapter AGMs
- Technical seminars/tours
- Networking events



- 30x30 events
- Scholarships

Council approves to support with modifications the following types of chapter activities:

- Licence certificate presentations
- Education/school outreach activities
- Licensure Assistance Program
- Chapter social media
- GLP chapter activities
- Chapter support of community organizations

Council approves to re-assign the following types of chapter activities:

- Regulatory seminars
- Chapter websites

and

Council approves to suspend the following type of chapter activity:

- Chapter event sponsorship from external sources

**CARRIED
Recorded Vote**

For: 17

A. Arenja
C. Bellini
C. Chahine
C. Chiddle
J. Chisholm
L. Cutler
A. Dryland
V. Hilborn
D. Kiguel
S. MacFarlane
G. Nikolov
L. Roberge
S. Schelske
P. Shankar
S. Sung
R. Walker
G. Wowchuk

Against: 0

Abstain: 5

V. Bandy
T. Kirkby
D. Montgomery
L. Notash
U. Senaratne

No Vote/Absent: 2

R. Fraser
P. Mandel

12543 – GOVERNANCE MANUAL: INCORPORATING CHARTERS/PROTOCOLS AND MAKING OTHER CHANGES

In early 2020, Council decided to prioritize governance reform, and an external consultant, GSI, was engaged to help design and facilitate a two-year governance “roadmap”. Extensive Council energies have been directed towards reforming PEO’s board to ensure that it is appropriate as that of a modern regulator.

As part of this process, on March 26, 2021, Council adopted the following charters and protocols including:

1. Council Charter
2. President and Chair Charter
3. CEO/Registrar Charter
4. Councillor Submissions Protocol
5. Delegation of Authorities Charter (this charter was approved subject to determination of appropriate dollar amounts and requisite by-law amendments).

All Charters and Protocols were approved subject to their finalization and inclusion in the Council Manual (now called the Governance Manual). During the integration process it was noted that PEO's Council Manual has not been updated since 2011. Many sections of the 2011 manual are outdated, and the manual could also be strengthened to support the effective use of the important governance tools that Council has developed during its governance reform process.

In October 2022, the GNC agreed to review and update the manual, and agreed on a draft outline of its format.

The updated version that was presented is consistent with those of other leading professional regulators who have recently undertaken similar projects to update their governance handbooks. This updated document is now called a Governance Manual rather than a Council Manual.

Questions and discussion took place regarding the Governance Manual.

Moved by Councillor Arenja, seconded by Councillor Chiddle:

That Council approve the updated Governance Manual, which integrates the Charters, Protocols, and other directions approved by Council as part of the 2020-2022 governance roadmap.

CARRIED
Recorded Vote

For: 13

A. Arenja
C. Bellini
C. Chiddle
L. Cutler
A. Dryland
V. Hilborn
S. MacFarlane
G. Nikolov
L. Roberge
S. Schelske
P. Shankar
S. Sung
R. Walker

Against: 8

V. Banday
C. Chahine
J. Chisholm
D. Kiguel
T. Kirkby
D. Montgomery
L. Notash
G. Wowchuk

Abstain: 1

U. Senaratne

No Vote/Absent: 2

R. Fraser
P. Mandel

12544 – IMPLEMENTATION OF GOVERNANCE DIRECTIONS RE: NON-GOVERNANCE COMMITTEES

This item was presented to seek further direction on the implementation of the Council decisions made in March 2021 regarding PEO's non-governance committees, including Council's decision that regulatory policy governance must be centralized within the Regulatory Policy and Legislation Committee.

The governance model established by Council distinguishes between "governance" committees and "statutory" committees and committees that are neither "governance" nor "statutory".

Governance committees relate to the governance, oversight and direction of PEO as an organization. Council has established four governance committees: Governance and Nominating Committee (GNC), Regulatory Policy and Legislation Committee (RPLC), Human Resources and Compensation Committee (HRCC), and Audit and Finance Committee (AFC).



“Statutory” committees relate to core functions of PEO’s mandate as the regulating body for professional engineering (notably Complaints, Discipline, Registration, Academic Requirements, Experience Requirements).

The current committees that are neither “governance” nor “statutory” include: Licensing, Enforcement, Professional Standards. In the previous governance system, they had a policy role. There was a lack of consensus by the Governance and Nominating Committee (GNC) regarding the staff proposal to establish an advisory group.

Moved by Councillor Notash, seconded by Councillor Kirkby:

That discussion of the implementation of governance directions regarding non-governance committees be postponed to the next regular Council meeting.

DEFEATED
Recorded vote

For: 8

V. Banday
C. Chahine
J. Chisholm
D. Kiguel
T. Kirkby
D. Montgomery
L. Notash
P. Shankar

Against: 13

A. Arenja
C. Bellini
C. Chiddle
L. Cutler
A. Dryland
V. Hilborn
S. MacFarlane
G. Nikolov
L. Roberge
S. Schelske
U. Senaratne
S. Sung
R. Walker

Abstain: 0

No Vote/Absent: 3

R. Fraser
P. Mandel
G. Wowchuk

Discussion on the topic included the importance of continuing to benefit from the experience and expertise of volunteers; and to develop a mechanism, perhaps through an advisory body, to leverage effective, meaningful, and relevant stakeholder engagement.

Moved by Past President Bellini, seconded by Councillor Chiddle:

That Council direct staff to develop one or more Advisory Groups to replace the Licensing, Enforcement, and Professional Standards Committees, as described in the proposed Terms of Reference in C-556-3.9, Appendix C.

CARRIED
Recorded vote

For: 17

A. Arenja
C. Bellini
C. Chahine
C. Chiddle
J. Chisholm
L. Cutler
A. Dryland
V. Hilborn

Against: 3

V. Banday
T. Kirkby
L. Notash

Abstain: 1

U. Senaratne

No Vote/Absent: 3

R. Fraser
P. Mandel
G. Wowchuk



- D. Kiguel
- S. MacFarlane
- D. Montgomery
- G. Nikolov
- L. Roberge
- S. Schelske
- P. Shankar
- S. Sung
- R. Walker

Moved by Councillor Arenja, seconded by Past President Bellini:

That Council approves the revised Terms of Reference of the Academic Requirements Committee and of the Experience Requirements Committee, as proposed in C-556-3.9, Appendices A & B.

CARRIED
Recorded vote

For: 18

- A. Arenja
- C. Bellini
- C. Chahine
- C. Chiddle
- J. Chisholm
- L. Cutler
- A. Dryland
- V. Hilborn
- D. Kiguel
- S. MacFarlane
- D. Montgomery
- G. Nikolov
- L. Notash
- L. Roberge
- S. Schelske
- P. Shankar
- S. Sung
- R. Walker

Against: 0

Abstain:3

- V. Banday
- T. Kirkby
- U. Senaratne

No Vote/Absent: 3

- R. Fraser
- P. Mandel
- G. Wowchuk

12545 – NOTICE OF MOTION/COUNCILLOR ITEMS

No items were discussed.

12546 –ENGINEERS CANADA DIRECTORS REPORT

There were no questions or comments.

Moved by Councillor Arenja, seconded by Councillor Chiddle:

That Council move in-camera.

CARRIED



There being no further business the open session meeting concluded at 3:30 p.m.

The item below was moved from in-camera to open session.

12547 – PARTICIATION IN ENGINEERS CANADA – SPONSORED HOME AND AUTO INSURANCE PROGRAM

Moved by President Colucci, seconded by Councillor Shankar:

Council makes public the in-camera decision from Council’s December 21, 2022, meeting directing the CEO/Registrar to negotiate an agreement, in compliance with PEO’s Data Protection Policy, for PEO to participate in the Engineers Canada-sponsored home and auto insurance program, and to confirm that such an agreement now exists.

That Council direct the CEO/registrar to attempt to negotiate an agreement, in compliance with PEO’s Data Protection Policy, for PEO to participate in the Engineers Canada-sponsored home and auto insurance program based on the terms outlined in the official proposal from Engineers Canada received in December 2022 as presented in C-553-1.4, Appendix A.

**CARRIED
Recorded vote**

For: 17

- A. Arenja
- C. Chahine
- C. Chiddle
- J. Chisholm
- N. Colucci
- L. Cutler
- A. Dryland
- V. Hilborn
- D. Kiguel
- T. Kirkby
- S. MacFarlane
- L. Roberge
- S. Schelske
- U. Senaratne
- P. Shankar
- S. Sung
- R. Walker

Against:0

Abstain: 2

- D. Montgomery
- G. Nikolov

No Vote/Absent: 5

- V. Banday
- R. Fraser
- P. Mandel
- L. Notash
- G. Wowchuk

These minutes consist of 22 pages and minutes 12529 to 12547 inclusive.

“Nick Colucci”

N. Colucci, P.Eng., Chair

“Marina Solakhyan”

M. Solakhyan, Director, Governance