



## MINUTES

The 561<sup>st</sup> MEETING of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was a hybrid meeting held at 40 Sheppard Avenue West, Toronto on Friday, February 23, 2024 at 8:30 a.m.

### Present:

**(In-Person)**

- R. Fraser, P.Eng., President and Council Chair
- N. Colucci, P.Eng., Past President
- G. Wowchuk, P.Eng., President-elect
- C. Chahine, P.Eng., Vice President – elected
- L. Notash, P.Eng., Vice President – Appointed and Councillor-at-Large
- A. Arenja, P.Eng., Lieutenant Governor-in-Council Appointee
- V. Banday, P.Eng., Councillor-at-Large
- V. Hilborn, P.Eng., Western Region Councillor
- M. Liu, P. Eng., Eastern Region Councillor [at item 10.2a]
- N. Lwin, P.Eng., East Central Region Councillor
- P. Mandel, CPA, CBV, Lieutenant Governor-in-Council Appointee
- G. Nikolov, P.Eng., Lieutenant Governor-in-Council Appointee
- R. Panesar, P.Eng., West Central Region Councillor
- L. Roberge, P.Eng., Northern Region Councillor
- G. Schjerning, P.Eng., Councillor-at-Large
- U. Senaratne, P.Eng., Lieutenant Governor-in-Council Appointee
- P. Shankar, P.Eng., West Central Region Councillor
- S. Sung, Lieutenant Governor-in-Council Appointee

### Present

**(Virtual):**

- L. Cutler, P.Eng., Lieutenant Governor-in-Council Appointee
- A. Dryland, CET, Lieutenant Governor-in-Council Appointee
- D. Kiguel, P.Eng., East Central Region Councillor
- T. Kirkby, P.Eng., Eastern Region Councillor
- M. Liu, P. Eng., Eastern Region Councillor [until item 10.1]
- D. Montgomery, P.Eng., Northern Region Councillor
- S. Schelske, P.Eng., Lieutenant Governor-in-Council Appointee

**Regrets:** S. MacFarlane, P.Eng., Western Region Councillor

### Staff

**(In-Person):**

- J. Quaglietta, P.Eng., CEO/Registrar
- D. Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer
- A. Dixit, P.Eng., VP, Corporate Operations and Digital Transformation
- A. Viola, P.Eng., VP, Regulatory Operations and Deputy Registrar
- D. Sikkema, Chief People Officer
- C. Mehta, Director, Finance
- K. Praljak, Director, Communications
- M. Solakhyan, Director, Governance
- J. Vera, Director, Licensing
- N. Brown, Legal Counsel & Manager, Tribunals
- M. Feres, Manager, Council Operations (Secretariat)
- E. Chor, Research Analyst (Secretariat)
- G. Pedregosa, Council and Committee Coordinator (Secretariat)



A. Vijayanathan, Council and Committee Coordinator (Secretariat)

**Staff**

**(Virtual):** A. Kwiatkowski, Director, Digital Transformation and Information Technology  
D. Smith, Director, External Relations  
J. Max, Manager, Policy  
N. Axworthy, Managing Editor, Communications

**Guests**

**(In-Person):** C. Bellini, P.Eng., PEO Director, Engineers Canada  
H. Brown, Brown & Cohen  
L. Lukinuk, Parliamentary Services  
M. Sterling, P.Eng., Director, Engineers Canada

**Guests**

**(Virtual):** N. Hill, P.Eng., President, Engineers Canada  
S. Perruzza, CEO, OSPE

Council convened at 8:38 a.m. on Friday, February 23, 2024.

**CALL TO ORDER**

Notice having been given and a quorum being present, President Fraser called the meeting to order; welcomed Councillors, staff, and guests; and made procedural announcements related to the conduct of the meeting.

**12646 – APPROVAL OF AGENDA**

The Chair proposed that a motion be approved by unanimous consent.

**That:**

- a) The agenda, as presented to the meeting at C-561-1.2, Appendix A be approved as amended; and
- b) the Chair be authorized to suspend the regular order of business.

**CARRIED**  
**Unanimous consent**

**For: 21**

A. Arenja  
V. Banday  
C. Chahine  
N. Colucci  
L. Cutler  
A. Dryland  
V. Hilborn  
D. Kiguel  
M. Liu  
N. Lwin

**Against: 0**

**Abstain: 0**

**Absent: 3**

T. Kirkby  
S. MacFarlane  
S. Schelske



- P. Mandel
- D. Montgomery
- G. Nikolov
- L. Notash
- R. Panesar
- L. Roberge
- G. Schjernerig
- U. Senaratne
- P. Shankar
- S. Sung
- A. Arenja
- V. Banday
- G. Wowchuk

**12647 – DECLARATION OF CONFLICTS OF INTEREST**

Past President Colucci declared a conflict of interest for in-camera item 11.4 and will recuse himself at that time.

**12648 – CONSENT AGENDA**

Moved by Councillor Arenja, seconded by Past President Colucci:

**That the Consent Agenda be approved, consisting of:**

**2.1: Open Session Minutes – 560 Council Meeting**

**2.2: 2023 Statutory and Regulatory Committees’ Membership List**

**a) Approval of Committee Membership Changes**

**b) Committee Membership Changes**

**2.3: 30 by 30 Metrics**

**CARRIED  
Recorded vote**

**For: 20**

**Against: 0**

**Abstain: 1**

**Absent: 3**

- A. Arenja
- C. Chahine
- N. Colucci
- L. Cutler
- A. Dryland
- V. Hilborn
- D. Kiguel
- M. Liu
- N. Lwin
- P. Mandel
- D. Montgomery
- G. Nikolov

V. Banday

- T. Kirkby
- S. MacFarlane
- S. Schelske



L. Notash  
R. Panesar  
L. Roberge  
G. Schjerning  
U. Senaratne  
P. Shankar  
G. Wowchuk

## 12649 – PRESIDENT’S REPORT

President Fraser thanked members of Council for participating in the Plenary with Engineers Canada (EC) held on February 22 to discuss EC’s Future of Engineering Accreditation Project.

The President also congratulated the CEO/Registrar for being appointed to the Board of the Ontario Medical Association.

President Fraser continued his report, noting key activities which have taken place since Council’s November meeting, including his attendance at P.Eng. licensing ceremonies. In addition, Councillors were encouraged to attend the West Central Engineering Symposium taking place on February 24, 2024 with the theme this year being “*Engineering for Today and Tomorrow*”.

## 12650 – CEO/REGISTRAR REPORT

CEO/Registrar Quaglietta provided highlights of the CEO/Registrar’s Report. A summary is provided below.

- PEO’s strategic plan accomplishments and highlights from last year including the completed deliverables for all 23 initiatives in the 2023 operational plan, meeting the FARPACTA timelines, and continuing the digital transformation in 2023.
- Continuing to work on PEO’s visioning goals by creating 10 advisory groups which have started with 62 visioning statements and engagement with the membership to determine what PEO’s next vision statement will be.
- The CEO/Registrar also updated Council on mandatory continuing professional development (CPD), also known as mandatory PEAK (Practice Evaluation and Knowledge Program) and its continued improvements in year two after stakeholder feedback. In January 2024, as in 2023, all P.Eng. and limited licence holders for whom PEAK was mandatory are required to complete the first two elements of PEAK. As PEAK becomes enforceable this year, PEO will continue to ensure the program is fully understood and accessible by all licence holders before any enforcement action is taken.

Staff provided additional information and answered questions related to CPD requirements; potential enforcement and year one CPD statistics; the upcoming communication audit; customer service standards on the licencing process; and more information on the monthly finances at future meetings comparing actuals vs. budgeted.

[T. Kirkby joined the meeting at 9:06 a.m.]

[D. Montgomery left the meeting at 9:30 a.m.]



## 12651 – NOMINATION OF TWO (2) PEO REPRESENTATIVES FOR APPOINTMENT TO ENGINEERS CANADA BOARD OF DIRECTORS

President-Elect Wowchuk assumed the role of the Chair for this item.

The terms of two Ontario representatives on the Engineers Canada (EC) Board of Director is set to expire at EC's Annual General Meeting on May 25, 2024. Council has been asked to nominate two (2) PEO representatives to the Board of Directors in accordance with the *Expectation and Process to Nominate PEO Representative for Appointment to Engineers Canada Board of Directors*.

A Call for Nominations was issued to current and past Councillors, and eligible candidates were invited to submit their names for nomination by January 31, 2024.

Listed below, in alphabetical order, are the individuals who submitted their names and met the requirements for nomination:

1. Arjan Arenja
2. Vaj Banday
3. Nick Colucci
4. Lorne Cutler
5. Roydon Fraser
6. Vicki Hilborn
7. George Nikolov
8. Marisa Sterling

Council was informed that that there would be two separate elections to determine the successful candidates.

Vaj Banday, Lorne Cutler, and Vicki Hilborn withdrew their names from consideration, leaving the number of candidates at five.

Each of the five remaining candidates was invited to speak to their candidacy. Following candidates' remarks, a secret-ballot election on the ElectionRunner online platform was held for the first election. At the conclusion of the first election, it was announced that Marisa Sterling was the successful candidate, having received a majority of the votes cast.

President-Elect Wowchuk confirmed that there were four candidates for the next election to fill the 2<sup>nd</sup> position: Arjan Arenja, Nick Colucci, Roydon Fraser, and George Nikolov. A second secret-ballot election on the ElectionRunner online platform was held.

At the conclusion of second the election, it was announced that Arjan Arenja was the successful candidate, having received a majority of the votes cast.

Council ratified the results of the two elections in the motion below.

Moved by Councillor Mandel, seconded by Councillor Hilborn:

**That Marisa Sterling, P.Eng. and Arjan Arenja, P.Eng., be nominated as PEO Directors to the Engineers Canada Board of Directors, each for a three-year term effective as of the 2024 Engineers Canada Annual General Meeting.**

**CARRIED  
Recorded Vote**



**For: 19**

A. Arenja  
C. Chahine  
N. Colucci  
L. Cutler  
A. Dryland  
V. Hilborn  
D. Kiguel  
M. Liu  
N. Lwin  
P. Mandel  
G. Nikolov  
L. Notash  
R. Panesar  
L. Roberge  
G. Schjerning  
U. Senaratne  
P. Shankar  
S. Sung  
G. Wowchuk

**Against: 1**

V. Banday

**Abstain: 1**

T. Kirkby

**Absent: 3**

S. MacFarlane  
D. Montgomery  
S. Schelske

President Fraser resumed the role of Chair.

**12652 – ENGINEERS CANADA BOARD OF DIRECTORS NOMINATION PROCESS**

Council discussed and gathered feedback on PEO's current process on nominating directors to the Engineers Canada (EC) Board. A summary is provided below.

- Possibility of written statements that can be submitted prior to the election day instead of or in addition to oral statements on the day of election.
- Timing of the nomination process and the potential for it occur before the launch of PEO's Council elections to allow more flexibility for eligible current and former Councillors to submit their names for nomination.
- Council should consider re-visiting a past policy whereby the Past President was automatically nominated for appointment to the EC Board of Directors to create continuity between both PEO leadership and Engineers Canada.
- Council should consider a competency-based selection to nominate candidates to the Board per EC's communication of any identified or anticipated competency or skills gaps.
- Council could also consider nominating a slate of candidates instead of nominating specific current or former Councillors via an election process. In this way, Engineers Canada would select from the nominated slate to fill the vacancies on EC's Board of Directors.

**12653 – 2024 ELECTION: NO MEMBER NOMINATED FOR NORTHERN REGION COUNCILLOR**

Council reviewed the motion to enact the process for *Filling a Councillor* vacancy set out in By-Law No. 1 per section 29.1.



During the 2024 election, no one was nominated for Northern Region Councillor. Section 15.1 of Regulation 941 requires Council to appoint a licence holder residing in the Northern Region to fill that office. By-Law No. 1 sets out the process for filling a Councillor vacancy in section 29.1. Neither the regulation nor the by-law specifies *when* the process for selection and appointment should occur. The Governing and Nominating Committee (GNC) recommends to Council that the process take place during the current term of Council.

Staff responded to questions regarding the current process for filling the vacancy and confirmed that there are no process changes being proposed and that Council’s decision is related to timing.

Moved by President-Elect Wowchuk, seconded by Past President Colucci:

**That the “Filling a Councillor Vacancy” process set out at section 29.1 of By-Law No 1 be followed during the current Council term to select a licence holder residing in the Northern Region for the office of Northern Region Councillor, to be appointed by Council at its April 2024 meeting.**

**CARRIED**  
**Recorded Vote**

<b><u>For: 16</u></b>	<b><u>Against: 2</u></b>	<b><u>Abstain: 3</u></b>	<b><u>Absent: 3</u></b>
A. Arenja	R. Panesar	V. Bandy	S. MacFarlane
C. Chahine	P. Shankar	T. Kirkby	D. Montgomery
N. Colucci		G. Wowchuk	S. Schelske
L. Cutler			
A. Dryland			
V. Hilborn			
D. Kiguel			
M. Liu			
N. Lwin			
P. Mandel			
G. Nikolov			
L. Notash			
L. Roberge			
G. Schjerning			
U. Senaratne			
S. Sung			

[T. Kirkby left the meeting at 10:55 a.m.]

**12654 – DIRECTOR CONDUCT PLAN**

Council reviewed a three-step plan being proposed for director conduct and to be completed by April 2024. Through its implementation, Council will establish criteria for eligibility/disqualification, review conduct expectation documents such as the Code of Conduct and develop enforcement mechanisms to ensure compliance.

[S. Schelske joined the meeting at 11:15 a.m.]

Councillors discussed the disqualification criteria and requested further clarity on how these conditions would be enforced as well as the mechanisms to ensure that there is procedural fairness if conditions are met.



Moved by Vice President Chahine, seconded by Councillor Senaratne:

**That Council approves the three-step plan proposed by staff regarding governance controls for director conduct. Appendix A.**

**CARRIED**  
**Recorded Vote**

<b><u>For: 15</u></b>	<b><u>Against: 1</u></b>	<b><u>Abstain: 5</u></b>	<b><u>Absent: 3</u></b>
A. Arenja	V. Banday	L. Cutler	T. Kirkby
C. Chahine		A. Dryland	S. MacFarlane
N. Colucci		D. Kiguel	D. Montgomery
V. Hilborn		S. Schelske	
M. Liu		G. Wowchuk	
N. Lwin			
P. Mandel			
G. Nikolov			
L. Notash			
R. Panesar			
L. Roberge			
G. Schjerning			
U. Senaratne			
P. Shankar			
S. Sung			

**12655 – PEO ENTERPRISE RISK MANAGEMENT POLICY**

Council reviewed the proposed Enterprise Risk Management Policy to support risk management oversight of PEO’s governance and operations, as recommended by the GNC. This proposal is in alignment with PEO’s 2023-2025 Strategy.

There was discussion related to the risk register provided in Appendix A which will be used to provide a high-level summary of strategic risks to the organization and include information related to risk owner, risk ratings, and key controls. Councillors emphasized that the risk register should be updated regularly and reviewed by the appropriate committee and Council.

Moved by Vice President Chahine, seconded by Councillor Arenja:

**That Council approve the proposed risk management policy as presented to the meeting at C-561-7.1, Appendix A.**

**CARRIED**  
**Recorded Vote**

<b><u>For: 19</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 2</u></b>	<b><u>Absent: 3</u></b>
A. Arenja		V. Banday	T. Kirkby
C. Chahine		S. Schelske	S. MacFarlane
N. Colucci			D. Montgomery
L. Cutler			
A. Dryland			
V. Hilborn			





- D. Kiguel
- M. Liu
- N. Lwin
- P. Mandel
- G. Nikolov
- L. Notash
- R. Panesar
- L. Roberge
- G. Schjerning
- U. Senaratne
- P. Shankar
- S. Sung
- G. Wowchuk

**12656 – 2024 ANNUAL GENERAL MEETING: GUIDE FOR MEMBER SUBMISSIONS**

Council reviewed proposed changes to the most recent version of the *Guide for Member Submissions* to be used for the 2024 Annual General Meeting. These changes include adding a footnote to define the term “member”; clarification of the submission deadline to indicate that 11:59 p.m. relates only to 10 days before the AGM and not to any earlier date; and speaking rights to members who have made submissions.

It was noted in section 2.4, “The *minimum* time for presentation of submissions is two minutes” should be corrected to ““The *maximum* time for presentation of submissions is two minutes.”

[D. Kiguel left the meeting at 11:22 a.m.]

[D. Montgomery re-joined the meeting at 11:26 a.m.]

Councillors discussed the references to number of days throughout the Guide.

The Chair proposed that a motion be approved by unanimous consent:

**That references to number of days be specified as calendar days, as needed.**

**CARRIED**  
**Unanimous consent**

<b>For: 21</b>	<b>Against: 0</b>	<b>Abstain: 0</b>	<b>Absent: 3</b>
A. Arenja			D. Kiguel
V. Banday			T. Kirkby
C. Chahine			S. MacFarlane
N. Colucci			
L. Cutler			
A. Dryland			
V. Hilborn			
M. Liu			
N. Lwin			
P. Mandel			



D. Montgomery  
G. Nikolov  
L. Notash  
R. Panesar  
L. Roberge  
S. Schelske  
G. Schjerner  
U. Senaratne  
P. Shankar  
S. Sung  
G. Wowchuk

There was a discussion related to post-AGM activity, including the Council meeting at which the AGM submissions will be discussed.

An additional amendment was proposed and discussed.

Moved by Councillor Notash, seconded by President-Elect Wowchuk:

**That Section 3.1 be modified that submitters of motions be notified of the date of the Council meeting when the AGM submissions will be discussed.**

**CARRIED  
Recorded Vote**

<b><u>For: 21</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 0</u></b>	<b><u>Absent: 3</u></b>
A. Arenja			D. Kiguel
V. Banday			T. Kirkby
C. Chahine			S. MacFarlane
N. Colucci			
L. Cutler			
A. Dryland			
V. Hilborn			
M. Liu			
N. Lwin			
P. Mandel			
D. Montgomery			
G. Nikolov			
L. Notash			
R. Panesar			
L. Roberge			
S. Schelske			
G. Schjerner			
U. Senaratne			
P. Shankar			
S. Sung			



G. Wowchuk

Council then voted on the amended motion.

Moved by Councillor Arenja, seconded by Past President Colucci:

**That Council approves the revised Guide for Member Submissions at the Annual General Meeting as amended at meeting C-561.6.4, Appendix A.**

**CARRIED**  
**Recorded Vote**

**For: 21**

**Against: 0**

**Abstain: 0**

**Absent: 3**

- A. Arenja
- V. Banday
- C. Chahine
- N. Colucci
- L. Cutler
- A. Dryland
- V. Hilborn
- M. Liu
- N. Lwin
- P. Mandel
- D. Montgomery
- G. Nikolov
- L. Notash
- R. Panesar
- L. Roberge
- S. Schelske
- G. Schjerning
- U. Senaratne
- P. Shankar
- S. Sung
- G. Wowchuk

- D. Kiguel
- T. Kirkby
- S. MacFarlane

**12657 – IN CAMERA SESSIONS PROTOCOL**

Council considered a proposed *In Camera Sessions Protocol* that will assist Council to understand why, when, and how in camera sessions of Council and governance committee meetings should be conducted; and how discussions and decisions should be documented, and records maintained.

There was a discussion regarding the importance of ensuring and maintaining confidentiality within the organization and PEO’s governance structure. There were also discussions regarding potential future protocols for enforcement in case confidentiality is breached.

Staff answered questions on how minutes are kept in compliance with PEO bylaws and how the protocol will be used for future meetings if the motion is passed.



Moved by Councillor Senaratne, seconded by Vice President Chahine:

**That the *In Camera Sessions Protocol* be approved as presented to the meeting at C-561-6.5, Appendix A.**

**CARRIED**  
**Recorded Vote**

<b><u>For: 15</u></b>	<b><u>Against: 4</u></b>	<b><u>Abstain: 2</u></b>	<b><u>Absent: 3</u></b>
A. Arenja	V. Banday	G. Nikolov	D. Kiguel
C. Chahine	D. Montgomery	R. Panesar	T. Kirkby
N. Colucci	L. Notash		S. MacFarlane
L. Cutler	G. Wowchuk		
A. Dryland			
V. Hilborn			
M. Liu			
N. Lwin			
P. Mandel			
L. Roberge			
S. Schelske			
G. Schjerner			
U. Senaratne			
P. Shankar			
S. Sung			

**12658 – 2024 PERFORMANCE GOALS FOR THE CEO/REGISTRAR**

[T. Kirkby re-joined the meeting at 11:50 a.m.]

[D. Kiguel re-joined the meeting at 11:56 a.m.]

Council reviewed the proposed 2024 Performance Goals for the CEO/Registrar per the process approved by Council and recommended by the Human Resources and Compensation Committee (HRCC). The CEO/Registrar presented revised performance goals after gathering feedback from the November Council meeting with updated quantitative and qualitative performance measures.

The CEO/Registrar answered questions including moving the CEO/Registrar goal setting process to earlier in the cycle for future years, customer service metrics, alternative pass/fail targets, and quantitative metrics rationale within the goals.

Moved by Councillor Roberge, seconded by Councillor Arenja:

**That Council approve the *CEO/Registrar 2024 Goals Review Form* as presented to the meeting at C-561-7.1, Appendix A.**

**CARRIED**  
**Recorded Vote**

<b><u>For: 18</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 5</u></b>	<b><u>Absent: 1</u></b>
A. Arenja		V. Banday	S. MacFarlane
C. Chahine		D. Kiguel	
N. Colucci		T. Kirkby	



L. Cutler  
A. Dryland  
V. Hilborn  
M. Liu  
N. Lwin  
P. Mandel  
L. Notash  
R. Panesar  
L. Roberge  
S. Schelske  
G. Schjerning  
U. Senaratne  
P. Shankar  
S. Sung  
G. Wowchuk

D. Montgomery  
G. Nikolov

#### **12659 – RPLC REPORT TO COUNCIL**

The Chair of the RPLC presented an updated report on the committee's current work plan which includes updates to the Canadian B. Tech Program, confirmatory exams, guiding principles, and practice guidelines and standards updates. In addition, Council was advised of work plan timelines and follow-up of items for future meetings, including the Practice Environment Survey.

Council was also updated on policy development regarding the future of the Engineering Interns (EIT) program. It was noted that the policy impact analysis on this topic will be discussed at the March 8 meeting of RPLC.

#### **12660 – EVOLUTIONARY IMPROVEMENT TO ADMISSIONS: CANADIAN B. TECH PROGRAMS**

Council reviewed information regarding the Canadian Bachelor of Technology Programs (B.Tech) and academic eligibility for P.Eng licensing under PEO's new licensing process, specifically a report from RPLC on the current discussions and potential considerations on the next steps for alternative pathways to licensure for B.Tech graduates.

[N. Brown joined the meeting at 12:05 p.m.]

There was also follow-up from Councillors who participated in the February 22 plenary during which there were discussions about alternative pathways to licensure and how to handle legacy graduates who already have a P.Eng. licence.

#### **12661 – TRIBUNAL ACTIVITY REPORT**

Council received an update about the activities of the Tribunals Office, related Committees (Discipline – DIC and Registration-REC), and the Complaints Review Councillor.

Council requested historical records of the cost awards for its next meeting, and a report on equity, diversity, and inclusion (EDI) considerations on the composition of the tribunals.

[N. Brown left the meeting at 12:30 p.m.]



## 12662 – ENGINEERS CANADA DIRECTOR’S REPORT

M. Sterling presented the Engineers Canada Director’s Report on behalf of President Nancy Hill, including the topics outlined below:

- Proposal to increase the 2026 per capita assessment fee (PCAF) to \$10 and the associated budgetary reasons. The proposal will be considered at the May Annual Meeting of Members (AMM).
- Harmonization: It is anticipated that Engineers Canada will request the Boards and Councils of its member regulators to endorse the National Statement on Collaboration ahead of the AGM in May.
- Court Ruling: an update about the court ruling in Alberta that the title of *Software Engineer* is not restricted to a licensee of the Association of Professional Engineers and Geoscientists of Alberta (APEGA). It was noted that this decision may have future implications in Ontario depending on the outcome of any appeal that may be filed by APEGA.

M. Sterling thanked PEO Council for inviting EC to participate in the February 22 plenary on the future of accreditation and noted that results from the day will be discussed by a steering committee at EC.

M. Sterling answered questions on the detailed rationale of the proposed increase in the per capita assessment fee, and the impacts the increase will have on future programming and PEO’s membership.

The video related to EC’s “Building Tomorrow” awareness campaign was shown. The campaign aims to promote what engineers do as a profession and will continue through 2024.

## 12663 – CARETAKER CONVENTION WORKING GROUP

President-Elect Wowchuk assumed the role of Chair for this item.

Council reviewed the Caretaker Convention Working Group proposal aimed at reform and fairness of PEO’s electoral process. If passed, a working group would be struck to oversee caretaker convention policy to ensure the organization holds a neutral posture within the campaign period of PEO’s elections.

[T. Kirkby left the meeting at 1:40 p.m.]

Moved by President Fraser, seconded by Councillor Banday:

**That a working group of three members, appointed by the President, provide recommendations to Council on what aspects of a Caretaker Convention PEO should adopt with recommendations provided, or an update on progress, at the June 2024 Council meeting.**

Key points and highlights of Council’s discussion are outlined below:

Councillors discussed that a working group consisting of three Councilors may not have the qualifications to determine how the caretaker convention process should be used, which may raise questions about electoral fairness and bias. Councillors also flagged that the proposed system of appointing Councilors to a working group to oversee the caretaker convention may cause risk to PEO’s future elections.

There were concerns expressed regarding the proposed working group and it was noted that any initiatives undertaken should follow the standard governance structure, particularly the Policy Impact Analysis process.

An amendment to the motion was discussed.



The Chair proposed that the amendment be approved by unanimous consent:

**Amendment**

**To remove “of three members, appointed by the President.”**

**CARRIED  
Unanimous consent**

**For: 22**

- A. Arenja
- V. Banday
- C. Chahine
- N. Colucci
- L. Cutler
- A. Dryland
- R. Fraser
- V. Hilborn
- D. Kiguel
- M. Liu
- N. Lwin
- P. Mandel
- D. Montgomery
- G. Nikolov
- L. Notash
- R. Panesar
- L. Roberge
- S. Schelske
- G. Schjerning
- U. Senaratne
- S. Sung

**Against: 0**

**Abstain: 0**

**Absent: 2**

- T. Kirkby
- S. MacFarlane

[G. Nikolov left the meeting at 1:45 p.m.]

Council then voted on the motion as amended.

Moved by President Fraser, seconded by Councillor Banday:

**That a working group provide recommendations to Council on what aspects of a Caretaker Convention PEO should adopt with recommendations provided, or an update on progress, at the June 2024 Council meeting.**

**DEFEATED  
Recorded Vote**

**For: 9**

- V. Banday
- C. Chahine
- A. Dryland
- R. Fraser
- D. Kiguel

**Against: 12**

- A. Arenja
- N. Colucci
- L. Cutler
- V. Hilborn
- P. Mandel

**Abstain: 0**

**Absent: 3**

- T. Kirkby
- S. MacFarlane
- G. Nikolov



M. Liu  
N. Lwin  
L. Notash  
S. Schelske  
D. Montgomery  
R. Panesar  
L. Roberge  
G. Schjerning  
U. Senaratne  
P. Shankar  
S. Sung

Staff noted that “Council Election Process Review”, including the topic of the Caretaker Convention is on the 2023-2024 work plan for the GNC.

### **12664 – EMERGING AND EMERGED ENGINEERING DISCIPLINES COMMITTEE**

[T. Kirkby re-joined the meeting at 2:13 p.m.]

President Fraser resumed the role of Chair.

Council reviewed a proposed motion on creating an *Emerging Disciplines Working Group* to establish a process for producing rights to practice for Emerging Engineering disciplines which PEO currently does not recognize under Licensure. Examples presented to Council as emerging disciplines are Artificial Intelligence Engineering, Climate Engineering, and Nuclear Engineering.

Moved by Vice President Chahine, seconded by Councillor Bandy:

**That PEO Council direct the RPLC to create the "Emerging Disciplines Working Group".**

**The terms of reference for this Working Group shall:**

- Review and recognize emerging and emerged engineering disciplines; and,
- Establish a process for producing rights to practice (equivalent to those of traditional practices)

Key points and highlights of Council’s discussion are outlined below:

- There are currently working engineers who do not hold a P.Eng. licence and further discussions and decisions to encourage licensure, especially in emerging disciplines, would benefit PEO and the profession.
- Past task forces were established to discuss PEO’s role in emerging disciplines however there were no policy outcomes related to creating a path to licensure for emerging disciplines.
- It may be prudent to await the results and outcome of the 2025 Visioning project, currently in progress, as well as EC’s strategic plan initiatives before undertaking work in this area.
- The RPLC would be the appropriate part of the governance structure to manage this topic and it should be added to the 2024-2025 work plan to explore the issue in a holistic way.

An amendment to the motion was discussed to add a reference to the RPLC work plan and to strike the text from the motion related to the terms of reference for the working group.

In response to a question, EC representatives noted that Emerging Disciplines is part of their organization’s strategic plan and that feedback on this topic is currently being solicited from regulators across Canada.





The Chair proposed that the amendment be approved by unanimous consent:

**Amendment**

Moved by Councillor Hilborn, seconded by Councillor Banday:

**That PEO Council direct the RPLC to add “Emerging Disciplines” to the RPLC 2024-2025 Work Plan.**

**The terms of reference for this Working Group shall:**

- ~~– Review and recognize emerging and emerged engineering disciplines; and,~~
- ~~– Establish a process for producing rights to practice (equivalent to those of traditional practices)~~

**CARRIED**  
**Unanimous consent**

<b><u>For: 22</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 0</u></b>	<b><u>Absent: 2</u></b>
A. Arenja			G. Nikolov
V. Banday			S. MacFarlane
C. Chahine			
N. Colucci			
L. Cutler			
A. Dryland			
V. Hilborn			
D. Kiguel			
T. Kirkby			
M. Liu			
N. Lwin			
P. Mandel			
D. Montgomery			
L. Notash			
R. Panesar			
L. Roberge			
S. Schelske			
G. Schjerning			
U. Senaratne			
P. Shankar			
S. Sung			
G. Wowchuk			

The Chair proposed that the motion, as amended, be approved by unanimous consent.

**That PEO Council direct the RPLC to add “Emerging Disciplines” to the RPLC 2024-2025 Work Plan.**

**CARRIED**  
**Unanimous consent**

<b><u>For: 22</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 0</u></b>	<b><u>Absent: 2</u></b>
A. Arenja			G. Nikolov
V. Banday			S. MacFarlane
C. Chahine			



N. Colucci  
L. Cutler  
A. Dryland  
V. Hilborn  
D. Kiguel  
T. Kirkby  
M. Liu  
N. Lwin  
P. Mandel  
D. Montgomery  
L. Notash  
R. Panesar  
L. Roberge  
S. Schelske  
G. Schjerning  
U. Senaratne  
P. Shankar  
S. Sung  
G. Wowchuk

## **12665 – COUNCILLOR QUESTIONS**

### **Results of Engineers Canada Director Nominations Process**

There was a suggestion that Council review the Engineers Canada Directors nomination process to ensure fairness and to discuss potential changes in respect of candidacies of PEO Presidents and Past Presidents.

### **Governance Committee Comments**

A suggestion was made that more robust attention be given to comments or concerns of Councillors who are familiar with or are experts in certain areas, such as the licensing process.

### **PEO Election Process**

A suggestion was made to increase security during future PEO elections by transmitting member credentials via PEO's member portal instead of via e-mail.

### **Report on Term Limits**

A request was made for a report on term limits, per a motion passed at the November Council meeting. Staff answered that this topic is slated for discussion at the March GNC meeting.

### **Industrial Exception and Licensing**

A request was made for one of the governance committees to review the *Industrial Exception* which allows some engineers to work in the field without a P.Eng. licence.

### **Industrial Exception and CPD Questionnaire**

A request was raised to add the Industrial Exception as part of the Continuing Professional Development (CPD) questionnaire to gather data to understand how many licensed engineers are working under this exception.



**12666 – MOTION TO MOVE IN CAMERA**

The Chair proposed that a motion be approved by unanimous consent:

**That Council move in camera at 2:47 p.m.**

**CARRIED  
Unanimous consent**

<b><u>For: 22</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 0</u></b>	<b><u>Absent: 2</u></b>
A. Arenja			S. MacFarlane
V. Banday			G. Nikolov
C. Chahine			
N. Colucci			
L. Cutler			
A. Dryland			
V. Hilborn			
D. Kiguel			
T. Kirkby			
M. Liu			
N. Lwin			
P. Mandel			
D. Montgomery			
L. Notash			
R. Panesar			
L. Roberge			
S. Schelske			
G. Schjerning			
U. Senaratne			
P. Shankar			
S. Sung			
G. Wowchuk			

[All staff left the meeting at 2:47 p.m. except for J. Quaglietta, D. Abrahams, M. Solakhyan, M. Feres, E. Chor, G. Pedregosa, and A. Vijayanathan]

**12667 – SAFE DISCLOSURE (WHISTLE-BLOWER POLICY)**

Council directed that the item referenced below, handled in camera, be moved to open session.

**That Council refer the Safe Disclosure (Whistle-blower) Policy to the Governance and Nominating Committee to consider possible improvements to the Policy and report back with recommendations, if any, by the end of 2024.**

**CARRIED  
Recorded Vote**



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**For: 20**

A. Arenja  
C. Chahine  
N. Colucci  
L. Cutler  
A. Dryland  
V. Hilborn  
D. Kiguel  
T. Kirkby  
M. Liu  
N. Lwin  
P. Mandel  
D. Montgomery  
L. Notash  
R. Panesar  
L. Roberge  
S. Schelske  
G. Schjerning  
U. Senaratne  
S. Sung  
G. Wowchuk

**Against: 0**

**Abstain: 1**

V. Bandy

**Absent: 3**

S. MacFarlane  
G. Nikolov  
P. Shankar

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The meeting concluded on February 23, 2024 at approximately 5:15 p.m.

These open session minutes consist of 20 pages and minutes 12646 to 12667 inclusive.

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“Roydon Fraser”

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R. Fraser, P.Eng., Chair