



MINUTES

The 565th MEETING of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was a hybrid meeting held at 40 Sheppard Avenue West, Toronto on Friday, September 27, 2024 at 8:30 a.m.

Present

(In-Person): G. Wowchuk, P.Eng., President
R. Fraser, P.Eng., Past President
F. Saghezchi, P.Eng., President-elect (from minute 12760)
G. Boone, P.Eng., Vice President (elected)
N. Lwin, P.Eng., Vice President (appointed) and East Central Region Councillor
C. Chiddle, P. Eng., Eastern Region Councillor
L. Cutler, P.Eng., Lieutenant Governor-in-Council Appointee
A. Dryland, CET., Lieutenant Governor-in-Council Appointee
A. Elshaer, P.Eng., Northern Region Councillor
M. Liu, P. Eng., Eastern Region Councillor
S. MacFarlane, P.Eng., Western Region Councillor
P. Mandel, CPA, CBV, Lieutenant Governor-in-Council Appointee (to 1:15 p.m., minute 12760)
L. Notash, P.Eng., Councillor-at-Large
R. Panesar, P.Eng., West Central Region Councillor
R. Prudhomme, P.Eng., Lieutenant Governor-in-Council Appointee
L. Roberge, P.Eng., Northern Region Councillor
S. Schelske, P.Eng., Lieutenant Governor-in-Council Appointee
U. Senaratne, P.Eng., Lieutenant Governor-in-Council Appointee
S. Sung, Lieutenant Governor-in-Council Appointee
R. Walker, P.Eng., Councillor-at-Large

Present

(Virtual): F. Saghezchi, P.Eng., President-elect (to minute 12759)
S.H. Ehtemam, P.Eng., East Central Region Councillor
V. Hilborn, P.Eng., Western Region Councillor
P. Mandel, CPA, CBV, Lieutenant Governor-in-Council Appointee (from 1:20 p.m., minute 12760)
G. Schjerning, P.Eng., Councillor-at-Large
P. Shankar, P.Eng., West Central Region Councillor

Regrets: G. Nikolov, P.Eng., Lieutenant Governor-in-Council Appointee

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
M. Feres, Manager, Council Operations (Secretariat)
E. Chor, Research Analyst (Secretariat)
G. Pedregosa, Council and Committee Coordinator (Secretariat)



Staff

(Virtual):

A. Vijayanathan, Council and Committee Coordinator (Secretariat)

P. Habas, Director, Program Management Office
A. Kwiatkowski, Director, Digital Transformation & Information Technology
M. Rusek, Director, Investigations and Prosecutions
J. Schembri, Director, Volunteer Engagement
D. Smith, Director, External Relations
N. Axworthy, Manager, Communications
J. Max, Manager, Policy
M. Soepiter, Controller, Finance
S. Rawal, Policy Counsel

Guests

(In-Person):

A. Arenja, P. Eng., Ontario Director, Engineers Canada
C. Bellini, P. Eng., Ontario Director, Engineers Canada
H. Brown, Brown & Cohen
L. Lukinuk, Parliamentary Services
T. Kirkby, P.Eng., Ontario Director, Engineers Canada
D. Roukema, CEO, MDR Strategies Group Inc.

Guest

(Virtual):

C. Deschenes, Director of Communications Strategy, MDR Strategies Group Inc.
M. Peneycad, Director of Operations, MDR Strategies Group Inc.
M. Sterling, Ontario Director, Engineers Canada

Council convened at 8:32 a.m. on Friday, September 27, 2024.

CALL TO ORDER

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

The Chair welcomed Rachel Prudhomme, Lieutenant-Governor-in-Council appointee since June 2024. Councillor Prudhomme thanked the Chair and presented her credentials and experience.

The Chair noted the passing of Changiz Sadr, a former PEO volunteer who served on several committees and task forces since 2003, as well as Council from 2013 to 2017 and Engineers Canada Board of Directors from 2019-2022.

12751 – APPROVAL OF AGENDA

The following changes were discussed:

- Move item 2.4b from the Consent Agenda for separate discussion; and
- Move item 9.3 for discussion before item 4.0.

Moved by Councillor Schelske, seconded by Councillor Chiddle:



That:

- a) The agenda, as presented to the meeting at C-565-1.2, Appendix A be approved as amended; and
- b) the Chair be authorized to suspend the regular order of business.

CARRIED
Unanimous consent

For: 22

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
L. Notash
R. Panesar
R. Prudhomme
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
S. Sung
R. Walker

Against: 0

Abstain: 1

G. Wowchuk

Absent: 2

G. Nikolov
P. Shankar

12752 – DECLARATION OF CONFLICTS OF INTEREST

Councillor Hilborn declared a perceived Conflict of Interest due to her employment with the Government of Ontario, and noted that participation in this meeting, including decisions made by Council is representative of herself and not the Councillor's employer.

12753 – CONSENT AGENDA

Moved by Councillor Roberge, seconded by Councillor Schelske.

That the Consent Agenda be approved, consisting of:

2.1 Open Session Minutes – C-565, June 21 2024

2.2 Changes to the 2024 Statutory and Regulatory Committees Membership List

- a) Approval of Committee Membership Changes
- b) Committee Membership Changes



2.3 Consulting Engineer Designation Application

2.4 – Regional Councillors Committee (RCC)

a) 2024-2025 Work Plan

CARRIED
Unanimous consent

For: 22

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
L. Notash
R. Panesar
R. Prudhomme
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
S. Sung
R. Walker

Against: 0

Abstain: 1

G. Wowchuk

Absent: 2

G. Nikolov
P. Shankar

12754 – REGIONAL COUNCILLORS COMMITTEE (RCC) REPORT

Council received the Regional Councillors Committee (RCC) Summary Report. There was a discussion with respect to exploring opportunities to increase RCC scholarships from \$1,500 to \$3,000. Councillors raised that if the amount of RCC scholarships are increased, members from small to large chapters should have an equitable opportunity to apply. Staff is currently assessing the low usage of the current scholarship amount across the 36 chapters.

12755 – PRESIDENT'S REPORT

President Wowchuk noted that there was an Executive Committee meeting held on August 28, 2024. Highlights of the meeting included:

- The role of the Executive Committee (EXE) in relation to PEO's governance model, including as a forum to discuss emerging issues in the engineering profession.



- A “white paper” was presented at the meeting by the Past President. It was noted that the paper was to create a generative discussion on the successor to the EIT Program, which will be further discussed at the November Plenary.
- It was noted that a “green paper” is being worked on by the President, President-elect, and Past President. The “green paper” will be presented at a future EXE meeting for generative discussion.

President Wowchuk reported on his visit to the Northern Region Congress on September 14, 2024. Key highlights at the Northern Region Congress included:

- Participants were updated that PEO is currently nearing the end of a project to redesign and standardize Chapter websites.
- An explanation of how chapter budgets are handled at PEO, and how chapter funds can be accessed through PEO’s chapter office.

President Wowchuk also updated Council that the process is underway to develop a Strategic Plan to take effect in 2026. PEO sought the services of a strategy consultant to lead engagement activities and to assist Council in drafting a strategic plan for approval in the Spring of 2025. Through PEO’s RFP policies and procedures, MDR Strategy Group Ltd. was chosen as the successful vendor for this project.

12756 – CEO/REGISTRAR’S REPORT

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

- The completion of the review of the Anti-Racism & Equity (ARE) Code passed by Council in 2022 which includes a summary of an action plan for PEO’s commitment and implementation of the ARE Code.
- A summary of the 21 initiatives that were budgeted for in 2024. It was noted that 80% of those projects are on track for completion.
- An update on licensing related to the *Fair Access to Regulated Professions and Compulsory Trades Act* (FARPACTA). It was noted that PEO is currently exceeding the targets in responding to completed applications to give or refuse licensure, and exceeding targets to respond to 30-day licence transfers.
- As of September 27, 2024 the number of outstanding legacy applicants prior to FARPACTA is now at 19,000 applicants which is down from 34,700 in July of 2023.
- A decrease in files outstanding with the Academic Requirement Committee (ARC) from 4,866 in January 2024 to 1,107 in September 2024. Furthermore, a decrease in wait time related to informing applicants that their requirements for licensure have been received has dropped from 20 weeks to 12 weeks, which highlights an operational improvement.
- 88% of members have completed or have begun the first two elements of the Mandatory CPD program (PEAK) and automated calls were conducted to assist in getting the last 12% of members to complete their CPD training, with a target goal of 90% by the end of the year.
- The completion of 57 projects related to PEO’s Digital Transformation, cybersecurity, and improved policies, practices, and tools.



- The completion of a Communications Audit, one highlight of which is the recommendation to return to the option of a print edition of Engineering Dimensions for members.

[C. Deschenes and M. Peneycad joined the meeting at 9:08 a.m.]

Key data points and updates on areas of the business, including:

- Status of the operational plan and associated projects/initiatives;
- remissions and resignations;
- customer service metrics and inquiry resolutions; and
- revenues and expenses for the seven months ending July 31, 2024.

The CEO/Registrar and staff provided additional information and answered questions related to CPD/PEAK, the application review process, the FARPACTA process, and the inventory management plan.

12757 – COMMUNICATIONS AUDIT FINDINGS PRESENTATION

PEO obtained the services of MDR Strategy Group Inc. (MDR) to conduct a communications audit in early 2024 to diagnose the health of PEO's communication practices. The purpose of the audit was to determine what PEO needed to do to improve information, foster positive stakeholder relations, and ensure PEO's communication is effective, consistent, and aligned with its public interest mandate.

The audit identified communication strengths and gaps within the organization, MDR conducted focus groups and surveyed PEO members. It was also noted that throughout the audit, a document review and environmental scan of PEO and other regulators were also conducted.

Highlights of the Communications Audit are provided below.

- MDR found that while PEO is often credited with its external communications, there have been instances of messaging released reactively to regulatory and internal changes to the organization. A recommendation is to proactively create a communication plan to announce the changes that are coming and keep audiences informed.
- MDR noted that PEO does not have a mandate to advocate for Professional Engineers, but rather PEO and its communications must focus on regulatory excellence in the engineering profession in fulfilling its mandate in statute to protect the public.
- A recommendation to bring back a print version of Engineering Dimensions as an option for members. It was noted in the audit that members responded positively in an overwhelming way to resume production of a paper version of the magazine. MDR highlighted that Engineering Dimensions is a leading magazine with good communication infrastructure amongst comparative regulators.
- MDR concluded that overall, PEO passed its communication audit; however, there is more room to improve its overall communications and role as a regulator. MDR outlined four key recommendations:
 1. Clearly define PEO and its role
 2. Implement standard communication structures, protocols, and practices
 3. Commit to greater openness and transparency
 4. Support PEO's commitment to modernize

MDR and staff provided additional information on defining the "public"; the effectiveness of the communication to members and the public; PEO's promotion of engineering excellence compared to engineering advocacy; the



role of chapters in PEO's communication plan; the standardization of communications of chapter websites; and how PEO will implement MDR's recommendations in the strategic plan taking effect in 2026.

[D. Roukema, C. Deschenes, & M. Peneycad left the meeting at 10:31 a.m.]

12758 – TECHNOLOGY USE AND SECURITY POLICY FOR COUNCIL AND VOLUNTEERS

AFC Chair, Councillor Cutler, presented the IT Policy for Council & Volunteers which proposes changes to the information technology (IT) policy for Council and volunteers. The policy relates to how volunteers, councillors, and staff conduct PEO business on PEO devices and digital assets such as e-mails, VPN, laptops, iPads, and phones.

Staff presented an executive summary of the Technology Use and Security Policy, highlighted below:

- The policy outlines a General Technology Asset Use in which Councillors and volunteers are asked to use PEO IT assets (i.e laptops, iPads, phones, etc) to conduct PEO's business activities, secure PEO devices, and keep PEO documentation confidential unless required for specific business functions.
- It was also noted that Councillors and volunteers should not allow any unauthorized external or internal users to access PEO's IT assets. Councillors and volunteers are discouraged from using PEO email for personal use and from exporting PEO emails and calendars.
- With respect to cybersecurity on IT assets, the policy prohibits alteration of any anti-malware or firewalls, and the creation and distribution of malicious programs.

Moved by Councillor Chiddle, seconded by Councillor Walker:

That Council approves the revised Information Technology (IT) Policy.

Staff answered Councillors' questions related to wi-fi use; the encouragement of using PEO devices for PEO business; the discontinuation of e-mail forwarding and potential cybersecurity risks; and sharing and storing confidential PEO documents.

[M. Sterling joined the meeting at 11:12 a.m.]

Councillors discussed that the proposed IT policy may need to be reconsidered with an aim to be less restrictive, and that it should reflect clauses that allow further transparency on how documents are handled on PEO devices.

A new motion was proposed and discussed.

Moved by Past President Fraser, seconded by Councillor Notash:

That the Technology Use and Security Technology Policy be committed to the CEO/Registrar to consider feedback; and

That the policy be brought back for consideration at the next regular meeting.

DEFEATED

For: 8

G. Boone
S. H. Ehtemam

Against: 14

C. Chiddle
L. Cutler

Abstain: 1

G. Wowchuk

Absent: 2

G. Nikolov
P. Shankar



A. Elshaer	A. Dryland
R. Fraser	V. Hilborn
N. Lwin	M. Liu
L. Notash	S. MacFarlane
R. Panesar	P. Mandel
F. Saghezchi	R. Prudhomme
	L. Roberge
	S. Schelske
	G. Schjerning
	U. Senaratne
	S. Sung
	R. Walker

Council then voted on the original motion.

For: 14

G. Boone
C. Chiddle
L. Cutler
A. Dryland
V. Hilborn
S. MacFarlane
P. Mandel
R. Prudhomme
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
S. Sung
R. Walker

Against: 5

R. Fraser
M. Liu
N. Lwin
L. Notash
F. Saghezchi

Abstain: 4

S.H. Ehtemam
A. Elshaer
R. Panesar
G. Wowchuk

Absent: 2

G. Nikolov
P. Shankar

CARRIED

Point of Order: Past President Fraser requested that his objection to the decision be documented in the minutes, on the basis that it is contrary to transparency. Consent from Council was not unanimous and the matter was put to a vote.

For: 12

G. Boone
L. Cutler
S.H. Ehtemam
A. Elshaer
R. Fraser
N. Lwin
L. Notash
R. Panesar

Against: 6

C. Chiddle
V. Hilborn
P. Mandel
R. Prudhomme
L. Roberge
U. Senaratne

Abstain: 5

A. Dryland
M. Liu
S. MacFarlane
S. Sung
G. Wowchuk

Absent: 2

G. Nikolov
P. Shankar



F. Saghezchi
S. Schelske
G. Schjerner
R. Walker

CARRIED

12759 – DRAFT 2025 OPERATING AND CAPITAL BUDGET REVIEWS

AFC Chair, Councillor Cutler, presented the initial drafts of PEO's 2025 operating, capital, and Council special project and strategic plan budgets for Council's feedback. These budgets include anticipated revenues and expenses required to fulfil PEO's regulatory objectives. Feedback provided by the Council will be incorporated into the revision of the 2025 budget, which will be presented to AFC in November for final review, and final approval at the November 2024 meeting.

An executive summary of the budget was presented and is summarized below:

- The 2025 draft budget forecasts that the budget is balanced, which will result in a small surplus.
- The estimated 2025 revenue is expected to be \$36.7 million. This represents an increase of \$891k or 2.5% over the 2024 forecasted revenue. The main factors contributing to this increase are a \$550k rise in P.Eng revenue and a \$133.k increase in funds collected from application, registration exams, and other fees.
- The forecasted 2025 expenses for operations, council, and strategic projects are expected to be \$37.1 million vs \$35.8 million in 2024. This represents an increase of \$1.3 million, or 3.5% as compared to 2024 forecasted expenses.

Staff answered questions related to a potential review of costs related to external advisors; the use of online banking to collect member fees via credit card and to reduce transaction fees; financial matters related to tenants who are leasing from PEO; amortization cost; and expenses related to Council and special projects.

[S.H. Ehtemam and M. Liu left the meeting at 12:08 p.m.]

12760 – GNC CHAIR UPDATE ON COUNCIL INITIATIVES

GNC Chair, Councillor MacFarlane, provided an update on two Council initiatives in the 2024-2025 work plan.

1. Council Evaluation Framework: This initiative aligns with the 2023/2025 Strategic Plan's priority to implement a continuous governance improvement program. A key goal is to establish metrics for governance performance, incorporating principles of equity, diversity, and inclusion, along with conducting an annual review.
2. Council Remuneration Framework: This is a Council initiative. In February 2023, Council directed staff to undertake further broad exploration and study, including a variety of options, on the Council Remuneration Framework with a report back to the GNC and ultimately Council for further consideration.

RFPs for both projects have been completed. After a thorough review, two firms were selected to lead these initiatives. Both projects will involve close engagement and consultation with Councillors to ensure that the development of these frameworks reflects Councillor perspectives and produces actionable results. Councillors were encouraged to participate in upcoming consultation opportunities.



12761 – PEO ANNUAL GENERAL MEETING – 3-YEAR PLAN

GNC Chair, Councillor MacFarlane, presented the Annual General Meeting (AGM) 3-year plan for 2025, 2026, and 2027. There was discussion related to the rationale, and cost and attendance comparisons between the hybrid (in-person and virtual options) and virtual-only AGM format; as well as and how future AGMs could be conducted with respect to invited guests and supplemental events and activities.

Moved by Councillor MacFarlane, seconded by Past President Fraser:

That Council approves the 3-Year Plan for PEO AGMs as outlined in the “Recommendations” section of the briefing note presented to the meeting at C-565-5.1.

CARRIED
Unanimous consent

For: 18

G. Boone
C. Chiddle
A. Dryland
A. Elshaer
R. Fraser
V. Hilborn
N. Lwin
S. MacFarlane
P. Mandel
L. Notash
R. Panesar
R. Prudhomme
L. Roberge
S. Schelske
G. Schjerner
U. Senaratne
S. Sung
R. Walker

Against: 0

Abstain: 3

L. Cutler
F. Saghezchi
G. Wowchuk

Absent: 4

S.H. Ehtemam
G. Nikolov
M. Liu
P. Shankar

12762 – APPOINTMENT TO GOVERNANCE AND NOMINATING COMMITTEE

[M. Liu re-joined the meeting at 1:25 p.m.]

GNC Chair, Councillor MacFarlane, presented a recommendation to appoint Councillor Prudhomme to the Governance and Nominating Committee (GNC) for the remainder of the 2024-2025 Council term.

Councillors discussed the flexibility of welcoming appointments to governance committees during a Council term.

Moved by Councillor MacFarlane, seconded by Councillor Elshaer:

That Council approves the appointment of Rachel Prudhomme, P.Eng., to the Governance and Nominating Committee for the remainder of the 2024-2025 Council term, as outlined in the “Recommendation” section of the briefing note presented to the meeting at C-565-5.2.



CARRIED
Unanimous consent

For: 19

G. Boone
C. Chiddle
L. Cutler
A. Dryland
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
L. Notash
R. Panesar
L. Roberge
S. Schelske
G. Schjerner
U. Senaratne
S. Sung
R. Walker

Against: 0

Abstain: 3

R. Prudhomme
F. Saghezchi
G. Wowchuk

Absent: 3

S.H Ehtemam
G. Nikolov
P. Shankar

12763 – HRCC CHAIR UPDATE

HRCC Chair, Councillor Roberge, provided an update about the CEO/Registrar Performance Review. HRCC will hold an ad-hoc meeting in mid-October to receive an external advisor's report on how the CEO/Registrar will be evaluated. The HRCC Chair also noted that the full review will be completed for consideration at the November Council meeting.

12764 – PRACTICE STANDARD REVISION: TOWER CRANE INSPECTIONS & REQUEST FOR REGULATION CHANGE TO O.REG. 260/08 (PERFORMANCE STANDARDS)

RPLC Chair, Councillor Hilborn, presented a recommendation to approve an update to the 2015 Tower Crane practice standard and direct staff to work with the Ministry of the Attorney General to draft amendments to Ontario Regulation 260/08 (performance standards) to reference the updated standard. PEO undertook a gap analysis of the current "Tower Crane Review", involving crane manufacturers, standards authorities, and crane companies during this analysis.

During the discussion, it was suggested that it would be beneficial to contact municipalities' building departments on changes to regulations concerning tower crane inspections, and potentially use the chapter system to help communicate that message to municipal building departments and related stakeholders.

Moved by Past President Fraser, seconded by Councillor Chiddle:



1. That Council approves the “Engineering Inspection Practice Standard for Tower Cranes as required by Ontario Regulation 213/91 under the *Occupational Health and Safety Act*” as presented in Appendix A, to address the Ontario Regulation 213/91 changes which came into effect on January 1, 2024, and

2. That Council directs staff to work with the Ministry of the Attorney General to draft amendments Ontario Regulation 260/08 (Performance Standards) to reference this updated Practice Standard.

CARRIED

For: 18

C. Chiddle
L. Cutler
A. Dryland
A. Elshaer
R. Fraser
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
L. Notash
R. Panesar
R. Prudhomme
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
S. Sung
R. Walker

Against: 1

G. Boone

Abstain: 3

V. Hilborn
F. Saghezchi
G. Wowchuk

Absent: 3

S.H. Ehtemam
G. Nikolov
P. Shankar

12765 – PROFESSIONAL PRACTICE GUIDELINE REVIEW: HUMAN RIGHTS IN PROFESSIONAL PRACTICE

RPLC Chair, Councillor Hilborn, presented a recommendation to direct staff to review whether PEO’s regulatory and non-regulatory measures adequately address human rights issues within its jurisdiction and to propose measures for improvement where appropriate. The Chair highlighted that PEO should continue to effectively address human rights concerns and that PEO is fulfilling its commitments in the Anti-Racism and Equity Code.

If the motion is approved staff will conduct a comprehensive review of other regulators and best practices on Human Rights in Professional Practice and consult with a wide range of groups in the engineering profession.

There was discussion regarding the inclusion of engaging with those living with disabilities as part of the Professional Practice Guideline Review to ensure that PEO is compliant with the Accessibility for Ontarians with Disabilities Act (AODA); as well as clarification of the term “non-regulatory measures” as those that do not require an obligation, such as training, advisory statements, or guidelines.

Moved by Councillor Hilborn, seconded by Councillor Liu:

That whereas Council has committed in the Anti-Racism & Equity Code to “reforming rules, licence-holder reporting, and regulatory oversight process and practices to reinforce the professional obligations of all licence holders to uphold human rights law” and the review of the Guideline on Human Rights in Professional Practice



indicates further analysis of PEO's regulatory tools is warranted to address human rights issues affecting the profession,

Council directs staff to review whether PEO's regulatory and non-regulatory measures adequately address human rights issues within its jurisdiction and to propose measures for improvement where appropriate.

CARRIED
Unanimous consent

For: 20

G. Boone
C. Chiddle
L. Cutler
A. Dryland
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
L. Notash
R. Panesar
R. Prudhomme
L. Roberge
S. Schelske
G. Schjerning
U. Senaratne
S. Sung
R. Walker

Against: 0

Abstain: 2

F. Saghezchi
G. Wowchuk

Absent: 3

S.H. Ehtemam
G. Nikolov
P. Shankar

12766 – FITNESS TO PRACTISE

RPLC Chair, Councillor Hilborn, presented a recommendation which, if approved, directs the CEO/Registrar to develop a formal fitness to practise policy to manage incapacity-related issues for RPLC and Council consideration. The Fitness to Practise approach allows PEO to address incapacity-related issues as an alternative to members going through the disciplinary process. Staff will conduct a comprehensive stakeholder engagement process to address a wide range of perspectives and issues to develop a robust and effective Fitness to Practise process that meets the needs of the profession and protects the public.

Councillors discussed matters relating to the privacy and confidentiality of members. Staff responded as part of the development of the process there would be additional safeguards in place to ensure that public medical information about a member's mental or physical health is not publicly disclosed.

It was also noted that the Fitness to Practise process should be supportive of members and not punitive in nature.

Moved by Councillor Hilborn, seconded by Past President Fraser:



That Council directs the CEO/Registrar to develop a formal fitness to practise process specifically designed to address issues of incapacity, for consideration by the Regulatory Policy and Legislation Committee (RPLC) and Council.

CARRIED
Unanimous consent

For: 21

G. Boone
C. Chiddle
L. Cutler
A. Dryland
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
L. Notash
R. Panesar
R. Prudhomme
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
S. Sung
R. Walker

Against: 0

Abstain: 1

G. Wowchuk

Absent: 3

S.H. Ehtemam
G. Nikolov
P. Shankar

12767 – TRIBUNAL ACTIVITY REPORT

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

In response to a question, the Chief Legal Officer addressed a decrease from 90 days to 40 days in submitting written decisions at tribunals and noted that the independent legal counsel has worked diligently in keeping the tribunal committees focused on the scope.

12768 – 2025-2026 COUNCIL AND COMMITTEE CALENDAR

Staff presented the 2025-2026 Council and Committee Calendar of meetings and events for PEO Council, governance committees, and the Regional Councillors Committee. There was discussion related to scheduled times for meetings and staff answered that the format and date/time of meetings or events may be adjusted throughout the year based on the availability of participants. Also, additional meetings may be scheduled depending on the work plan and at the respective chair's discretion.

It was noted that plenaries will be scheduled at the call of the President and that this detail be footnoted on the calendar.



Moved by Councillor Sung, seconded by Councillor Chiddle:

That Council approves the proposed 2025-2026 Calendar of Council and Governance Committee Meetings and Events, included at C-565-9.1, Appendix A, subject to quorum requirements and availability of Councillors with respect to specific meetings.

CARRIED
Unanimous consent

For: 21

G. Boone
C. Chiddle
L. Cutler
A. Dryland
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
N. Lwin
S. MacFarlane
P. Mandel
L. Notash
R. Panesar
R. Prudhomme
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
S. Sung
R. Walker

Against: 0

Abstain: 1

G. Wowchuk

Absent: 3

S.H. Ehtemam
G. Nikolov
P. Shankar

12769 – VISIONING FOR RELEVANCE UPDATE

Past President Fraser presented an update on the Visioning for Relevance project and noted that further stakeholder input was received from the Ontario Society of Professional Engineers (OSPE), universities, and engineering students. It was noted that the stakeholders will review 3 or 4 vision statements and an interpretive document which will be considered for Council approval. It was also noted that the President and CEO/Registrar approved funds for an extension of the visioning project to gather stakeholder feedback.

12770 – ENGINEERS CANADA DIRECTORS REPORT

C. Bellini reported that Engineers Canada (EC) has announced that Philip Rizcallah was hired as the new CEO to replace Gerard McDonald. The EC directors answered questions related to Future of Engineering Accreditation (FEA) initiative and the potential retirement of a minimum academic requirement. Councillors were invited to send their opinions on this topic in writing to the Ontario EC directors so that the feedback can be presented at the FEA workshop in October.



12771 – COUNCILLOR QUESTIONS

PEO Transparency – The Past President raised a question relating to section 38 of the Professional Engineers Act covering the area of “Confidentiality”. He encouraged greater transparency and discussion at governance committee and Council meetings about the definition of a good, transparent regulator and what that means with respect to how PEO business is handled for public discussion.

EIT and Emerging Disciplines – The Vice President (elected) submitted a motion to advance work plan timelines to handle issues relating to the now-discontinued Engineering Intern Program (EIT) as well as Government bills related to cybersecurity and artificial intelligence.

Moved by Vice President Boone, seconded by President-elect Saghezchi:

Whereas many Canadian Engineering Graduates and Foreign Educated Engineers would like to apply for a Professional Engineering Licence but find little help in the steps to qualify and little recognition of the advanced technologies, that Council:

(a) direct RCC & Staff to facilitate All Chapters Member & Stakeholder Engagement Workshop series, on the following topics:

- (i) “EIT Issues”,
- (ii) “Emerging Disciplines”

(b) direct RPLC to advance the Work Plan timelines & to consider an additional October 2024 Committee meeting to exclusively deal with the following PEO key significant Issues:

- (i) future Re/Instatement EIT program as a parallel path to the Staff proposed Regulatory “Professional Engineers Act (PEA)” Act Change
- (ii) support for “Emerging Disciplines” in light of Ontario Bill 194 & Federal Bills C-26 (Cyber) & C-27 (AI) currently at Second Reading at Provincial & Federal Parliaments.

Councillors raised that stakeholder engagement on EIT will be discussed at a November plenary and is part of the RPLC work plan for February. Staff noted that the work plan proposed and approved earlier in the year organizes how staff work on specific items such as EIT and ensures appropriate resources are allocated. It was also noted that work plans can be amended at any point; however, it was also raised by Councillors that any changes to the work plan at this point of the term could affect the timelines of other items Council has committed to this term.

Point of Order: To call the question to a vote. On the judgment of the Chair, a majority threshold was not reached, and debate was permitted to continue.

Discussion continued in relation to governance committees' work plans and concerns were expressed concern that the motion has the potential to disrupt Council's progress in other areas. Further, it was noted that there was not enough information to prioritize the emerging disciplines item, and more would be needed in relation to the Provincial and Federal bills cited in the motion.

[P. Shankar joined the meeting at 3:17 p.m.]

Staff noted that at the April 2024 Council meeting, Council directed staff to pause their work on the EIT program and have a plenary on this topic in late 2024. The CEO/Registrar has already scheduled a meeting with the President and the RPLC Chair to talk about next steps and facilitation of the November plenary.



A motion was moved to withdraw the original motion.

Moved by Councillor Hilborn, seconded by Councillor Chiddle:

That the original motion be withdrawn.

CARRIED

For: 11

C. Chiddle
A. Dryland
R. Fraser
V. Hilborn
M. Liu
P. Mandel
R. Prudhomme
L. Roberge
G. Schjerning
U. Senaratne
R. Walker

Against: 10

G. Boone
L. Cutler
A. Elshaer
N. Lwin
S. MacFarlane
F. Saghezchi
R. Panesar
S. Schelske
P. Shankar
S. Sung

Abstain: 1

G. Wowchuk

Absent: 3

S.H Ehtemam
G. Nikolov
L. Notash

[M. Liu left the meeting at 3:35 p.m.]

12772 – MOTION TO MOVE IN CAMERA

Moved by Councillor Cutler, seconded by Councillor Elshaer:

That Council move in camera at 3:50 p.m.

CARRIED

Unanimous Consent

For: 21

G. Boone
C. Chiddle
L. Cutler
A. Dryland
R. Fraser
V. Hilborn
N. Lwin
S. MacFarlane
P. Mandel
L. Notash
R. Panesar
R. Prudhomme
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar

Against: 0

Abstain: 1

G. Wowchuk

Absent: 3

S. H. Ehtemam
M. Liu
G. Nikolov



S. Sung
R. Walker

12773 – DIRECTOR ACCOUNTABILITY FRAMEWORK

The following item was discussed in camera. It was then moved from in camera to open session.

GNC Chair, Councillor MacFarlane, presented the proposed *Director Accountability Framework and Accompanying Policies* that were reviewed over the summer at meetings of the GNC. The GNC Chair thanked all Councillors who participated and contributed to the framework, citing that significant work has been done by Councillors to have a fair, clear, and concise Director Accountability Framework.

External legal counsel, Council's Parliamentarian, and other staff answered questions from Councillors ranging from the quorum needed to review code of conduct complaints, the disqualification criteria, and ensuring that elements of the framework are reasonable and fair.

In concluding its discussion, Councillors noted that the proposed framework is functional and that the documents should be reviewed and revisited from time to time to ensure they are up-to-date and in alignment with other PEO policies, and to ensure fairness and transparency on director conduct.

Moved by Councillor MacFarlane, seconded by Councillor Walker:

That Council approves the Councillor Code of Conduct at C-565-10.2, Appendix A.

That Council approves the Conflict of Interest Policy and Procedure for PEO Council at C-565-10.2, Appendix B.

That Council approves the Anti-Workplace Violence, Harassment, and Discrimination Policy at C-565-10.2, Appendix C.

That Council approves the election eligibility criteria presented at C-565-10.2, Appendix D, and directs staff to work with the Ministry of the Attorney General to prepare regulations respecting and governing the qualifications of the members to be elected to the Council as anticipated by clause 2 of subsection 7(1) of the *Professional Engineers Act*.

That Council approves the disqualification conditions presented at C-565-10.2, Appendix E, and directs staff to work with the Ministry of the Attorney General to prepare regulations prescribing the conditions disqualifying members of the Council from sitting on the Council as anticipated by clause 3 of subsection 7(1) of the *Professional Engineers Act*.

CARRIED

For: 15

C. Chiddle
L. Cutler
A. Dryland
A. Elshaer
V. Hilborn
S. MacFarlane
P. Mandel
R. Panesar

Against: 4

G. Boone
R. Fraser
L. Notash
F. Saghezchi

Abstain: 2

G. Wowchuk
N. Lwin

Absent: 4

S.H Ehtemam
M. Liu
G. Nikolov
P. Shankar



R. Prudhomme
L. Roberge
S. Schelske
G. Schjerner
U. Senaratne
S. Sung
R. Walker

The meeting concluded on at approximately 6:40 p.m.

These open session minutes consist of 19 pages and minutes 12751 to 12773, inclusive.

“Gregory P. Wowchuk”

Gregory P. Wowchuk, P.Eng., Chair