



MINUTES

The 566th MEETING of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was a hybrid meeting held at the Chelsea Hotel, 33 Gerrard Street West, Rossetti Room, Toronto, on Friday, November 29, 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 (to minute 12793)
G. Boone, P.Eng., Vice President (elected)
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
S.H. Ehtemam, P.Eng., East Central Region Councillor
V. Hilborn, P.Eng., Western 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
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
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
R. Walker, P.Eng., Councillor-at-Large

Present

(Virtual): F. Saghezchi, P.Eng., President-elect (from minute 12794)
N. Lwin, P.Eng., Vice President (appointed) and East 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
D. Sikkema, Chief People Officer
K. Praljak, Director, Communications
M. Rusek, Director, Investigations and Prosecutions
J. Schembri, Director, Volunteer Engagement
D. Smith, Director, External Relations
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)

A. Viola, P.Eng., VP, Regulatory Operations and Deputy Registrar

P. Habas, Director, Program Management Office

C. Mehta, Director Finance

N. Axworthy, Manager, Communications

N. Brown, Legal Counsel and Manager, Tribunals

J. Max, Manager, Policy

M. Soepiter, Controller, Finance

Guests

(In-Person):

A. Arenja, P. Eng., Director, Ontario, Engineers Canada

C. Bellini, P. Eng., Director, Ontario, Engineers Canada

T. Kirkby, P.Eng., Director, Ontario, Engineers Canada

E. Bonokoski, Vice President, Crestview Strategy

J. Hudyma, Consultant, Crestview Strategy

B. Lamb, Wellington Advocacy

L. Lukinuk, Parliamentary Services

S. Perruzza, CEO, Ontario Society of Professional Engineers (OSPE)

P. Rizcallah, CEO, Engineers Canada

Guests

(Virtual):

N. Hill, P. Eng., Ontario Director, Engineers Canada

M. Sterling, P.Eng., Ontario Director, Engineers Canada

S. Cameron, Counsel, Ministry of the Attorney General

C. Farrow, CEO, Ontario Association of Certified Engineering, Technicians & Technologists

K. Jinkerson, Vice President, The Talent Company

L. McFarland, Facilitator, The Talent Company

D. Roukema, CEO, MDR Strategies Group Inc

Council convened at 8:32 a.m. on Friday, November 29, 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 noted that Councillor Andy Dryland, Lieutenant Governor-in-Council Appointee, has been reappointed by the Government of Ontario to PEO Council. The Chair also congratulated Past President Fraser for being named one of The University of Waterloo's most cited researchers for his work in Green Transportation.

12784 – APPROVAL OF AGENDA

The Audit and Finance Committee Chair requested that items 4.1 and 4.2, *"2025 Draft Operating and Capital Budgets"* and *"2025 Borrowing Resolution"*, be considered after 11:00 a.m. to accommodate the presence of members of the committee to present their views.

[N. Brown joined the meeting at 8:41 a.m.]



[M. Rusek joined the meeting at 8:46 a.m.]

The President-elect requested that Council consider the addition of three items to the agenda.

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

That the agenda for the November 29, 2024 meeting be amended to include the items i) “Candidate’s Obligations”; ii) “Non-Urgent Consultation Fees”; and iii) “Employer Definition”.

DEFEATED

Council voted by raised hands. The Chair announced the result as a majority in opposition.

It was noted that there will be an opportunity to discuss one or more of the issues during the agenda item “Councillor Questions”.

Moved by Councillor MacFarlane, seconded by Councillor Roberge:

That:

- a) The agenda at C-566-1.2, 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
L. Notash
R. Panesar
R. Prudhomme
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
R. Walker

Against: 0

Abstain: 1

G. Wowchuk

Absent: 2

P. Mandel
G. Nikolov

12785 – 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 the meeting is representative of herself and not the councillor's employer.



12786 – CONSENT AGENDA

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

Moved by Councillor Chiddle, seconded by Councillor Senaratne:

That the Consent Agenda be approved, consisting of:

Decision Items

2.1 Open Session Minutes – C-565, September 27, 2024

2.2 2024 Statutory and Regulatory Committees Membership List

2.3 Consulting Engineer Designation Applications

2.4 Councillor Training Protocol for 2025

2.5 Regional Councillors Committee Charter

2.6 *Services of the Engineer Acting Under the Drainage Act* Guideline

Information Items:

2.7 30 by 30 Metrics

2.8 Regional Councillors Committee Report

2.9 Engineers Canada Directors Report

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
L. Notash
R. Panesar
R. Prudhomme
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerning
U. Senaratne
P. Shankar
S. Sung
R. Walker

Against: 0

Abstain: 1

G. Wowchuk

Absent: 2

P. Mandel
G. Nikolov



[J. Max joined the meeting at 8:53 a.m.]

12787 – PRESIDENT’S REPORT

President Wowchuk highlighted the results of the Engineers Canada meeting which took place in Ottawa from October 7-10. A major topic of discussion was *The Future of Engineering Accreditation*, including a workshop and presentation in which members found consensus on how Engineers Canada is moving forward with Engineering Accreditation.

President Wowchuk also noted the following events he attended as PEO’s representative, since Council’s last meeting in late September:

- The Ontario Association of Landscape Architects in Niagara Falls on October 17, 2024.
- The Simcoe Muskoka, Mississauga, and Brampton licensing ceremonies on October 24, November 18, and November 22, respectively.
- The Ontario Society of Professional Engineers Conference in Windsor on October 28 and 29.
- On October 30, President Wowchuk met with the Dean and Department Heads of Engineering at the University of Windsor. It was raised to President Wowchuk that the University of Windsor is reliant on the recruitment of foreign students to the University.
- The Ontario Professional Engineer Awards on November 15.
- A joint meeting between PEO and The Ontario Association of Certified Engineering Technicians and Technologists (OACETT) on the Professional Technologist (P.Tech) accreditation program on November 19. At that meeting, President Wowchuk reported that it was agreed that OACETT should take the lead on the P.Tech program.
- On November 20, President Wowchuk met with the Engineering Deans at York University on issues related to the B. Tech Program, and how the cap on foreign students by the federal and provincial governments is affecting enrolment.
- A meeting with MPP Christine Hogarth, and the ongoing labour shortage of engineers in Ontario.
- President Wowchuk spoke at the funeral of Dr. Lauren McConnell, who was a major contributor to the nuclear power initiatives at Ontario Hydro.

It was suggested that for future Council meetings, the President’s Report be made available prior to the meeting and, where relevant, show alignment with the strategic plan.

12788 – CEO/REGISTRAR’S REPORT

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

- PEO’s outreach team has completed over 50 presentations at various events and academic institutions across the province to thousands of prospective licence holders. These presentations reinforced the value of the P.Eng. licence and spoke to students about the importance of the pathway to licensure upon graduation.



- An update on PEO's External Relations department which has engaged with hundreds of people in over 70 organizations in consultation to receive feedback on various current projects.
- An update on the 2024 Operational Plan highlighting the completion of all but one initiative. It was noted that the *Visioning for Relevance* project is a decision item on the agenda for this Council meeting.
- PEO has complied with all FARPACTA timelines, including the 10 days to acknowledge a complete application, 180 days to provide a licence or present a notice of proposal to refuse a licence, and 30 days to complete a licence transfer.
- As of November 29, 2024 PEO has processed over 15,000 pre-FARPACTA/legacy applications, with approximately 19,000 applications from this cohort still outstanding. The CEO raised that they will be reducing the projected timelines for processing legacy applicants to under 6 months in 2025 because of operational improvements.
- In November, PEO revised its competency-based assessment (CBA) guides for applicants and validators, applicable to both the legacy and FARPACTA cohorts who applied before and after May 15, 2023. These guides have adopted the International Organization for Standardization ("ISO") plain language standards and started the release of informational interview videos which will continue into 2025.
- PEO also improved its employee engagement with the move to a full comprehensive employee engagement survey with over 80 questions, with a 90% engagement rate. Furthermore, PEO finished the year with a 4% turnover rate, and internal hires represent 10% of all new hires at PEO.
- An update to the Lean Review that was conducted across regulatory operations. Recently, 40 staff engaged in learning how to look for the removal of non-value-added steps to make PEO's processes more efficient and more effective. There will be a further update on several projects as a result of the Lean Review in the 2025 Operational Plan.
- An update to the 2024 PEO Governance Scorecard, with most of performance objectives being met. It was noted that the 30 by 30 objective will not be met, but PEO continues to be committed in supporting women and members of marginalized communities through the licensure process.
- 85% of members have completed the first two elements of the mandatory Continuing Professional Development ("CPD") program, also known as "PEAK", and of those 85%, 20% have completed the third element (reporting of hours) of the program. As of January 2025, PEO will be moving to a new PEAK platform which will improve user experience and will help PEO's quality assurance and data monitoring.
- A reduction in processing Unlicensed Practice cases by over 50% the implementation of 6, 12, and 18-month case reviews to improve operational outcomes.

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

- remissions and resignations;
- customer service metrics and inquiry resolutions;
- revenues and expenses for three months ending September 30, 2024

The CEO/Registrar and Staff provided additional information and answered questions related to the National Professional Practice Examination (NPPE) updates and reporting; updates to the PEAK Program related to



enforcement; the composition of the Strategic Stakeholder Advisory Group; updates to FARPACTA and the reduction of time to process licences; and increased communications to respondents having title violations.



Strategic Planning Update

Daniel Roukema from MDR Strategy Group provided an update on the process to develop PEO's next Strategic Plan, to take effect in 2026. Surveys will be sent out to stakeholders in early December which will give PEO a 360-degree view of how stakeholders view PEO. It was also noted that focus groups will be conducted with a variety of stakeholders including councillors, chapter leaders, volunteers, and representatives from external engineering organizations.

[D. Roukema and J. Schembri left the meeting at 9:34 a.m.]

12789 – SAFE DISCLOSURE POLICY

GNC Chair, Councillor MacFarlane, presented the revised Safe Disclosure Policy to improve on the existing policy, particularly in terms of clarity of definition and coherence of process, in line with Council's direction at the February 2024 meeting. In summary, proposals of improvement include simplified procedures, clarity on anonymity, removal of the appeals procedure, next steps in the "outcomes" section, and changes to the policy that relate to the newly approved Councillor Code of Conduct and Anti-Workplace Violence, Harassment, and Discrimination Policy.

Discussion

Councillors discussed the rationale for the absence of an appeals process. The Chief Legal Officer noted that investigations launched under this policy are designed to be thorough; and based on legal advice received, an appeals process would cause redundancy by re-doing an investigation. It was also noted that if Council receives a Safe Disclosure Complaint report and the results of the investigation are deemed inconclusive, there are options for Council's action, including a request for further investigation or additional legal advice.

An amendment to the original motion was introduced and there were discussions related to the potential for reconsideration and for including specific examples of the term "actions".

There was a request to call the question on the amendment. An objection was noted.

Moved by Councillor Hilborn, seconded by Councillor Roberge:

To call the question regarding the amendment.

CARRIED

Council voted by raised hands. The Chair announced the result as a majority in favour.

Council then voted on the amendment.

Moved by Councillor Notash, seconded by Past President Fraser:

That Council approves the revised Safe Disclosure Policy to include a statement on the possibility of reconsideration and what the term "actions" can include.

DEFEATED

For: 5

A. Elshaer
R. Fraser

Against: 14

C. Chiddle
L. Cutler

Abstain: 4

G. Boone
N. Lwin

Absent: 2

P. Mandel
G. Nikolov



L. Notash	A. Dryland	P. Shankar
R. Panesar	S. H. Ehtemam	G. Wowchuk
F. Saghezchi	V. Hilborn	
	M. Liu	
	S. MacFarlane	
	R. Prudhomme	
	L. Roberge	
	S. Schelske	
	G. Schjerning	
	U. Senaratne	
	S. Sung	
	R. Walker	

Council then voted on the original motion.

Moved by Councillor MacFarlane, seconded by Councillor Elshaer:

That Council approves the revised Safe Disclosure (“Whistleblower”) Policy at C-566-5.1, Appendix A.

CARRIED

For: 19

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

Against: 3

R. Fraser
L. Notash
F. Saghezchi

Abstain: 1

G. Wowchuk

Absent: 2

P. Mandel
G. Nikolov

12790 – FUTURE DIRECTION OF THE ENGINEERING INTERN PROGRAM



Councillor Hilborn, the RPLC Chair, thanked Councillors for participating in the November 28 plenary session at which valuable discussions contributed to the proposed motion related to the future direction of the Engineering Intern (EIT) Program.

Moved by Councillor Hilborn, seconded by Councillor Chiddle:

That Council:

- 1. Commits to the reinstatement of the Engineering Intern (EIT) Program.**
- 2. Directs the CEO/Registrar to initiate targeted engagement with relevant stakeholders to ensure inclusive and comprehensive input into the program's redevelopment.**
- 3. Directs the Regulatory Policy and Legislation Committee (RPLC) to provide a policy proposal to Council no later than April 2025.**

Discussion

With respect to point 3 of the proposed motion, an amendment was introduced and discussed regarding a revised timeline to February 2025 for delivery of a policy proposal.

It was noted that the February timeline is not optimal with respect to achieving meaningful consultation, which includes engagement session with stakeholders and the associated review and analysis of discussions and findings. Staff made a commitment to provide a progress report at the February 2025 RPLC and Council meetings to ensure timelines and work steps are being met.

Council then voted on the proposed amendment.

Moved by Councillor Shankar, seconded by Councillor Schelske:

That Council directs the Regulatory Policy and Legislation Committee (RPLC) to provide a policy proposal to Council no later than February 2025.

DEFEATED

Council voted by raised hands. The Chair announced the result of a majority opposed.

Another amendment was introduced to divide the motion such that points 1 & 2 are considered together and point 3 is considered separately.

Council then voted on the second proposed amendment.

Moved by Past President Fraser, seconded by Councillor Saghezchi:

That Council approves the division of the question, voting on points 1 & 2 together, separately from point 3.

DEFEATED

Council voted by raised hands. The Chair announced the result of a majority opposed.

Discussion continued regarding the proposed date of April 2025 for a policy proposal to be presented to Council.

There was a request to call the question on the original motion. An objection was noted.

Moved by Councillor Chiddle, seconded by Councillor Roberge:



To call the question regarding the original motion.

CARRIED

Council voted by raised hands. The Chair announced the result as a majority in favour.

Council then voted on the original motion by raised hands with the following result.

<u>For: 22</u>	<u>Against: 0</u>	<u>Abstain: 1</u>	<u>Absent: 2</u>
G. Boone		G. Wowchuk	P. Mandel
C. Chiddle			G. Nikolov
L. Cutler			
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
R. Fraser			
V. Hilborn			
M. Liu			
N. Lwin			
S. MacFarlane			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
F. Saghezchi			
S. Schelske			
G. Schjerning			
U. Senaratne			
P. Shankar			
S. Sung			
R. Walker			

CARRIED

[E. Bonokoski, J. Hudyma, and K. Jinkerson joined the meeting at 10:45 a.m.]

12791 – TRIBUNAL ACTIVITY REPORT

No discussion of this item took place.

[N. Brown left the meeting at 10:45 a.m.]

12792 – VISIONING FOR RELEVANCE UPDATE

[P. Mandel joined the meeting at 10:52 a.m.]

Past President Fraser presented an update on the Visioning for Relevance project to adopt four proposed vision statements to be considered by PEO membership in a referendum.



Representatives from Crestview Strategies, the external advisors who assisted in this project, presented the final four proposed vision statements which were developed during various stakeholder engagements and advisory groups involving over 109 volunteers, 102 meetings, 62 draft vision statements, and the collection of 2745 survey responses.

The four shortlisted vision statements (shown in random order, not ranked) are:

1. *Trusted engineers, Protecting the Public, Forging innovation, Towards a sustainable future*
2. *Trusted technical leaders protecting the public and embracing change towards a sustainable future*
3. *Self-regulated trustees of the engineering profession protecting and enhancing public safety*
4. *A prosperous, safe, and sustainable future by diverse practitioners anticipating change (and disruption) with innovative responsibility.*

Discussion

Councillors noted that some of the vision statements that were proposed do not reference engineering or engineers, and that some of the shortlisted statements focus on volunteers and PEO's membership but not the role of the regulator. In response, it was noted that the shortlisted vision statements reflect the diverse viewpoints from consultation with stakeholders and survey responses.

There were questions and discussion concerning the costs incurred to date to conduct the project activities, as well as that of a referendum if the motion is passed. It was noted that there is the potential to roll out a non-binding referendum in conjunction with a standing activity such as annual Council elections.

Moved by Councillor Roberge, seconded by Councillor Mandel:

That Council move in camera.

[All staff, guests, and observers left the meeting at 11:15 a.m. except for J. Quaglietta]

12793 – IN CAMERA MEETING

Council met in camera.

12794 – RETURN TO OPEN SESSION

Moved by Past President Fraser, seconded by Councillor Chiddle:

That Council return to open session.

[Staff, guests, and observers returned to the meeting at 11:35 a.m.]

12795 – VISIONING FOR RELEVANCE UPDATE (CONTINUED)

Discussion continued, including:

- Recognition of the considerable time, effort, and resources invested in this project and to develop the four draft statements from many different perspectives from all facets of PEO's membership and stakeholders.



- Reputational risk inherent in conducting a non-binding referendum with the membership in the event the referendum choice is not finalized.
- Recognition that the vision statement is meant to be of external value to the general public.

Moved by Past President Fraser, seconded by Vice-President Boone:

(1) That Council receive the four Vision Statements and Interpretive Document Provided in Appendix A.

(2) That the four Vision Statements be presented through a non-binding referendum/question to members no later than March 2025 to determine the most member-favoured Vision Statement.

(3) That one of the four Vision Statements and the Interpretive Document be brought to the April 2025 Council meeting for approval.

DEFEATED

For: 7

G. Boone
R. Fraser
N. Lwin
L. Notash
R. Panesar
F. Saghezchi
S. Schelske

Against: 14

C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
V. Hilborn
M. Liu
S. MacFarlane
P. Mandel
R. Prudhomme
L. Roberge
G. Schjerning
U. Senaratne
S. Sung
R Walker

Abstain: 3

A. Elshaer
P. Shankar
G. Wowchuk

Absent: 1

G. Nikolov

After the vote, Council discussed the potential for the Executive Committee to continue discussions on this topic early in 2025 or to present another proposal for Council's consideration, perhaps at the February 2025 Council meeting.

[E. Bonokoski, J. Hudyma, K. Jinkerson, and R. Fraser left the meeting at 12:09 p.m.]

12796 – 2025 BORROWING RESOLUTION

AFC Chair, Councillor Cutler, presented the recommendation to renew PEO's credit facilities with Scotiabank until January 31, 2026. This resolution aligns with PEO's By-Law #1 and the Internal Control Banking Policy and ensures continued access to these credit facilities for contingency purposes.

Questions were answered related to how corporate credits are controlled and managed by PEO's staff, including the types of purchases made to conduct PEO business.

Moved by Councillor Mandel, seconded by Councillor Hilborn:



That Council:

- a) approve the borrowing of money upon the credit of the association by way of:
i) an operating overdraft up to an amount not to exceed CAD\$250,000; and
ii) use of corporate credit cards with an aggregate limit not to exceed CAD\$120,000.
b) in compliance with PEO's Internal Control Banking Policy, hereby confirms that this Borrowing Resolution is to expire on January 31, 2026.

CARRIED

For: 21

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

Against: 0

Abstain: 2

G. Wowchuk
F. Saghezchi

Absent: 2

R. Fraser
G. Nikolov

[R. Fraser returned to the meeting at 12:18 p.m.]

[N. Lwin left the meeting at 12:20 p.m.]

12797 – AFC SUMMARY REPORT

[K. Jinkerson and L. McFarland joined the meeting at 1:00 p.m.]

AFC Chair, Councillor Cutler, commented on the importance of the Cybersecurity item on the committee's November 18 meeting agenda. The introductory discussion included background information on cybersecurity and its rapid escalation and evolution; risk mitigation strategies; and staff and Council roles. Following the introduction, the committee engaged in a tabletop exercise involving a hypothetical scenario and covered areas including the overview of the triggering event, initial investigation, and response plan.

12798 – 2025 DRAFT OPERATING AND CAPITAL BUDGETS



Members of the Audit and Finance Committee (AFC) presented the proposed 2025 operating and capital budgets and provided background information on the development of the draft for Council's consideration. It was noted that the budget was presented at Council's September meeting for review and feedback. It was also noted that PEO is projected to have an approximate projected deficit budget of \$440,000 in 2025.

Highlights of the draft operating and capital budgets Include:

- Estimated revenue of \$37.7 million, representing a 2.8% increase in 2024 due to membership and exam fees revenue.
- Estimated expenses of \$38.2 million, representing a 6.4% increase due to inflationary pressures, and increased costs for discipline and complaints investigations, IT upgrades, and various chapter events.
- Capital improvements for 40 Sheppard Avenue West, including a new access card system, and replacement of heat pumps and furniture facilities.

Further, Council was advised that there are resources available to cover any special projects, and there is a healthy contingency fund in the event PEO is the event of an emergency.

Members of the AFC and staff answered questions from councillors related to the projected deficit, membership fees and potential increases, investment in cybersecurity, an update on PEO's non-profit status, and an update on the risk analysis and how PEO's finance department monitors financial risk throughout the year.

Moved by Councillor Cutler, seconded by Councillor Mandel:

That Council approve the draft 2025 budgets reviewed by the Audit and Finance Committee (AFC) and as presented to the meeting at C-566-4.1, Appendix A.

CARRIED

For: 22

G. Boone
C. Chiddle
L. Cutler
A. Dryland
S. H. Ehtemam
A. Elshaer
R. Fraser
V. Hilborn
M. Liu
S. MacFarlane
P. Mandel
L. Notash
R. Panesar
R. Prudhomme
L. Roberge
F. Saghezchi
S. Schelske
G. Schjerner

Against: 0

Abstain: 1

G. Wowchuk

Absent: 2

N. Lwin
G. Nikolov



U. Senaratne
P. Shankar
S. Sung
R. Walker

12799 – COUNCILLOR QUESTIONS – MINIMUM ACADEMIC REQUIREMENT

Past President Fraser advised Council that the final report for Engineers Canada's (EC) Future of Engineering Accreditation Project (FEA) is scheduled to be formally presented to the EC Board of Directors at their December 5, 2024 meeting. He noted that it would be beneficial to officially request that EC include explicit commitments to the licensure academic standard of a "minimum academic depth and breadth requirement for individuals", since the final report as it is currently written removes this requirement.

During discussion, it was noted that the omission of the requirement could introduce a high probability of risks for PEO/Regulators, universities, and students related to the primary academic requirements at academic institutions. Councillors also raised that recent graduates with Canadian Engineering Accreditation Board (CEAB) credits could be forced to write further exams that they otherwise would be exempt from taking.

Engineers Canada directors noted that the FEA project is still in its research phase and there are currently no defined solutions. Further, Council's feedback will be shared when the EC board considers the FEA's report in December; and EC welcomes further feedback from PEO as the project continues and evolves.

Moved by Past President Fraser, seconded by Councillor Notash:

That PEO request to Engineers Canada that the Future of Engineering Accreditation's next steps includes an explicit commitment to the licensure academic standard of a "minimum academic depth and breadth requirement for individuals."

CARRIED

For: 22

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

Against: 0

Abstain: 1

G. Wowchuk

Absent: 2

N. Lwin
G. Nikolov



U. Senaratne
P. Shankar
S. Sung
R. Walker

12800 – MOTION TO MOVE IN CAMERA

Moved by Councillor Roberge, seconded by Councillor MacFarlane:

That Council move in camera.

CARRIED

For: 22

Against: 0

Abstain: 1

Absent: 2

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

G. Wowchuk

N. Lwin
G. Nikolov

[All staff, guests, and observers left the meeting at 2:22 p.m. except for J. Quaglietta, D. Abrahams, M. Solakhyan, M. Feres, E. Chor, G. Pedregosa, A. Vijayanathan, L. Lukinuk, and L. McFarland]

The meeting concluded at approximately 4:45 p.m.

These open session minutes consist of 16 pages and minutes 12784 to 12800 inclusive.

“Gregory P. Wowchuk”

Gregory P. Wowchuk, P.Eng., Chair

