



# Minutes

The 22<sup>nd</sup> Meeting of the **AUDIT AND FINANCE COMMITTEE (AFC)** of **PROFESSIONAL ENGINEERS ONTARIO** was held in the Virtual format via **ZOOM** Videoconference on **Monday, June 2, 2025 at 1:00 p.m.**

**Present:** Lorne Cutler, P.Eng., MBA, Committee Chair, Lieutenant Governor-in-Council Appointee  
Fred Saghezchi, P.Eng., President (ex officio)  
Leila Notash, P.Eng., President-elect (ex officio)  
Greg Wowchuk, P.Eng., Past President (ex officio)  
Randy Walker, P.Eng., Vice President and Councillor-at-Large  
Paul Mandel, MBA, CPA, CA, CBV, CFF, Lieutenant Governor-in-Council Appointee  
Susan J. Shi, P.Eng., Eastern Region Councillor  
Sherlock Sung, B.A.Sc., Lieutenant Governor-in-Council Appointee

**Staff:** Jennifer Quaglietta, P.Eng., CEO/Registrar  
Dan Abrahams, Chief Legal Officer and Vice-President (VP), Policy & Governance  
Arun Dixit, P.Eng., VP, Digital Transformation & Corporate Operations  
Nikesh Shah, Senior Director, Finance  
Marina Solakhyan, Senior Director, Governance  
Meilisa Soepiter, Controller, Finance  
Meg Feres, Manager, Council Operations  
Antora Anowar, Council & Committee Coordinator  
Graham Pedregosa, Council & Committee Coordinator

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## Call to Order

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

The Chair introduced and welcomed Nikesh Shah (Senior Director, Finance) who joined PEO on May 14, 2025, and will be responsible for managing the Finance team to oversee all aspects of PEO's financial operations while also helping provide strategic financial direction to support PEO's strategic goals and mandate.

## Approval of Agenda

The Chair reviewed the draft agenda.

Moved by Councillor Mandel, seconded by Vice President Walker:

**That the agenda for the June 2, 2025 Audit and Finance Committee meeting be approved as presented.**

**CARRIED**

## Conflicts of Interest

No conflicts were declared.

## **Consent Agenda: Previous Minutes**

Moved by Councillor Mandel, seconded by Vice President Walker:

**That the open session minutes of the Audit and Finance Committee meetings held on November 18, 2024 and March 20, 2025, accurately reflect the business transacted at those meetings.**

**CARRIED**

(Abstained: L. Notash and G. Wowchuk)

## **Role of Audit and Finance Committee**

Staff provided an overview of the committee's mandate and composition along with their duties and responsibilities.

The committee discussed their role in the area of risk oversight and cybersecurity and inquired about the annual audit on cybersecurity. Staff answered that beginning in 2024, the committee receives an annual report on matters relating to cybersecurity. Additionally, PEO engages in penetration testing exercises, cybersecurity audits, and has an external cybersecurity monitoring service. As a part of the engagement process, a Virtual Chief Information Security Officer (vCISO) is consulted. At the committee's request, staff will invite the vCISO to present a high-level update with the annual cybersecurity report at an upcoming AFC meeting.

Staff also noted that a cyber tabletop simulation will be conducted at the November meeting and all councillors will be invited to attend.

## **2025-2026 AFC Draft Work Plan**

The committee reviewed the proposed 2025-2026 AFC work plan including the overview of priority items and topics organized by committee meeting and the associated Council meeting dates. It was noted that the work plan is a proposed guideline for the committee as the document is flexible and subject to amendments throughout the year.

Key discussion points and themes from the committee's discussion are outlined below.

- Suggestion that the *"PEO Risk Register"* be reviewed twice annually. Staff indicated that, starting with the next Council term, the item be included in the orientation meeting held in June, in addition to its regular annual update in November.
- Inquiries were made about risks related to trade uncertainty, interprovincial mobility, and other immediate concerns. Staff clarified that the Risk Register captures only strategic risks, while other operational or emerging risks are addressed through the CEO/Registrar's report at Council meetings.
- Suggestion that the November cybersecurity tabletop exercise focus on scenarios involving a breach or compromise of the member/registrant database.

Via general consensus, the committee agreed that the AFC Work Plan for 2025-2026 be recommended to Council for approval at the June 20, 2025 meeting.

[F. Saghezchi joined the meeting at 1:28 p.m.]

## **Budget Assumptions for 2026**

Staff presented the key assumptions for the capital projects, and the revenues and expenses in relation to the forthcoming operating and capital budgets. As additional information regarding specific projects becomes available, a proposed budget for the 2026-2030 Strategic Plan initiative will be developed and presented as part of the 2026 budget. Further funds will be allocated accordingly, based on the scope and requirements of the identified initiatives.

Capital expenditure assumptions include areas such as technology projects; building improvements; and the office renovation project. Revenue assumptions include membership levels, fees, and dues; and investment, advertising, and rental incomes. Expense assumptions include salaries and benefits; the PEO pension plan; and building operating costs at 40 Sheppard Avenue West.

The committee members had an opportunity to engage in discussion, ask questions, and seek clarifications. A summary of the discussion is outlined below.

- **Office Renovation:** Staff answered queries regarding office renovation plans and informed the committee that after receiving the high-level budget, staff is waiting for a class D budget from vendors exploring low to mid grade equipment and ancillary items to get closer to an actual budget. Staff informed the committee that contingencies will be applied after consulting with advisors once the revised budget is received. Further, staff noted that PEO costs will be compared to industry data on building renovation construction costs.
- **CPD:** There was a suggestion to provide Continuous Professional Development (CPD) courses through PEO as a revenue source. Committee members acknowledged that PEO functions as a regulatory body and not a member service organization. Staff reminded the committee that PEO benefits from functioning as a non-profit organization and providing CPD courses is not considered a revenue source as it would operate on a cost recovery basis.
- **Technology Projects:** Staff answered queries regarding 10% contingency allocated to technology projects. It was explained that this contingency accounts for external factors such as tariffs, foreign exchange fluctuations, price escalations, and other variances typically considered during capital project budget assumptions. The contingency is significantly important with respect to technology related projects as opposed to other capital projects to ensure the projects can proceed without delays and interruption.
- **EIT Program:** Committee members inquired about the EIT program and why it is reflected only under expenses and not revenues in the 2026–2027 budget assumptions. Staff explained that the current focus is on building and implementing the EIT program, which will incur costs. Revenue generation is not expected until after implementation and is also contingent on pending regulatory changes.

### **Quarterly Review of Financial Statements**

The committee engaged with staff to discuss various aspects of the financial statements for the quarter ending on March 31, 2025, including:

- Discussion regarding the councillor training budget and its relatively low usage in the first quarter of the fiscal year. Staff informed the committee that the typical trend is for councillors to seek training once the new Council term begins, following the AGM in April.
- Clarifications were sought regarding the high variance on utilities. Staff informed despite higher consumption of gas during winter months there was an accounting correction, which will be adjusted in the coming months.

The committee acknowledged the hard work of staff in projecting financial accuracy, which is reflected in the quarterly review of financial statements.

### **Review of the Expense Reimbursement Policy**

Following up on the September 2024 meeting, staff facilitated a generative discussion on identifying reimbursable costs incurred to conduct PEO related operations based on their environmental scan on other engineering regulator practices. These discussions are noted to be timely as the Expense Reimbursement Policy is currently being reviewed

and updated, with a plan to bring the draft policy to the Audit and Finance Committee at its September 2025 meeting.

Key discussion points and themes from the committee's discussion are outlined below.

#### Spouse/Partner Travel and Accommodation

Staff presented their findings that 60% of the regulators permit partner expenses with prior authorization, similar to PEO. Of this cohort, 20% only permit partner expenses during the AGM and the board retreat (twice annually). Forty percent (40%) have no specific reference to partner expenses.

The committee discussed the benefit of additional research on amounts currently or typically spent on reimbursement of spousal travel and accommodation. The committee members also suggested defining the term "partner" or "spouse" broadly to be inclusive.

Staff noted there is support for reimbursement for spousal/partner expenses for certain events and also limiting it to a certain number of events annually. Staff further noted that the findings of the research will be taken into consideration when drafting the proposed policy.

#### Alcohol

Staff presented their findings that 40% of the regulatory bodies allow for the reimbursement of alcohol expenses; 40% allow for the reimbursement of alcohol expenses when incurred after regular working hours; and the other 20%, like PEO, do not permit the reimbursement of alcohol expenses during travel. It was noted that PEO's current policy allows alcohol to be served at events upon approval by the CEO/Registrar or the President.

The committee members discussed that feedback on the draft proposed policy should be solicited from the chapters as well. The committee members also discussed the cost, and potential risks and liability in relation to reimbursement of alcohol.

Staff noted from the committee discussion that alcohol is not the only legal intoxicant in Canada and informed the committee that with the current policy, PEO's insurers would likely have concerns in terms of risk management. Staff further stated that the insurance policy applies to PEO volunteers and chapters, and any events serving alcohol hosted by the chapters are covered by internal corporate policies, including the Expense Reimbursement Policy, as well.

#### Meals for Virtual Meetings

Staff presented that no regulators provide guidance on reimbursements for meals during the virtual attendance of meetings. Staff reminded the committee that PEO began reimbursement of meals for virtual attendance at meetings in 2020 as an interim practice during COVID-19 pandemic restrictions. Staff noted the committee's general support of maintaining the status quo as it acts as a gesture of appreciation for volunteer time.

[S. Shi left the meeting at 2:50 p.m.]

#### Business Class Travel

Staff presented their findings 40% allow for business class or premium economy travel when direct flying time exceeds 4 hours; 20%, like PEO, allow for lowest cost business class travel when direct flying time exceeds 6 hours; 20% allow for business class travel on international flights, or on flights within Canada or continental USA if related to health reasons; and 20% do not permit business class or premium economy travel.

The committee suggested the following for clarity and transparency:

- Instead of specifying 4 hours, a policy can note 6 hours, including time spent at an airport and including connections.

- Clarify rules around economy class as it relates to flexibility to change travel and check bags without additional expenses.
- Outline criteria to allow business class travel for the executive leadership team.

[S. Shi returned to the meeting at 3:11 p.m.]

#### Expense Oversight and Governance

Staff informed the committee that currently a verbal summary of the CEO/Registrar's expenses is provided to the AFC annually. It is recommended by staff that this be changed to quarterly and that a verbal summary of the President's and the Council Chair's expenses also should be provided. Staff further commented that any adjudication of appeals or discrepancies of expenses incurred against PEO's expense policies for the above individuals shall be overseen by the committee. Staff emphasized that only escalated and extreme discrepancies will be asked to be considered by the committee.

The committee discussed if additional meetings will be necessary to address the concerns, and staff clarified that the matters are often rare and non-urgent. If they appear, they likely can be addressed at the committee's scheduled meetings.

Committee members inquired about the President's budget for travel. Staff answered that currently there is no budget as the President shares CEO/Registrar travel expenses. Staff noted to make a list of all travel related events the President and CEO/Registrar are expected to attend in person and the associated expected expenses, and to report back to the committee for further discussion.

#### **Motion to Move In Camera**

Moved by Vice President Walker, seconded by Councillor Sung:

**That the committee move in camera at 3:30 p.m.**

**CARRIED**

#### **Return to Open Session**

The committee returned to open session at 4:00 p.m.

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There being no further business, the meeting concluded at 4:00 p.m. These open session minutes consist of 5 pages.

Lorne Cutler

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L. Cutler, P.Eng., Committee Chair



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# Minutes

The 36<sup>th</sup> Meeting of the GOVERNANCE AND NOMINATING COMMITTEE (GNC) of PROFESSIONAL ENGINEERS ONTARIO was a Virtual meeting held via ZOOM Videoconference on Wednesday, June 4, 2025 at 1:00 p.m.

**Present:** Susan MacFarlane, P.Eng., Committee Chair and Western Region Councillor  
Fred Saghezchi, P.Eng., President  
Leila Notash, P.Eng., President-elect  
Greg Wowchuk, P.Eng., Past President  
Sean Decloux, P.Eng., Councillor-at-Large  
Paula Klink, P.Eng., Councillor-at-Large  
Nanda Lwin, P.Eng., East Central Region Councillor  
Rachel Prudhomme, P.Eng., Lieutenant Governor-in-Council Appointee

**Regrets:** Ravinder Panesar, P.Eng., West Central Region Councillor

**Staff:** Jennifer Quaglietta, P.Eng., CEO/Registrar  
Dan Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer  
Americo Viola, P.Eng., VP, Regulatory Operations and Deputy Registrar  
Marina Solakhyan, Senior Director, Governance  
Katarina Praljak, Director, Communications  
Meg Feres, Manager, Council Operations  
Antora Anowar, Council and Committee Coordinator  
Graham Pedregosa, Council and Committee Coordinator

**Observer:** David Weiss, Board Culture Facilitator, Weiss International Ltd.

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## Call to Order

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

## Approval of Agenda

The President noted that item 9.0, "Communications Policy" should be removed from the agenda suggesting that the current material is not ready for discussion.

Moved by Councillor Prudhomme, seconded by Councillor Klink:

**That the agenda for the June 4, 2025, meeting of the GNC be approved as presented.**

**CARRIED**  
**Against: Saghezchi**

## **Conflicts of Interest**

No conflicts were declared.

## **Consent Agenda – Previous Minutes**

Moved by Councillor Prudhomme, seconded by Councillor MacFarlane:

**That the minutes of the 35<sup>th</sup> open session meeting of the Governance and Nominating Committee, held on April 15, 2025 accurately reflect the business transacted at that meeting.**

**CARRIED**  
**Abstained: Notash**

## **Role of the Governance and Nominating Committee**

[G. Wowchuk joined the meeting at 1:10 p.m.]

Staff presented the Governance and Nominating Committee's Charter, outlining its mandate, composition, and responsibilities. Staff highlighted the Councillor Submission Mechanisms and the options that councillors can use to submit items to the relevant governance committee or Council. Options include submissions to governance committees for non-urgent items using the special rules; submissions to Council related to urgent or emergency items using the special rules; the use of councillor questions, a standing item at Council meetings; and informal discussions with the CEO/Registrar and Chairs.

Staff answered questions from the President-elect related to an upcoming councillor submission regarding the visioning project led by the Past President in the 2024-2025 Council term. It was recommended that the President-elect work with staff to have a formal submission for the June 20, 2025 Council meeting.

## **2025-2026 Draft GNC Work Plan**

Staff presented the proposed 2025-2026 GNC work plan including the overview of priority items and topics organized by committee meeting and the associated Council meeting dates. It was noted that the work plan is a proposed guideline for the committee as the document is flexible and subject to amendments throughout the year.

The committee agreed unanimously that the proposed 2025-2026 GNC work plan will be presented for approval at Council's June 20, 2025 meeting.

## **2026 Election Documents and RESC Appointments**

The committee reviewed the draft versions on the *2026 Nomination and Voting Procedures*, the *2026 Election Publicity Procedures*, the *Nomination Form*, the *Nomination Acceptance Forms*, and the proposed Regional Election and Search Committees (RESC) Chairs appointments. Staff also noted that the Ontario Government approved the eligibility requirements to run for PEO Council in May 2025, which was approved by Council in the 2024-2025 term. These eligibility requirements are now added to *Nomination Acceptance Forms* for the upcoming 2026 PEO election.

The committee's discussions and recommendations are summarized below by applicable election document.

### Nomination and Voting Procedures

The committee reviewed the proposed *Nominating and Voting Procedures* which addressed recommendations from the Chief Elections Officer and the Central Elections and Search Committee (CESC), including topics related to All Candidates Meetings (ACMs) and reminder messages to candidates regarding their responsibilities and timelines. The committee discussed alternatives to the traditional ACMs which have had low participation rates and limited

engagement in recent elections. It was suggested that candidates should have an opportunity to post a pre-recorded video and answering pre-determined questions which would be posted to the PEO website. Councillors expressed support for increased Chapter and regional engagement during the election period, with chapters incorporating election-focused sessions into events at the local level.

The committee agreed to the following changes to the *Nominating and Voting Procedures*:

- Line 12: Removal of the word “new” as a description of the election eligibility criteria so that the rule remains relevant in other election years.
- Line 20: Additional frequent reminders to candidates sent by the Chief Elections Officer for all key deadlines throughout the election process, typically seven days and one day before each deadline
- The discontinuation of ACMs, with a focus on candidate engagement online and at Chapter meetings at the local level, and the use of video submissions.

Members of the committee noted potential changes on the length of the voting and nominating periods. It was agreed that further discussion on this topic should be discussed in the context of the 2026 Election Issues Report which will developed and discussed after the 2026 election.

[D. Weiss left the meeting at 2:00 p.m.]

#### Election Publicity Procedures

The committee reviewed and discussed the proposed *Election Publicity Procedures* with the 2025-2026 timelines and procedures for candidates to submit materials for publication on PEO related media. The committee discussed potential changes to the date of the first e-blast to members with candidates’ material. It was also raised that there should be additional clarity on the review period for candidates to review their finalized material prior to publication.

The committee agreed to the following changes to the *Election Publicity Procedures*:

- Scheduling the date of the first e-blast to members to occur on January 26, the date voting opens.
- Changing references of “Twitter” and replacing them with “X”, the current name of the platform.
- Line 8: Additional changes to further clarify there will be a period in which candidates can review their materials and language prior to publication.

#### Nomination Acceptance Forms

The committee discussed the proposed *Nomination Acceptance Forms* which include the recently passed election eligibility criteria, now in regulation. The committee discussed the use of Police Background Checks on candidates once the nomination form is completed, staff answered questions related to the background checks noting that the background checks are required only for elected PEO councillors.

Committee members generally agreed to a self-declaration-only approach to the nomination forms, rather than requiring candidates to undergo background checks, while reserving the right to conduct such checks if necessary.

[N. Lwin joined the meeting at 2:27 p.m.]

#### Nomination Form

No changes were recommended to the *Nomination Form*.

Via general consensus, the committee recommended the *Nomination and Voting Procedures*, the *Election Publicity Procedures*, the *Nomination Acceptance Forms*, the *Nomination Form*, as well as the proposed RESC appointments, for approval at Council's June 20, 2025 meeting, subject to the recommended changes outlined above.

### **Council Remuneration Framework & Competency-Based Nominations: Action Plan**

The committee reviewed a high-level action plan highlighting key milestones and associated implications for the Council remuneration initiative as directed by Council. The committee noted that any decisions related to Council remuneration could take effect in 2027 if the action plan is approved at the Council at the June 20, 2025 Council meeting. The committee reviewed the timeline and key presentations that will take place at GNC and Council through the 2025-2026 term.

Staff answered questions from committee members related to the "Estimated Remuneration Costs for Council-Related Meetings and Activities" in the briefing material and highlighted that costs are not finalized, and further research and engagement with councillors as the action plan is rolled out will be conducted throughout the term. It was suggested that until further work has been undertaken, briefing information should omit specific rates or amounts and instead show ranges.

Via general consensus, the committee agreed to recommend the *Council Remuneration and Competency Based Nominations Action Plan* for Council's approval at the June 20, 2025 meeting, subject to a change in presentation to show potential remuneration amounts in a high/low range format.

### **Communications Policy**

The committee reviewed changes to the Communications and Media Relations Policy, Corporate Social Media Policy, Social Media Terms of Use, and additions to the Governance Manual. It was noted that PEO's Corporate Social Media Policy and Communications Policy were last revised and approved by Council in March 2015 and April 2011 respectively.

The Director of Communications presented the changes to the committee highlighting changes to the policies related to the authorized spokesperson to speak on behalf of PEO, the social media policy that is related to guidelines for PEO's communication staff on managing PEO's social media channels, and moving the Councillor Code of Conduct from the Communication and Media Policy to now be part of PEO's Governance Manual.

Staff answered questions related to having media training for authorized spokespeople on Council for the President, President-elect, and Council Chair. The committee agreed that there should be some consideration for both the President and Council Chair to work with the CEO/Registrar and ensure that all authorized spokespeople are speaking on behalf of Council's decisions and PEO.

The committee agreed that staff will work to further refine the authorized spokesperson piece of the revised Communication Policy to add further clarification on who can speak on behalf of PEO and PEO Council.

Via general consensus, the committee agreed to recommend the Communications Policy for Council's approval at the June 20, 2025 meeting.

[K. Praljak left the meeting at 3:15 p.m.]

### **Councillor Submission: Amendment to the Special Rules of Order**

The committee reviewed a Councillor Submission by the President-elect related to an amendment to the Special Rules of Order. The President-elect thanked staff for their help in drafting two potential options for the committee to recommend or Council's approval. The options were:

Option 1) *Where there are members who wish to speak to a main motion, the chair must ensure that a member from each side of the debate on the main motion has had the opportunity to speak before a motion to call the question can be moved*

Option 2) *Before a motion to call the question can be moved, the chair must ensure that views from both sides of the debate on the main motion are heard, where there are views on both sides.*

The committee discussed the proposed changes which would have the Chair of Council ensure that views from both sides of the debate on the main motions are heard before a “call to question” is recognized during debate at Council.

Via general consensus, the committee agreed to recommend Option 2 for Council approval at the June 20, 2025 meeting.

### **Motion to Move In Camera**

Moved by Councillor Klink, seconded by Past President Wowchuk:

**That the committee move in camera at 3:34 p.m.**

**CARRIED**

### **Return to Open Session**

The committee returned to open session at 4:00 p.m.

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There being no further business, the meeting concluded 4:00 p.m. These minutes consist of 5 pages.

“S. MacFarlane”

S. MacFarlane, P.Eng., Chair



# Minutes

The 31<sup>st</sup> Meeting of the REGULATORY POLICY AND LEGISLATION COMMITTEE (RPLC) of PROFESSIONAL ENGINEERS ONTARIO was held in a Virtual format via ZOOM Videoconference on Friday, June 6, 2025 at 1:00 p.m.

**Present:** Vicki Hilborn, P.Eng., Committee Chair and Western Region Councillor  
Fred Saghezchi, P.Eng., President (ex officio)  
Leila Notash, P.Eng., President-elect  
Greg Wowchuk, P.Eng., Past President (ex officio)  
Chantal Chiddle, P.Eng., Eastern Region Councillor  
Hannah Ehtemam, P. Eng., East Central Region Councillor  
Ahmed Elshaer, P.Eng., Northern Region Councillor  
Susan MacFarlane, P.Eng., Western Region Councillor

**Regrets:** Sardar Asif Khan, P.Eng., Vice President (elected)

**Staff:** Jennifer Quaglietta, P.Eng., CEO/Registrar  
Dan Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer  
Americo Viola, VP, Regulatory Operations and Deputy Registrar  
Marina Solakhyan, Senior Director, Governance  
Sheetal Rawal, Policy Counsel  
Meg Feres, Manager, Council Operations  
Antora Anowar, Council and Committee Coordinator  
Graham Pedregosa, Council and Committee Coordinator

**Observer:** Pappur Shankar, P.Eng., West Central Region Councillor

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## Call to Order

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

## Approval of Agenda

Moved by Councillor Elshaer, seconded by Councillor Ehtemam:

**That the agenda for June 6, 2025 RPLC meeting agenda be approved as presented.**

**CARRIED**

## Conflicts of Interest

No conflicts were declared though Councillor Hilborn stated she is an employee of the Ontario government and participating at the meeting as a citizen and not a public service employee.

## Consent Agenda: Previous Minutes

Moved by Councillor Chiddle, seconded by Councillor Ehtemam:

**That the open session minutes of the April 17, 2025 accurately reflect the business transacted at that meeting.**

**CARRIED**

(Abstained: Notash)

## **Role of the Regulatory Policy and Legislation Committee (RPLC)**

The committee reviewed its Charter, including composition, mandate, and roles and responsibilities. Committee members also received an overview of PEO's Policy Development Process including the framework's principles and the Policy Impact Analysis tool, regulatory process in Ontario, and the Councillor Submission Protocol.

[P. Shankar joined the meeting at 1:11 p.m.]

### **2025-2026 Draft RPLC Work Plan**

Staff presented the proposed 2025-2026 RPLC work plan including the overview of priority items and topics organized by committee meeting and the associated Council meeting dates. It was noted that the work plan is a proposed guideline for the committee as the document is flexible and subject to amendments throughout the year.

Key discussion points and themes from the committee's discussion are outlined below.

#### Time-Based Experience Requirements

The committee requested a status update on item 2.6 titled "*Time-Based Experience Requirements*" of the proposed work plan as Council directed staff to report on developments. Staff informed the committee that given competency-based assessment is a requirement and given harmonization and labour mobility principles, any modifications must carefully consider how other engineering regulators assess experience to ensure consistency. It was noted that staff is monitoring what other regulators are doing in this realm before proposing any changes.

#### Human Rights in Professional Practice: Code of Ethics and Professional Misconduct Provisions

The committee requested a status update on item 3.2 titled "*Human Rights in Professional Practice: Code of Ethics and Professional Misconduct Provisions*" as it relates to previous Council direction. Staff informed the committee that in September 2024, Council directed staff to review whether PEO's regulatory measures adequately address human rights issues within its jurisdiction and to recommend improvements where appropriate. The review includes post impact assessment process, and some gaps were identified specifically in Code of Ethics and the professional misconduct provisions in the regulation. A preliminary report outlining proposed changes will be submitted to the committee at its September meeting for further discussion and direction.

#### Comprehensive Review of the *Professional Engineers Act*: High-Level Project Plan

The committee had a discussion on item 4.4 titled "*Comprehensive Review of the Professional Engineers Act: High-Level Project Plan*" and the role of other governance committees in relation to this item. Staff noted that this item is contingent on the approval of the 2026–2030 Strategic Plan at the June 2025 Council meeting.

There was a consensus that the draft workplan for 2025-2026 for Regulatory Policy Legislation Committee (RPLC) be recommended to Council for approval at its June 2025 meeting.

### **FARPACTA (Fair Access to Regulated Professions and Compulsory Trades Act) and Application Assessment Timelines**

Staff informed the committee that as of July 1, 2025, amended FARPACTA regulations will require that PEO make a registration decision within three months after receiving an application for registration from an internationally trained individual. PEO must comply with this time limit for at least 90 percent of these applications. FARPACTA also requires that all PEO's registration decisions are made within a reasonable time. To comply with the principle of fairness and bearing in mind that most applications come from those who are internationally trained, PEO applies its time limit for registration decisions to all applicants - that is, both CEAB and non-CEAB graduates.

Staff presented two proposed amendments in response to changes to FARPACTA's registration decision time limit to expedite the process:

- PEO would seek to remove provisions in the regulation that allow P.Eng. licence or limited licence (LL) applicants a two-year timeframe for completion of the National Professional Practice Examination (NPPE). The NPPE would need to be successfully completed before an application was accepted by PEO.
- PEO would allow for optional, rather than mandatory, referral of Application to the Academic Requirements Committee (ARC).

Key discussion points and themes from the Committee’s discussion are outlined below.

- Committee members discussed if the proposed changes are recommended after consulting with the Academic Requirements Committee (ARC). Staff was directed to add a report from ARC with their detailed feedback on the proposed amendments to the June Council meeting package.
- Committee members inquired about the status of obtaining an extension from the government. Staff responded that while initial discussions have been initiated, it is unlikely that an extension will be granted at this time.

There was a consensus that amendments proposed in response to changes to FARPACTA’s registration decision time be recommended to Council for approval at its June 2025 meeting.

[P. Shankar left the meeting at 2:14 p.m.]

### **Engineering Intern (EIT) Program: Final Proposal**

Following Council’s policy direction at its April 2025 meeting, staff presented to the “EIT 2.0” detailed program proposal with a high-level action plan along with consultation results from stakeholders to review and recommend to Council at its June 2025 meeting. Staff informed the committee that the response from stakeholders, including an online survey as well as consultation with the Strategic Stakeholder Advisory Group (SSAG), was positive overall. The SSAG suggested further refinements which have been incorporated in the EIT 2.0 program proposal. It was noted that the program proposal will require legislative changes, as well as short term and ongoing operational considerations including additional resources.

Staff clarified the following:

- A two-thirds majority vote will be required to pass the motion at Council under the special rules (2.2), as the second part of the draft motion proposes an amendment to the Professional Engineers Act and associated regulation as well as PEO’s bylaw.
- EIT legacy program is addressed in the EIT 2.0 program proposal as requested by Council in its discussions from April 2025 meeting.
- Chapter level engagements between professional engineers with engineering students are welcomed as it may encourage future engineers to get licenced.

Key discussion points and themes from the Committee’s discussion are outlined below.

### Program Length and Program Extension

There was a discussion around the program length of the proposed six years from the equity, diversity and inclusion viewpoint. Committee members inquired about the impact of extending that period to a longer period. Staff noted that the proposal does provide an opportunity to provide extensions to ensure equitable access. The extensions and the circumstances that will give rise to this would be prescribed and approved in policy by Council. Further, it was noted that extensions can also be handled on a case-by-case basis to allow flexibility.

Committee members also inquired about developing acceptable criteria and grounds for extensions with a view to minimizing abuse of the process. Staff noted that Council will need to develop a policy to clearly specify the circumstances in which an extension can be sought. The grounds can be laid out, monitored, and adjusted from time to time.

#### EIT Legacy

Committee members inquired if the current EIT program holders can be automatically moved to the new EIT 2.0 program. Staff answered that all the existing EITs will be given the opportunity to enrol in the pre-licensing EIT 2.0 program. Enrolment will require that they withdraw their licence applications. Current EITs will be provided with details of the implications of the withdrawal. The repayment of application fees to those who withdraw under this process will be considered in the legacy inventory management plan. For those who do not withdraw, PEO will—with ample and fair notice—process their licence applications as legacy applications under PEO’s licensing regime, which ensures a fair and reviewable process for registration decisions.

#### Financial Credit Program

Committee members inquired if any financial credit program will be extended to the EIT 2.0 holders. Staff noted that, as these provisions are in the by-laws and do not require Act or regulatory changes, Council can decide on the type of financial credit program it may want to apply once the EIT 2.0 program proposal is approved by the government.

#### Investment Costs

Committee members inquired if the projected cost on IT infrastructure for the proposed program is the initial cost and if there are any other follow up IT related or other costs associated with implementing the EIT 2.0 program. Staff answered that the projected amount is an initial, draft, high level budget and a formal quote has not been solicited at this stage.

Via general consensus, and subject to the briefing clarifications requested, the committee agreed to recommend that:

- Council endorse the establishment of the EIT 2.0 program as presented and direct staff to implement it; and
- Council direct staff to work with the Ministry of the Attorney General to prepare changes to the *Professional Engineers Act* and regulations in order to implement Council’s policy direction for EIT 2.0.

### **Councillor Submission: Proposal to Establish a Dedicated Regulatory Stream on Artificial Intelligence (AI) in Engineering Practice**

Vice President Khan’s submission formally requests that the Regulatory Policy and Legislation Committee (RPLC) initiate the development of a dedicated regulatory stream addressing the use, integration, and oversight of Artificial Intelligence (AI) in engineering practice. This action aligns with PEO’s statutory mandate and responsibilities as a self-regulatory body committed to protecting the public interest.

Key discussion points and themes from the committee’s discussion are outlined below.

- Suggestion to consider the submission once the 2025-2026 draft work plan is approved by Council at its June 2025 meeting.
- Suggestion that, ahead of the September meeting, consideration should be given to streamline the submission’s proposed motion.
- With respect to appointing individuals to undertake governance oversight of the proposed initiative, there was discussion about the importance of alignment with Council’s existing governance structure.
- Suggestion that the submission is premature as there is no staff review or report to support the submission.

- Staff informed the committee that reviewing AI is already on the committee’s work plan under the Item 4.3 titled “*Professional Standards and Guidelines Review*”. It is recommended that the submission be reviewed at its September 2025 meeting.

It was agreed that the RPLC Chair will provide feedback to Vice President Khan as summarized in the committee’s discussion so that consideration can be given to revising the submission.

**Other Discussion: Information Gathering**

There was a discussion regarding the parameters around which councillors should seek out or solicit additional information from other sources, over and above the briefings provided by staff, on matters being discussed and considered for decision by Council. Both the Council Chair and RPLC Chair highlighted that it is important for all councillors or all committee members, as applicable, to receive and have access to the same information; and to raise the matter as appropriate if there are concerns that key information has not been duly shared.

**Motion to Move In Camera**

Moved by: Councillor Ehtemam, seconded by Past President Wowchuk:

**That the committee move in camera at 3:40 p.m.**

**CARRIED**

**Return to Open Session**

The committee returned to open session at 3:41 p.m.

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There being no further business, the meeting concluded at 3:47 p.m. These open session minutes consist of 5 pages.

Vicki Hilborn

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Vicki Hilborn, P.Eng., Committee Chair

Council Decision Log Open Motions

Mtg	Date	Title	Motion	Status
570	20-Jun-25	10.2 CESC Matters: Appointment of Committee and Selection of Chair for 2025-2026 Term	<p>Moved into open session:</p> <ol style="list-style-type: none"> <li>1. That Council appoints Suresh Khanal, P.Eng., Mostafa Khosravyelhossaini, P.Eng., Bhargav Pandya, P.Eng., and Mohammad Semnani, P.Eng. as additional members of the 2025-2026 Central Election and Search Committee, for a membership term of 1 year (June 2025 to June 2026);</li> <li>2. That Council appoints Marcia Lim, P.Eng. as an additional member of the 2024-2025 Central Election and Search Committee, for a membership term of 2 years (June 2025 to June 2027);</li> <li>3. That Council appoints Gregory P. Wowchuk, P.Eng., Chair of the 2025-2026 Central Election and Search Committee.</li> </ol> <p>CARRIED WITH IN CAMERA CONSENT AGENDA</p>	Complete
570	20-Jun-25	9.3 Councillor Items – Visioning for Relevance Next Steps	<p>New Motion</p> <p>Council directs the CEO/Registrar to review the four draft vision statements and their associated interpretive documents, and to propose a vision statement(s) for the Governance and Nominating Committee to recommend for Council's consideration by the end of the 2025-2026 Council term.</p> <p>CARRIED</p>	In progress

570	20-Jun-25	7.4 Review of Continuing Professional Development (CPD) Program	<p>Whereas Council is committed to mandatory continuing professional development (CPD) as an ongoing licensing requirement, and</p> <p>Whereas Council is committed to administering the existing mandatory CPD program in accordance with current regulations, while the review of the program is in progress,</p> <p>Now therefore be it resolved that</p> <ol style="list-style-type: none"> <li>1. Council directs the CEO/Registrar to initiate targeted engagement with relevant stakeholders to ensure inclusive and comprehensive input into the re-evaluation of the CPD program, including defining who the program applies to, identifying any potential exemptions or extensions, and reviewing the enforcement and compliance process, and</li> <li>2. Council directs the Regulatory Policy and Legislation Committee (RPLC) to provide a policy proposal to Council no later than the end of the 2025-2026 Council term.</li> </ol> <p>CARRIED</p>	In progress
570	20-Jun-25	7.3 FARPACTA and Application Assessment Timelines	<p>That Council approves the changes to the licensing regulations presented at Appendix A and directs staff to work with the Ministry of the Attorney General to make amendments to Regulation 941 as anticipated by clause 9 of subsection 7(1) of the Professional Engineers Act.</p> <p>(requires two-thirds majority)</p> <p>CARRIED</p>	In progress
570	20-Jun-25	7.2 EIT 2.0 Engineering Intern Program	<p>That Council endorses the establishment of the EIT 2.0 program detailed at C-570-7.2, Appendix A. (requires simple majority)</p> <p>CARRIED WITH UNANIMOUS CONSENT</p> <p>That Council directs staff to work with the Ministry of the Attorney General to prepare changes to the Professional Engineers Act and regulations as set out at C-570-7.2, Appendix B in order to implement Council's policy direction for EIT 2.0.</p> <p>(requires two-thirds majority)</p> <p>CARRIED</p>	In progress
570	20-Jun-25	7.1 2025-2026 RPLC Work Plan	<p>That the Work Plan for the Regulatory Policy and Compensation Committee, as submitted to the meeting at C-570-7.1, Appendix A, be approved.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete

570	20-Jun-25	6.1 2025-2026 HRCC Work Plan	That the Work Plan for the Human Resources and Compensation Committee, as submitted to the meeting at C-570-6.1, Appendix A, be approved. CARRIED WITH UNANIMOUS CONSENT	Complete
570	20-Jun-25	5.3 Communications Policies Review	That Council approve the changes to the Communications and Media Relations Policy and additions to the Governance Manual as presented at C-570-5.3, Appendices A and B. CARRIED	Complete
570	20-Jun-25	5.2 Approval of 2026 Election Documents	That Council, with respect to the 2026 Council election: a) approve the 2026 Nomination and Voting Procedures, as presented to the meeting at C-570-5.1, Appendix A;  b) approve the 2026 Election Publicity Procedures, as presented to the meeting at C-570-5.1, Appendix B;  c) approve the 2026 Nomination Form as presented to the meeting at C-570-5.1, Appendix C;  d) approve the 2026 Nomination Acceptance Forms for President-Elect, Vice President, Councillor-at-Large, and Regional Councillor as presented to the meeting at C-570-5.1, Appendix D;  e) appoint the Regional Election and Search Committees (RESC) for each Region;  f) appoint the Junior Regional Councillor in each Region (Nanda Lwin, P.Eng.; Susan MacFarlane, P.Eng.; Ravinder Panesar, P.Eng.; Luc Roberge, P.Eng.; and Susan Jingmiao Shi, P.Eng.) as Chair of the RESC for their Region. CARRIED WITH UNANIMOUS CONSENT	Complete
570	20-Jun-25	5.1 2025-2026 GNC Work Plan	That the Work Plan for the Governance and Nominating Committee, as submitted to the meeting at C-570-5.1, Appendix A, be approved. CARRIED WITH UNANIMOUS CONSENT	Complete
570	20-Jun-25	4.1 2025-2026 AFC Work Plan	That the Work Plan for the Audit and Finance Committee, as submitted to the meeting at C-570-4.1, Appendix A, be approved. CARRIED WITH UNANIMOUS CONSENT	Complete

570	20-Jun-25	3.3 2026-2030 Strategic Plan	<p>1. That Council approves the 2026–2030 Strategic Plan as presented at Appendix A, including the strategic pillars of Effective and Relevant Regulation, Governance Advancement, and Organizational Excellence, together with the goals and objectives set out under each pillar.</p> <p>2. That Council directs the CEO/Registrar to develop an operational plan aligned with the 2026–2030 Strategic Plan to support its effective implementation and to share the operational plan with Council at its September 2025 meeting.</p> <p>3. That Council directs the CEO/Registrar to develop an appropriate budget, as part of the regular annual budgeting process, beginning with the 2026 fiscal year and continuing each year for the duration of the strategic plan, to support its implementation.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	In progress
570	20-Jun-25	2.4 Changes to 2025 Statutory and Regulatory Committees' Membership List a) Decisions for Approval	<p>That Council approve the changes to Committee Membership as presented.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
570	20-Jun-25	2.3 Council Remuneration Framework & Competency-Based Nominations: Action Plan	<p>Original Motion That Council endorses the high-level Action Plan and acknowledges the associated financial implications, which will inform the development of the final Council remuneration framework and a competency-based nominations process.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p> <p>New Motion That Council directs staff to review the issue of remuneration for members of statutory committees, and to provide a preliminary report to Council through the appropriate Governance Committees not later than the end of the 2025-2026 Council term.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	In progress

570	20-Jun-25	2.2 Consulting Engineer Designation Applications	<p>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
570	20-Jun-25	2.1 Open Session Minutes – 568th and 569th Council Meetings	<p>1. That the minutes of the 568th meeting of Council, held April 4, 2025, as presented to the meeting at C-570-2.1, Appendix A, accurately reflect the business transacted at this meeting.</p> <p>2. That the minutes of the 569th meeting of Council, held May 2, 2025, as presented to the meeting at C-570-2.1, Appendix B, accurately reflect the business transacted at this meeting.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
570	20-Jun-25	2.0 Consent Agenda	<p>That the Consent Agenda be approved as amended, consisting of:</p> <p>2.1 Open Session Minutes C-568 and C-569 Meetings</p> <p>2.2 CEDC Applications</p> <p>2.4 Changes to 2025 Statutory and Regulatory Committees' Membership List</p> <p>a) Decisions for Approval</p> <p>b) Other Changes</p> <p>2.5 Approval of Appointments to Complaints Committee</p> <p>CARRIED</p>	Complete
570	20-Jun-25	1.2 Approval of Agenda	<p>That:</p> <p>a) the agenda, as presented to the meeting at C-570-2, Appendix A as amended be approved; and</p> <p>b) the Chair be authorized to suspend the regular order of business.</p> <p>CARRIED</p>	Complete
569	02-May-25	Destruction of Remaining Secret Ballots	That the remaining secret ballots cast at the May 2, 2025 Council meeting be destroyed following the meeting. CARRIED WITH UNANIMOUS CONSENT	Complete
569	02-May-25	10 Appointment of Elected Councillor to Discipline Committee	That Paula Klink, P.Eng., be appointed as a member of the Discipline Committee for the 2025-2026 Council year, in accordance with s.27(1)1 of the Professional Engineers Act. CARRIED WITH UNANIMOUS CONSENT	Complete

569	02-May-25	9 Appointment of Councillors to Executive Committee	<p>That the number of Executive positions to be appointed from amongst the members of Council under s.28(1)(e) of Regulation 941 be more than (1), and in this circumstance, at least one position must be filled by a member of Council appointed by the Lieutenant Governor in Council; CARRIED</p> <p>That the number of Executive positions to be appointed from amongst the members of Council under s.28(1)(e) of Regulation 941 be fixed at two (2), and in this circumstance, at least one position must be filled by a member of Council appointed by the Lieutenant Governor in Council; CARRIED WITH UNANIMOUS CONSENT</p> <p>That Lorne Cutler, P.Eng. and Lieutenant Governor Appointee, and Shahandeh Hannah Ehtemam, P.Eng., be appointed as members of the Executive Committee for the 2025-2026 Council year, in accordance with ss.28(1)(e) and 28(1.1) of Regulation 941. CARRIED WITH UNANIMOUS CONSENT</p>	Complete
569	02-May-25	8 Appointment of Governance Committee Chairs	<ol style="list-style-type: none"> <li>1. That Lorne Cutler, P.Eng., be appointed Chair of the Audit and Finance Committee for the 2025-2026 Council year or until his successor is appointed.</li> <li>2. That Susan MacFarlane, P.Eng., be appointed Chair of the Governance and Nominating Committee for the 2025-2026 Council year or until her successor is appointed.</li> <li>3. That Luc Roberge, P.Eng., be appointed Chair of the Human Resources and Compensation Committee for the 2025-2026 Council year or until his successor is appointed.</li> <li>4. That Vicki Hilborn, P.Eng., be appointed Chair of the Regulatory Policy and Legislation Committee for the 2025-2026 Council year or until her successor is appointed. CARRIED WITH UNANIMOUS CONSENT</li> </ol>	Complete

569	02-May-25	7 Appointment of Councillors to Governance Committees for 2025-2026	<p>1. That the Audit and Finance Committee be composed of Council members Lorne Cutler, P.Eng., Paul Mandel, Susan Jingmiao Shi, P.Eng., Sherlock Sung, and Randy Walker, P.Eng., appointed for the 2025-2026 Council year.</p> <p>2. That the Governance and Nominating Committee be composed of Council members Sean Decloux, P.Eng., Paula Klink, P.Eng., Nanda Lwin, P.Eng., Susan MacFarlane, P.Eng., Ravinder Panesar, P.Eng., and Rachel Prudhomme, P.Eng., appointed for the 2025-2026 Council year.</p> <p>3. That the Human Resources and Compensation Committee be composed of Council members Andy Dryland, P.Eng., Luc Roberge, P.Eng., Scott Schelske, P.Eng., Uditha Senaratne, P.Eng., and Pappur Shankar, P.Eng., appointed for the 2025-2026 Council year.</p> <p>4. That the Regulatory Policy and Legislation Committee be composed of Council members Chantal Chiddle, P.Eng., Shahandeh Hannah Ehtemam, P.Eng., Ahmed Elshaer, P.Eng., Vicki Hilborn, P.Eng., and Sardar Asif Khan, P.Eng., appointed for the 2025-2026 Council year.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p> <p>That Susan MacFarlane, P.Eng., also be appointed a member of the Regulatory Policy and Legislation Committee for the 2025-2026 Council year.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
569	02-May-25	6 Appointment of Vice President	That Randy Walker, P.Eng., be appointed as Vice President for the 2025-2026 Council year. CARRIED WITH UNANIMOUS CONSENT	Complete
569	02-May-25	5 Appointment of Regional Councillor Committee (RCC) Chair	That Chantal Chiddle, P.Eng., be appointed as Chair of the Regional Councillors Committee, effective immediately and to hold office until the close of business at the 2026 Annual General meeting. CARRIED WITH UNANIMOUS CONSENT	Complete
569	02-May-25	4 Appointment of Council Meeting Chair	<p>That Gregory Wowchuk, P.Eng., be appointed the Council Meeting Chair for the 2025-2026 Council year or until his successor is appointed.</p> <p>CARRIED WITH UNANIMOUS</p> <p>That the secret ballots be destroyed following the meeting. CARRIED WITH UNANIMOUS CONSENT</p>	Complete

569	02-May-25	Vote Counters and Scrutineers	That Marina Solakhyan and Graham Pedregosa be appointed vote counters and scrutineers for secret ballots cast at the May 2, 2025 Council Meeting. CARRIED WITH UNANIMOUS CONSENT	Complete
569	02-May-25	2 Approval of Agenda	That: a) the agenda, as presented to the meeting at C-569-2, Appendix A be approved; and  b) the Chair be authorized to suspend the regular order of business. CARRIED WITH UNANIMOUS CONSENT	Complete
568	04-Apr-25	11.2 Councillor Questions – Potential Councillor Submission at AGM	Whereas Council and its governance committees have on numerous occasions discussed the matters set out in AGM Submission #1; and Whereas the content of the submission is substantially opposed by Council,  Now therefore be it resolved,  That Council informs the membership of PEO of its fundamental opposition to the submission as it goes against PEO's governance model, and against practices governing the operation of not-for-profit organizations in Ontario. CARRIED  That the above motion be moved into open session. CARRIED	Complete
568	04-Apr-25	11.1a Engineers Canada Director Withdrawal and Replacement	That, a) Nick Colucci, P.Eng., be nominated for the vacant position on the board of Engineers Canada, and  b) The results be moved into open session. CARRIED WITH UNANIMOUS CONSENT	Complete
568	04-Apr-25	9.1b) Engineers Canada: Candidate for President-Elect	That Council agrees to re-nominate Marisa Sterling, P.Eng., to serve a further one-year term from 2027 to 2028 as an Engineers Canada director from Ontario conditional on her being chosen as President-Elect at the May 2025 EC Board Meeting. CARRIED  That Council agrees to re-nominate Tim Kirkby, P.Eng., to serve a two-year term from 2026 to 2028 as an Engineers Canada director from Ontario conditional on him being chosen as President-Elect at the May 2025 EC Board Meeting. CARRIED WITH UNANIMOUS CONSENT	Complete

568	04-Apr-25	7.1 Engineering Intern (EIT) Program: Policy Options	That Council endorses the establishment of an "EIT as a Pathway" program as discussed at Appendix A and directs RPLC to bring a detailed program proposal, refined by further stakeholder consultation and analysis, and accompanied by a high-level action plan for implementation, to Council's June 2025 meeting. CARRIED WITH UNANIMOUS CONSENT	In progress
568	04-Apr-25	5.1 Roles of President and Chair	That the proposed amendments to By-Law No. 1 set out in C-568-5.1, Appendix A be approved by Council. (2/3 majority of votes cast required) CARRIED  That the proposed changes to the Governance Manual set out in C-568-5.1, Appendix C be approved by Council. (simple majority of votes cast required) CARRIED	Complete
568	04-Apr-25	4.3 Engineers Canada 2027 Per Capita Assessment Fee	That Council direct PEO's Member Representative, or their designate, at the 2025 Engineers Canada Annual Meeting of Members to vote in favour regarding the approval of the 2027 Per Capita Assessment Fee increase, as outlined in C-568-4.3, Appendix A and approved by the Engineers Canada Board on December 9, 2024. CARRIED WITH UNANIMOUS CONSENT	Complete
568	04-Apr-25	4.2 Approval of Auditor for 2025	That Council recommend to members at the April 2025 Annual General Meeting that Deloitte LLP be appointed as PEO's auditor for 2025 and hold office until the next annual general meeting or until a successor is appointed. CARRIED	Complete
568	04-Apr-25	4.1 Approval of 2024 Audited Financial Statements	That Council: a) approve the audited financial statements for the year ended December 31, 2024, and the auditor's report thereon, as presented to the meeting at C-568-4.1, Appendix A; and b) authorize the President and President-elect to sign the audited financial statements on Council's behalf. CARRIED WITH UNANIMOUS CONSENT	Complete
568	04-Apr-25	2.5 Special Rules of Order: Councillor Submissions Protocol	Given that no improvements are proposed at this time, that the Special Rules dealing with Councillor submissions be reviewed again in 2027 when the Special Rules of Order are scheduled for review. CARRIED WITH UNANIMOUS CONSENT	Complete

568	04-Apr-25	2.3 Consulting Engineer Designation Applications	<p>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as set out in Appendix A, Section 3.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
568	04-Apr-25	2.1 Open Session Minutes – 567th Council Meeting	<p>That the minutes of the 567th meeting of Council, held February 21, 2025, as presented to the meeting at C-568-2.1, Appendix A, accurately reflect the business transacted at this meeting.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
567	21-Feb-25	9.1 Councillor Questions – Roles of President and Chair	<p>That Council directs staff to review By-Law No. 1 and any applicable policies and propose changes that would align them with Council's decisions regarding the role and responsibilities of the Chair as Council's chosen representative, specifically in relation to internal administrative functions, including calling meetings and the approval of contracts and expenditures above a specified threshold, subject to potential member input as needed. CARRIED</p>	In progress
567	21-Feb-25	8.2b) - Preserving Learnings from 2050 Visioning	<p>1. That the member driven 2050 Visioning for Relevance strategic goal be placed in the Council Registry as an unfinished project requiring future direction from Council to complete.</p> <p>2. That the vision statements and associated interpretive document be preserved.</p> <p>3. That the vision statements and associated interpretive document be considered in future strategic planning.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
567	21-Feb-25	8.2a) Inform Members of Member-Driven Vision Work	<p>That staff refer to the Winter 2025 Engineering Dimensions magazine as sufficient communication of the Visioning Update, if deemed satisfactory by the Past President, the current President, the Communications department, and the CEO/Registrar. CARRIED WITH UNANIMOUS CONSENT</p>	Complete
567	21-Feb-25	6.1 2025 Goals for the CEO/Registrar	<p>That Council approve the CEO/Registrar 2025 goals as outlined at C-567-6.1, Appendix A. CARRIED WITH UNANIMOUS CONSENT</p>	Complete
567	21-Feb-25	5.2 Establishing Metrics for Governance Performance	<p>That Council adopts the recommendations in the Council Evaluation Framework Report by Watson Board Advisors and directs staff to develop an action plan for implementing the recommendations during the 2025-2026 Council term.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	In progress

567	21-Feb-25	5.1 Council Remuneration Framework	<p>Council:</p> <p>1.</p> <p>a) endorses development of a competitive remuneration structure,</p> <p>b) endorses development of a skills- and competency-based nomination model, and</p> <p>c) agrees to define Councillor role expectations.</p> <p>2. Council directs staff to develop an action plan and cost estimate for implementing the recommendations in Satori Consulting's Council Remuneration report by June 2025.</p> <p>CARRIED</p>	In progress
567	21-Feb-25	4.1 Nomination of Two (2) PEO Representatives for Appointment to Engineers Canada Board	<p>That Christopher Chahine, P.Eng., and Roydon Fraser, P.Eng., be nominated as PEO Directors to the Engineers Canada Board of Directors, each for a three-year term effective as of the 2025 Engineers Canada Annual Meeting of Members.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
567	21-Feb-25	3.3 Strategic Plan Update	<p>That the 2026+ Strategic Plan be made a 5-Year Plan, with a hard reset at 3 years. CARRIED WITH UNANIMOUS CONSENT</p>	Complete
567	21-Feb-25	2.3 2025 PEO Council Governance Scorecard Review	<p>That Council reviews and accepts the proposed changes to the indicators reported in the PEO Council Governance Scorecard, while retaining the 30 x 30 Licensure Rate Indicator. CARRIED WITH UNANIMOUS CONSENT</p>	Complete
567	21-Feb-25	2.2a) Approval of Committee Membership Changes	<p>That Council approve the committee membership changes as presented.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
567	21-Feb-25	2.1 Open Session Minutes – 566th Council Meeting	<p>That the minutes of the 566th meeting of Council, held November 29, 2024, as presented to the meeting at C-567-2.1, Appendix A, accurately reflect the business transacted at this meeting. CARRIED WITH CONSENT AGENDA</p>	Complete
566	29-Nov-24	9.1 Councillor Questions - Minimum Academic Requirement	<p>That PEO request to Engineers Canada that the Future of Engineering Accreditation next steps includes an explicit commitment to the licensure academic standard of a “minimum academic depth and breadth requirement for individuals.”</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete

566	29-Nov-24	7.1 Future Direction of the EIT Program	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. CARRIED	In progress
566	29-Nov-24	5.1 Safe Disclosure (Whistleblower) Policy	That Council approves the revised Safe Disclosure ("Whistleblower") Policy at C-566-5.1, Appendix A. CARRIED	Complete
566	29-Nov-24	4.2 2025 Borrowing Resolution	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	Complete
566	29-Nov-24	4.1 2025 Budgets	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	Complete
566	29-Nov-24	2.6 Discontinuing the "Services of The Engineer Acting Under the Drainage Act" Practice Guideline	That RPLC recommends to Council that PEO's practice guideline titled 'Services of the Engineer Acting Under the Drainage Act' be discontinued. CARRIED WITH CONSENT AGENDA	Complete
566	29-Nov-24	2.5 Charter for the Regional Councillors Committee (RCC)	That Council approves the reviewed and updated Charter (formerly Terms of Reference) for the Regional Councillors Committee (RCC), as recommended by the RCC, as presented at C-566-2.5, Appendix A. CARRIED WITH CONSENT AGENDA	Complete

566	29-Nov-24	2.4 2025 Councillor Training Protocol	That Council approves the 2025 Councillor Training Protocol as presented at Appendix A to the Decision Briefing Note titled "2025 Councillor Training Protocol", subject to the 2025 budget scheduled to be approved by Council on November 29, 2024 at C-566-4.1. CARRIED WITH CONSENT AGENDA	Complete
566	29-Nov-24	2.3 CEDC Applications - Approve	1. That Council approve the exemption from examination and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.  2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2. CARRIED WITH CONSENT AGENDA	Complete
566	29-Nov-24	2.2 Approval of Committee Membership Changes	That Council approve the committee membership renewals for 2025. CARRIED WITH CONSENT AGENDA	Complete
566	29-Nov-24	2.1 Open Session Minutes – 564th Council Meeting	That the minutes of the 565th meeting of Council, held September 27, 2024, as presented to the meeting at C-566-2.1, Appendix A, accurately reflect the business transacted at this meeting. CARRIED WITH CONSENT AGENDA	Complete
565	27-Sep-24	10.2 Director Accountability Framework	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.	Complete

565	27-Sep-24	9.1 2025-2026 Council and Committee Calendar	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.	Complete
565	27-Sep-24	7.3 Fitness to Practice	That Council directs the CEO/Registrar to develop a formal fitness to practice process specifically designed to address issues of incapacity, for consideration by the Regulatory Policy and Legislation Committee (RPLC) and Council.	In progress
565	27-Sep-24	7.2 Professional Practice Guideline Review: Human Rights in Professional Practice	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,  That 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.	In progress
565	27-Sep-24	7.1 Practice Standard Revision: Tower Crane Inspections & Request for Regulation Change To 0.Reg. 260/08	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.	In progress
565	27-Sep-24	5.2 Appointment to GNC	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	Complete
565	27-Sep-24	5.1 Annual General Meeting 3-Year Plan	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.	Complete
565	27-Sep-24	4.1 IT Policy for Council and Volunteers	That Council approve the revised information technology (IT) policy.	Complete

565	27-Sep-24	2.4(a) RCC Work Plan for 2024-2025	That Council approve the Work Plan for the Regional Councillors Committee (RCC), as recommended by RCC, and as submitted to the meeting at C-565-2.4a) Appendix A. CARRIED WITH CONSENT AGENDA	Complete
565	27-Sep-24	2.3 CEDC Applications - Approve	1. That Council approve the exemption from examination and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.  2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.  3. That Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as set out in Appendix A, Section 3. CARRIED WITH CONSENT AGENDA	Complete
565	27-Sep-24	2.2(a) Approval of Committee Membership Changes	That Council approve the changes to Committee Membership as presented. CARRIED WITH CONSENT AGENDA	Complete
565	27-Sep-24	2.1 Open Session Minutes – 564th Council Meeting	That the minutes of the 564th meeting of Council held June 21, 2024, as presented to the meeting at C-565-2.1, Appendix A, accurately reflect the business transacted at that meeting. CARRIED WITH CONSENT AGENDA	Complete
564	21-Jun-24	10.2 Recommendations for Addressing Truth and Reconciliation "Calls to Action"	That Council receives the recommendations outlined in the report entitled Recommendations for addressing the TRC Calls to Action and Increasing Indigenous Representation in Engineering in Ontario. CARRIED WITH UNANIMOUS CONSENT	Complete
564	21-Jun-24	8.1 RPLC Work Plan for 2024-2025	That the Work Plan for the Regulatory Policy and Legislation Committee, as submitted to the meeting at C-564-8.1, Appendix A, be approved. CARRIED WITH UNANIMOUS CONSENT	Complete
564	21-Jun-24	7.1 HRCC Work Plan for 2024-2025	That the Work Plan for the Human Resources and Compensation Committee, as submitted to the meeting at C-564-7.1, Appendix A, be approved. CARRIED WITH UNANIMOUS CONSENT	Complete
564	21-Jun-24	5.3 Annual General Meeting 2025 Date	That Council selects Saturday, April 26, 2025 as the date for the 2025 Annual General Meeting. CARRIED WITH UNANIMOUS CONSENT	Complete

564	21-Jun-24	5.2 Election Matters	<p><u>Original Motion</u> That Council, with respect to the 2025 Council election:</p> <p>a) approves the 2025 Nomination and Voting Procedures, as presented to the meeting at C-564-5.2, Appendix A.</p> <p>b) approves the 2025 Election Publicity Procedures, as presented to the meeting at C-564-5.2, Appendix B.</p> <p>c) approves the 2025 Nomination Form as presented to the meeting at C-564-5.2, Appendix C.</p> <p>d) approves the 2025 Nomination Acceptance Forms for President-Elect, Vice President, Councillor-at-Large, and Regional Councillor as presented to the meeting at C-564-5.2, Appendix D.</p> <p>e) appoints the Regional Election and Search Committees for each Region.</p> <p>f) appoints the Junior Regional Councillor in each Region (Chantal Chiddle, P.Eng., Shahandeh Hannah Ehtemam, P.Eng., Ahmed Elshaer, P.Eng., Vicki Hilborn, P.Eng., Pappur Shankar, P.Eng.) as Chair of the Regional Election and Search Committee for their Region.</p> <p><u>New Motion</u> That the Nomination Acceptance Forms be amended to remove the phrase “I understand that a false statement or misrepresentation could result in disciplinary action under the Professional Engineers Act.” CARRIED</p>	Complete
564	21-Jun-24	5.1 GNC Work Plan for 2024-2025	That the Work Plan for the Governance and Nominating Committee, as submitted to the meeting at C-564-5.1, Appendix A, be approved. CARRIED WITH UNANIMOUS CONSENT	Complete
564	21-Jun-24	4.1 AFC Work Plan for 2024-2025	That the Work Plan for the Audit and Finance Committee, as submitted to the meeting at C-564-4.1, Appendix A, be approved. CARRIED WITH UNANIMOUS CONSENT	Complete
564	21-Jun-24	2.3(b) CEDC Applications - Decline	1. That Council decline the application for redesignation as a Consulting Engineer as presented to the meeting at C-564-2.3(b), Appendix A, Section 1. CARRIED WITH CONSENT AGENDA	Complete

564	21-Jun-24	2.3(a) CEDC Applications - Approve	<p>1. That Council approve the exemption from examination and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
564	21-Jun-24	2.2(a) Approval of Committee Membership Changes	<p>That Council approve the changes to Committee Membership as presented.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
564	21-Jun-24	2.1 Open Session Minutes – 562nd and 563rd Council Meetings	<p>That the minutes of the 562nd meeting of Council, held April 5, 2024, and of the 563rd meeting of Council held May 3, 2024, as presented to the meeting at C-564-2.1, Appendices A and B respectively, accurately reflect the business transacted at these meetings.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
563	03-May-24	10 Appointment of Elected Councillor to Discipline Committee	<p>That Luc Roberge, P.Eng., be appointed as a member of the Discipline Committee for the 2024-2025 Council year, in accordance with s.27(1)1 of the Professional Engineers Act. CARRIED WITH UNANIMOUS CONSENT</p>	Complete
563	03-May-24	9 Appointment of Councillors to Executive Committee	<p>1. That the number of Executive positions to be appointed from amongst the members of Council under s.28(1)(e) of Regulation 941 be fixed at five (5), and in this circumstance, at least one position must be filled by a member of Council appointed by the Lieutenant Governor in Council. CARRIED</p> <p>2. That Shahandeh Hannah Ehtemam, P.Eng., Ahmed Elshaer, P.Eng., Vicki Hilborn, P.Eng., Glen Schjerning, P.Eng., and Uditha Senaratne, P.Eng., be appointed as members of the Executive Committee for the 2024-2025 Council year, in accordance with ss.28(1)(e) and 28(1.1) of Regulation 941. CARRIED WITH UNANIMOUS CONSENT</p> <p>New Motion: That the electronic ballots used for all secret voting be deleted following the meeting. CARRIED WITH UNANIMOUS CONSENT</p>	Complete

563	03-May-24	8 Appointment of Governance Committee Chairs	<p>1. That Lorne Cutler, P.Eng., be appointed Chair of the Audit and Finance Committee for the 2024-2025 Council year or until his successor is appointed.</p> <p>2. That Susan MacFarlane, P.Eng., be appointed Chair of the Governance and Nominating Committee for the 2024-2025 Council year or until her successor is appointed.</p> <p>3. That Luc Roberge, P.Eng., be appointed Chair of the Human Resources and Compensation Committee for the 2024-2025 Council year or until his successor is appointed.</p> <p>4. That Vicki Hilborn, P.Eng., be appointed Chair of the Regulatory Policy and Legislation Committee for the 2024-2025 Council year or until her successor is appointed. CARRIED WITH UNANIMOUS CONSENT</p>	Complete
563	03-May-24	7 Appointment of Councillors to Governance Committees for 2024-2025	<p>That the proposed membership of the Audit and Finance Committee as listed in C-563-7, Appendix A, be approved.</p> <p>That Vicki Hilborn be added to the proposed membership for the Audit and Finance committee.</p> <p>1. That the Audit and Finance Committee be composed of Council members Lorne Cutler, P.Eng., Vicki Hilborn, P.Eng., Paul Mandel, George Nikolov, P.Eng., Sherlock Sung, and Randy Walker, P.Eng., appointed for the 2024-2025 Council year</p> <p>2. That the Governance and Nominating Committee be composed of Council members Ahmed Elshaer, P.Eng., Nanda Lwin, P.Eng., Susan MacFarlane, P.Eng., Ravinder Panesar, P.Eng., and Glen Schjerning, P.Eng., appointed for the 2024-2025 Council year.</p> <p>3. That the Human Resources and Compensation Committee be composed of Council members Andrew Dryland, Luc Roberge, P.Eng., Scott Schelske, P.Eng., Uditha Senaratne, P.Eng., and Pappur Shankar, P.Eng., appointed for the 2024-2025 Council year.</p> <p>4. That the Regulatory Policy and Legislation Committee be composed of Council members Guy Boone, P.Eng., Chantal Chiddle, P.Eng., Shahandeh Hannah Ehtemam, P.Eng., Vicki Hilborn, P.Eng., Michelle Liu, P.Eng., and Leila Notash, P.Eng., for the 2024-2025 Council year. CARRIED WITH UNANIMOUS CONSENT</p>	Complete

563	03-May-24	6 Appointment of Vice President	That Nanda Lwin, P.Eng., be appointed as Vice President for the 2024-2025 Council year. CARRIED WITH UNANIMOUS CONSENT	Complete
563	03-May-24	5 Appointment of Regional Councillors Committee (RCC) Chair	That Pappur Shankar, P.Eng., be re-appointed as Chair of the Regional Councillors Committee, effective immediately and to hold office until the close of business at the 2025 Annual General meeting. CARRIED WITH UNANIMOUS CONSENT	Complete
563	03-May-24	4 Appontment of Council Meeting Chair	That Gregory Wowchuk, P.Eng., be appointed the Council Meeting Chair for the 2024-2025 Council year or until his successor is appointed. CARRIED WITH UNANIMOUS CONSENT	Complete
562	05-Apr-24	11.2 Sterling Award: Next Steps	That: a) Effective immediately, Council approves to discontinue the G. Gordon M. Sterling Engineering Intern Award Program. b) Effective immediately, the Sterling Award Subcommittee be stood down with thanks to all current and previous members. CARRIED	Complete
562	05-Apr-24	10.2 Councillor Questions – PEO Definition of Public Interest	New Motion To add discussion of the definition of “public interest” to the Council Issues Registry. CARRIED BY UNANIMOUS CONSENT	Complete
562	05-Apr-24	10.2 Councillor Questions – Topics for Registry	New Motion That the below suggestions be placed on the Councillor Issues Registry: 1. That Council create a Past Presidents Advisory Group (PPAG) that meets at least 2x. per year chaired by the immediate past president? 2. Staff to review the costs relating to offering a virtual learning platform that will be available to all PEO license holders in order to maintain their mandatory CPD requirements and bring forward for consideration in future budgets. 3. That staff look at partnering with OSPE to combine future AGM’s with an Engineering Conference (Symposium) to assist PEO members to obtain their CPD hours. 4. That staff provide an update on the consultants used in 2022 and 2023 including a summary of Company Name, Type of Work, Amount Budgeted, Budget Line, Actual Amount Spent, Reason for use of consultant, Steps being taken to complete this work in house. CARRIED BY UNANIMOUS CONSENT	Complete
562	05-Apr-24	8.2 Future of Engineer-in-Training (EIT) Update	New Motion That Item 8.2 be made a topic of a future Plenary session, or of a future Council meeting, to be decided by the President, or by the Chair of Council, as appropriate. CARRIED BY UNANIMOUS CONSENT	Complete

562	05-Apr-24	6.5 Special Rules Review and Councillor Submissions	<p>That the proposed amendments to By-Law No. 1 set out in Appendix A be approved by Council. (2/3 of votes cast required to carry) CARRIED</p> <p>That the Special Rules of Order that are currently in effect be rescinded and that the Special Rules of Order set out in Appendix D be enacted by Council to replace them. (2/3 of votes cast required to carry) CARRIED</p> <p>That the Special Rules of Order provisions dealing with Councillor submissions and the Councillor Submissions Mechanism be reviewed by GNC in April 2025 in order to make recommendations to Council for improvement. (simple majority) CARRIED</p>	Complete
562	05-Apr-24	6.4 Updates to Order of Honour (OOH) Nomination Process	That, effective immediately, Council approves the improvements to the nomination process for the Order of Honour, as proposed by staff and OSC and as presented at C-562-6.4, Appendix A. CARRIED BY UNANIMOUS CONSENT	Complete
562	05-Apr-24	6.3 Order of Honour Selection Committee (OSC) Terms of Reference	That Council approve the reviewed and updated Terms of Reference for the Order of Honour Selection Committee (OSC), as recommended by OSC, and as presented at C-562-6.3, Appendix A. CARRIED BY UNANIMOUS CONSENT	Complete
562	05-Apr-24	6.2 Revisions to Governance Committees' Charters	That Council approves the revised Charters of the Audit and Finance Committee, Governance and Nominating Committee, Human Resources and Compensation Committee, and Regulatory Policy and Legislation Committee, as presented to the meeting at C-562-6.2, Appendices A to D. CARRIED BY UNANIMOUS CONSENT	Complete
562	05-Apr-24	6.1 Appointment of Northern Region Councillor	That Council appoint Ahmed Elshaer as the Northern Region Councillor for the 2024-2026 Council terms, in accordance with the "Filling a Councillor Vacancy" process set out at section 29.1 of By-Law No 1. CARRIED BY UNANIMOUS CONSENT	Complete
562	05-Apr-24	5.3 Payment of Legal Expenses	That Council directs the GNC to oversee the development of a legal expenses framework with respect to individuals performing functions under the Professional Engineers Act. CARRIED	In progress
562	05-Apr-24	5.2 Recommendation of Appointment of Auditor for 2024	That Council directs the GNC to oversee the development of a legal expenses framework with respect to individuals performing functions under the Professional Engineers Act. CARRIED	Complete

562	05-Apr-24	5.1 2023 Audited Financial Statements	That Council: a) approve the audited financial statements for the year ended December 31, 2023, and the auditor's report thereon, as presented to the meeting in Appendix A; and b) authorize the President and President-elect to sign the audited financial statements on Council's behalf. CARRIED BY UNANIMOUS CONSENT	Complete
562	05-Apr-24	4.3 Engineers Canada 2026 Per Capita Assessment Fee	That Councils direct PEO's Member Representative at the 2024 Engineers Canada Annual Meeting of Members to vote in favour regarding the approval of the 2026 Per Capita Assessment Fee increase, as outlined in C-562-4.3, Appendix A and approved by the Engineers Canada Board on December 4, 2023. CARRIED	Complete
562	05-Apr-24	4.2 Engineers Canada National Statement of Collaboration	That Council endorses the National Statement of Collaboration proposed by Engineers Canada and presented to C-562-4.2 at Appendix A in EN and Appendix D in FR.  That Council directs PEO's Member Representative, or their proxy, to vote in favour of the motion proposed by Engineers Canada at its Annual Meeting of Members scheduled for May 25, 2024.  Amendment That the definition of "harmonization" should include the concept of "equitable" as in the main document. DEFEATED  MAIN MOTION CARRIED	Complete
562	05-Apr-24	4.1 Engineers Canada 2025-2029 Strategic Plan	That Council endorses the 2025-2029 Strategic Plan – Realizing Tomorrows proposed by Engineers Canada and presented to C-562-4.1 at Appendix C in EN and Appendix D in FR.  That Council directs PEO's Member Representative, or their proxy, to vote in favour of the motion proposed by Engineers Canada at its Annual Meeting of Members scheduled for May 25, 2024. CARRIED	Complete
562	05-Apr-24	2.3b CEDC Applications - Decline	1. That Council decline the application for redesignation as a Consulting Engineer as presented to the meeting at C-562-2.3(b), Appendix A, Section 1. CARRIED WITH CONSENT AGENDA	Complete

562	05-Apr-24	2.3a CEDC Applications - Approve	<p>1. That Council approve the exemption from examination and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title “Consulting Engineers” (or variations thereof) to the firms as presented to the meeting at C-562-2.3(a), Appendix A, Section 3. CARRIED WITH CONSENT AGENDA</p>	Complete
562	05-Apr-24	2.2(a) Approval of Committee Membership Changes	That Council approve the changes to Committee Membership as presented. CARRIED WITH CONSENT AGENDA	Complete
562	05-Apr-24	2.1 Open Session Minutes – 561 Council Meeting – February 23, 2024	That the minutes of the 561st meeting of Council, held February 23, 2024, as presented at C562-2.1, Appendix A, and amended, accurately reflect the business transacted at that meeting. CARRIED	Complete
562	05-Apr-24	2.0 Consent Agenda	<p>That the Consent Agenda be approved as amended, consisting of:</p> <p>2.2 – Changes to 2024 Statutory and Regulatory Committees’ Membership List</p> <p>a) Approval of Committee Membership Changes</p> <p>b) Committee Membership Changes</p> <p>2.3 – Consulting Engineer Designation Applications a) Approving b) Declining</p> <p>The following items were pulled for individual consideration: 2.1 Open Session Minutes C-561, February 23, 2024 2.4 – Regional Councillors Committee (RCC) Report</p> <p>CARRIED BY UNANIMOUS CONSENT</p>	Complete
561	23-Feb-24	11.4 Safe Disclosure (Whistle-blower Policy)	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 (Moved into open Session)	In progress

561	23-Feb-24	10.2(b) Emerging and Emerged Engineering Disciplines Committee	<p>Original Motion That PEO Council direct the RPLC to create the "Emerging Disciplines Working Group".</p> <p>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)</p> <p>Amendment That PEO Council direct the RPLC to add "Emerging Disciplines" to the RPLC 2024-2025 Work Plan.</p> <p><del>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)</del></p> <p>AMENDMENT CARRIED WITH UNANIMOUS CONSENT</p>	Complete
561	23-Feb-24	10.2(a) Caretaker Convention Working Group	<p>Original Motion 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.</p> <p>Amendment To remove "of three members, appointed by the President." CARRIED WITH UNANIMOUS CONSENT</p>	Complete
561	23-Feb-24	7.1 2024 Performance Goals for the CEO/Registrar	<p>That Council approve the CEO/Registrar 2024 Goals Review Form as presented to the meeting at C-561-7.1, Appendix A. CARRIED</p>	Complete
561	23-Feb-24	6.5 In-Camera Sessions Protocol	<p>That the In-Camera Sessions Protocol be approved as presented to the meeting at C-561-6.5, Appendix A.</p>	Complete

561	23-Feb-24	6.4 2024 Annual General Meeting: Guide for Member Submissions	<p>That Council approves the revised Guide for Member Submissions at the Annual General Meeting as presented to the meeting at C-561-6.5, Appendix A.</p> <p>Correction to Guide That Section 2.4 be corrected from “The minimum time for presentation of submissions is two minutes.” to ““The maximum time for presentation of submissions is two minutes.”</p> <p>Friendly Amendment to Guide That all references to number of days be referenced as calendar days as needed.</p> <p>Amendment to Guide 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</p>	Complete
561	23-Feb-24	6.3 Enterprise Risk Management Policy	That Council approve the proposed risk management policy as presented to the meeting at C-561-7.1, Appendix A.	Complete
561	23-Feb-24	6.2 Director Conduct Plan	That Council approves the three-step plan proposed by staff regarding governance controls for director conduct.	Complete
561	23-Feb-24	6.1 2024 Election: No Member Nominated for Northern Region Councillor	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	Complete
561	23-Feb-24	4.1 Nomination of Two (2) PEO Representatives for Appointment to Engineers Canada Board	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	Complete
561	23-Feb-24	2.2(a) Approval of Committee Membership Changes	That Council approve the changes to Committee Membership as presented. CARRIED	Complete
561	23-Feb-24	2.1 Open Minutes -C-560	That the minutes of the 560th meeting of Council, held November 16-17, 2023, as presented to the meeting at C-561-2.1, Appendix A, accurately reflect the business transacted at that meeting. CARRIED	Complete

560	16-Nov-23	9.3c) Term Limits for Elected Councillors	Motion for staff to prepare a report on the potential to increase or potentially remove the term limit for elected Councillors by April 2024. CARRIED	In progress
560	16-Nov-23	9.3b) Council Registry of Activities and Open Issues	That GNC provide Council with a plan for developing and maintaining a Council Registry of Activities and Open Issues for the April 2024 meeting of Council. CARRIED BY UNANIMOUS CONSENT	In progress
560	16-Nov-23	9.2 Smith & Wolfe Awards	That, effective immediately, Council approves to discontinue the following programs: V.G. Smith Award and S.E. Wolfe Thesis Award. CARRIED	Complete
560	16-Nov-23	7.1 Direction to Examine the Current Four-Year Experience Requirement	That Council approve the proposed plan to examine P.Eng. experience requirements, using PEO's Policy Development Framework, as presented in C-560-7.1, Appendix A. CARRIED BY UNANIMOUS CONSENT	Complete
560	16-Nov-23	6.1 CEO/Registrar Performance Review Process: Proposed Changes to Align with Strategy and Operational Planning Timelines	That Council approve the proposed aligned CEO/Registrar Performance Review Process presented at Appendix B to item C-560-6.1. CARRIED BY UNANIMOUS CONSENT	Complete
560	16-Nov-23	5.5 Advisory Group Proposal	That, effective as of December 31, 2023, the Licensing Committee, Enforcement Committee and Professional Standards Committee be stood down with Council's thanks and appreciation to all current and previous members. CARRIED	Complete

560	16-Nov-23	5.4 Nomination Process for PEO Representatives on Engineers Canada Board	<p>Original Motion That Council approves the revised process to nominate PEO representatives for appointment to the Engineers Canada Board of Directors, as presented to the meeting at C-560-5.4 Appendix B.</p> <p>It was agreed without objection to change references to “50% + 1 majority” in the document to “a majority of votes cast.”</p> <p>Amended Motion That Council approves the revised process to nominate PEO representatives for appointment to the Engineers Canada Board of Directors, as amended at the meeting at C-560-5.4 Appendix B.</p> <p>CARRIED AS AMENDED BY UNANIMOUS CONSENT</p>	Complete
560	16-Nov-23	5.3 Director	That Council receives the good practices report and directs staff, by February 2024 to propose a plan to Council for a Code of Conduct to confirm Council's	Complete
560	16-Nov-23	5.2 2024 AGM: Place and Time	That Council receives the good practices report and directs staff, by February 2024 to propose a plan to Council for a Code of Conduct to confirm Council's time, respectively for PEO's 2024 Annual General Meeting CARRIED	Complete
560	16-Nov-23	5.1 PEO Council Governance Scorecard	That Council accepts a scorecard of quantitative indicators as presented to support governance oversight of PEO operations. CARRIED BY UNANIMOUS CONSENT	Complete
560	16-Nov-23	4.2 2024 Borrowing	That Council: a) approve the borrowing of money upon the credit of the association by way of:	Complete
560	16-Nov-23	4.1 2024 Draft Operating and Capital Budgets	That Council approve the draft 2024 operating and capital budgets reviewed by the Audit and Finance Committee and as presented to the meeting at C-560-4.1, Appendix A. CARRIED BY UNANIMOUS CONSENT	Complete
560	16-Nov-23	2.7 Emission Summary and Dispersion Model (ESDM) Guideline Conversion to Standard	That Council approves partially rescinding its September 23, 2016 motion, by no longer requiring that a performance standard be developed for Professional Engineers Providing Engineering Reports under O. Reg. 1/17 (ESDM and AAR Reports). CARRIED WITH CONSENT AGENDA	Complete
560	16-Nov-23	2.6 Acoustical Engineering Service in Land Use Planning Guideline	That Council approves the revised “Professional Engineers Providing Acoustical Engineering Services in the Land-Use Planning Process Guideline, dated August 11, 2023” in Appendix A. CARRIED WITH CONSENT AGENDA	Complete

560	16-Nov-23	2.5 2024 Councillor Training Protocol	That Council approves the 2024 Councillor Training Protocol as presented at Appendix A to the Decision Briefing Note titled "2024 Councillor Training Protocol", subject to the 2024 budget scheduled to be approved by Council at its November 16 & 17, 2023 meeting. CARRIED BY UNANIMOUS CONSENT	Complete
560	16-Nov-23	2.4 2024-2025 Council and Committee Calendar	That Council approves the Proposed 2024-2025 Calendar of Council and Governance Committee Meetings and Events, included at C-560-2.4, Appendix A. CARRIED BY UNANIMOUS CONSENT	Complete
560	16-Nov-23	2.3 2023 Statutory and Regulatory Committees' Membership List b) Full Roster	That Council approve the full 2023 Committees Membership Lists for 2024. CARRIED WITH CONSENT AGENDA	Complete
560	16-Nov-23	2.2 Consulting Engineer Designation Applications	That: 1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1. 2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2. 3. That Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as presented to the meeting at C-559, Appendix A, Section 5. CARRIED WITH CONSENT AGENDA	Complete
560	16-Nov-23	2.1 Open Session Minutes – 559 Council Meeting – September 22, 2023	That the minutes of the 559th meeting of Council, held September 22, 2023, as presented to the meeting at C-560-2.1, Appendix A, accurately reflect the business transacted at that meeting. CARRIED WITH CONSENT AGENDA	Complete
559	22-Sep-23	8.4a) Reducing the Engineering Experience 4-year Time Requirement	That RPLC provide Council with a plan at the November 2023 meeting of Council, that includes a timeline and a plan for involving ERC experience requirement experts, to (a) consider introducing an apprentice/intern pathway to engineering experience as an alternative to CBA; and (b) consider reducing the 4-year experience requirement for all experience pathways to licensure. CARRIED	In progress

559	22-Sep-23	Motion to Defer	<p>Move to defer all items in Section 7 and all items in Section 8 except:</p> <p>8.3 (Eng Can Director Report, delivered earlier in meeting) 8.4a) Reducing 4-year Eng. Experience Time Requirement</p> <p>to the next Council meeting. CARRIED</p>	Complete
559	22-Sep-23	6.5 Appointment of Deputy Registrar	<p>That Americo Viola, P.Eng., be appointed Deputy Registrar, effective September 25, 2023, until such time as Council appoints a successor, and that the temporary appointment of Arun Dixit, P.Eng. as Interim Deputy Registrar be ended, with PEO's gratitude for his additional service, effective the same date. CARRIED UNANIMOUSLY</p>	Complete
559	22-Sep-23	5.1 Report from Tribunals	<p>That Council adopt the appointments as set out in C-559-5.1, Appendix C - the Report on Tribunal Appointments, provided in the September 22, 2023 Briefing Note from Tribunals. CARRIED</p>	Complete
559	22-Sep-23	4.4 Mandatory CPD (PEAK): Proposed Policy Change	<p>That Council approve exempting all Licence and Limited Licence holders who qualify for fee remission from all annual continuing professional development requirements, effective January 2024. CARRIED</p>	Complete
559	22-Sep-23	4.3 RPLC Work Plan for 2023-2024	<p>That the Work Plan for the Regulatory Policy and Legislation Committee, as submitted to the meeting at C-559-4.3, Appendix A, be approved. CARRIED WITH CONSENT AGENDA</p>	Complete
559	22-Sep-23	4.2 2024 AGM	<p>Original Motion That Council endorse a [ ] format for PEO's 2024 Annual General Meeting.</p> <p>Vote #1 That "in-person" be inserted as the choice of format for PEO's 2024 Annual General Meeting. DEFEATED</p> <p>Vote #2 That "hybrid" be inserted as the choice of format for PEO's 2024 Annual General Meeting.</p> <p>Final Motion That Council endorse a hybrid format for PEO's 2024 Annual General Meeting. CARRIED</p>	Complete

559	22-Sep-23	2.2 Consulting Engineer Designation Applications	<p>That:</p> <p>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as presented to the meeting at C-558, Appendix A, Section 5.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
559	22-Sep-23	2.1 OPEN SESSION MINUTES – 558th Council Meeting – June 23, 2023	<p>That the minutes of the 558th meeting of Council, held June 23, 2023, as presented to the meeting at C-559-2.1, Appendix A, accurately reflect the business transacted at that meeting.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
558	23-Jun-23	3.10 Policy Development Framework	<p>Original Motion</p> <p>That Council adopts the Policy Development Framework as presented.</p> <p>Amendment</p> <p>That the Policy Development Framework be amended to reflect that both policy impact analysis and the Policy Impact Analysis Tool will be expected, but not required, of all PEO regulatory policy initiatives.</p> <p>CARRIED</p>	Complete
558	23-Jun-23	3.9 Selection and Recommendation of Election Officials	<p>That:</p> <p>1. Council approve the Chief Elections Officer role description and Oath of Office, as presented to the meeting at C-558-3.9, Appendix A and Appendix B;</p> <p>2. That Council approve the Official Elections Agent security requirements, as presented to the meeting at C-558-3.9, Appendix C;</p> <p>3. That the Governance and Nominating Committee's Election Officials Subcommittee be composed of Council members Vajahat Banday, Vicki Hilborn, Nanda Lwin, Luc Roberge, and Glen Schjerning, appointed in accordance with the terms and procedures presented to the meeting at C-558-3.9, Appendices D.</p> <p>CARRIED</p>	Complete

558	23-Jun-23	3.8 CESC Appointments and Transitions	<p>That:</p> <p>a) Isidro Buquiron, P.Eng., Giuseppe (Joseph) Facca, P.Eng., Suresh Khanal, P.Eng., and Mostafa Khosravyelhossaini, P.Eng. be appointed as the additional members to the 2023-2024 Central Election and Search Committee;</p> <p>b) the 2022-2023 Central Election and Search Committee be stood down with thanks at the close of this Council meeting; and</p> <p>c) the 2023-2024 Central Election and Search Committee be constituted at the close of this Council meeting.</p> <p>CARRIED</p>	Complete
558	23-Jun-23	3.7 2024 Council Election Matters	<p>Original Motion</p> <p>That Council, with respect to the 2024 Council election:</p> <p>a) approve the 2024 Nomination and Voting Procedures, as presented to the meeting at C-558-3.7, Appendix A;</p> <p>b) approve the 2024 Election Publicity Procedures, as presented to the meeting at C-558-3.7, Appendix B;</p> <p>c) approve the 2024 Nomination Form as presented to the meeting at C-558-3.7, Appendix C;</p> <p>d) approve the 2024 Nomination Acceptance Forms for President-Elect, Vice President, Councillor-at-Large, and Regional Councillor as presented to the meeting at C-558-3.7, Appendix D;</p> <p>e) appoint the Regional Election and Search Committees (RESC) for each Region;</p> <p>f) appoint the Junior Regional Councillor in each Region (Nanda Lwin, P.Eng., Michelle Liu, P.Eng., Luc Roberge, P.Eng., Ravinder Panesar, P.Eng., Susan MacFarlane, P.Eng.) as Chair of the RESC for their Region.</p> <p>Friendly Amendment</p> <p>To remove the strike-out of section 26 on Election Publicity Procedures at C-558-3.7, Appendix B, and include it in the approved document.</p>	

558	23-Jun-23	3.7 2024 Council Election Matters	<p>New Motion</p> <p>That all Nomination Acceptance Forms at C-558-3.7 Appendix D, be amended to read:</p> <p>I declare that I have read and understand the Code of Conduct for Councillors located at section 3.1.8 of the PEO Governance Manual and agree to act in accordance with it if elected.</p> <p>I declare that I will complete the PEO mandatory compliance training if elected.</p> <p>I have completed or will complete the "Board Basics" orientation by December 31, 2023.</p> <p>CARRIED</p> <p>Friendly Amendment</p> <p>That changes to the Nomination Form be reflected in Procedures 11 and 12 of the Nomination and Voting Procedures in C-558-3.7, App A. These changes will be made by the CEO/Registrar.</p>	Complete
558	23-Jun-23	3.5 Approval of GNC Work Plan for 2023-2024	That the Work Plan for the Governance and Nominating Committee, as submitted to the meeting at C-558-3.5, Appendix A, be approved. CARRIED	Complete
558	23-Jun-23	3.4 Approval of AFC Work Plan for 2023-2024	That the Work Plan for the Audit and Finance Committee, as submitted to the meeting at C-558-3.4, Appendix A, be approved. CARRIED	Complete
558	23-Jun-23	3.3 Approval of HRCC Work Plan for 2023-2024	That the Work Plan for the Human Resources and Compensation Committee, as submitted to the meeting at C-558-3.3, Appendix A, be approved. CARRIED	Complete
558	23-Jun-23	2.3 Changes to the 2023 Committees Membership Lists	That Council re-appoint the chair of the Experience Requirements Committee (ERC) as presented to the meeting at C-558-2.3, Appendix A. CARRIED	Complete
558	23-Jun-23	2.2- Consulting Engineer	Original motion 1. That Council approve the exemption from examinations and the applications	Complete
557	05-May-23	15. Appointment of Interim Deputy Registrar	<p>That Arun Dixit, P.Eng. be appointed Interim Deputy Registrar, effective May 5, 2023, until such time as Council appoints a permanent Deputy Registrar, and</p> <p>That, if Mr. Dixit is appointed, this decision be moved out of in-camera into open session in order to permit a public announcement.</p> <p>CARRIED</p>	Complete
557	05-May-23	12. 2023 - 2024 Pre-Appointment of Elected	That Council approve the CEO/Registrar goals as presented at C-557-12, Appendix A ("CEO/Registrar, 2023-2024 Goals Review Form")	Complete
557	05-May-23	Pre-Appointment of Elected	That Anandya ("Anandya", P.Eng.), be appointed as a member of the Discipline Committee for the 2023-2024 Council year, in accordance with s. 27(1)4 of the	Complete

557	05-May-23	10. Appointment of 5 members of	1. That the number of Executive positions to be appointed from amongst the members of Council, P.Eng., be appointed pursuant to the Administration (4) and in	Complete
557	05-May-23	6. Appointment of	Committee for the 2023-2024 Council year be composed of council members	Complete
557	05-May-23	6. Appointment of Councillors to	Leona Cutler, P.Eng., Tim Kirby, P.Eng., Paul Mendel, George Nikoley, P.Eng.	Complete
557	05-May-23	7. Appointment of Vice-President	That Leila Notash, P.Eng., be appointed as Vice President for the 2023-2024 Council year. CARRIED	Complete
557	05-May-23	6. Appointment of Chair of Regional Councillors Committee	That Pappur Shankar, P.Eng., be appointed as Chair of the Regional Councillors Committee, effective immediately and to hold office until the close of business at the 2024 Annual General meeting.	Complete
557	05-May-23	5. Appointment of Council Meeting Chair	That Roydon Fraser, P.Eng., be appointed the Council Meeting Chair for the 2023-2024 Council year or until his successor is appointed.	Complete
557	05-May-23	4. Special Rules of Order	That the proposed Special Rules of Order, as presented to the meeting at C-557-4, Appendix A, be approved effective immediately, and  That the Special Rules be referred to the Governance and Nominating Committee for review, and to report back to Council before the end of 2023.	Complete
556	31-Mar-23	3.9 IMPLEMENTATION OF GOVERNANCE DIRECTIONS RE: NON-GOVERNANCE COMMITTEES	New Motion #1 That Council direct staff to develop one or more Advisory Groups to replace the Licensing, Enforcement, and Professional Standards Committees, as described in the proposed Terms of Reference in C-556-3.9, Appendix C.  New Motion #2 That Council approves the revised Terms of Reference of the Academic Requirements Committee and of the Experience Requirements Committee, as proposed in C-556-3.9, Appendices A & B.	In progress
556	31-Mar-23	3.8 GOVERNANCE MANUAL: INCORPORATING CHARTERS/PROTOCOLS & MAKING OTHER CHANGES	That Council approve the updated Governance Manual, which integrates the Charters, Protocols, and other directions approved by Council as part of the 2020/2022 governance roadmap. CARRIED	Complete

556	31-Mar-23	3.7 ELIMINATION OF CANADIAN EXPERIENCE REQUIREMENT	<p>That Council directs the CEO/Registrar to begin work with the Ministry of the Attorney General on the necessary amendments to Regulation 941 to remove the Canadian experience requirement for licensure in its present form in order to comply with the provisions of section 10.2 of the Fair Access to Regulated Professions and Compulsory Trades Act (FARPACKTA) with the intent of initiating a further study to explore and address any unintended consequences of this change.</p> <p>CARRIED</p>	
556	31-Mar-23	3.6b CHAPTER ACTIVITIES IN "NEITHER" CATEGORY	<p>That:</p> <p>Council approves to support the following types of chapter activities:</p> <ul style="list-style-type: none"> <li>•Chapter AGMs</li> <li>•Technical seminars/tours</li> <li>•Networking events</li> <li>•30x30 events</li> <li>•Scholarships</li> </ul> <p>Council approves to support with modifications the following types of chapter activities:</p> <ul style="list-style-type: none"> <li>•Licence certificate presentations</li> <li>•Education/school outreach activities</li> <li>•Licensure Assistance Program</li> <li>•Chapter social media</li> <li>•GLP chapter activities</li> <li>•Chapter support of community organizations</li> </ul> <p>Council approves to re-assign the following types of chapter activities:</p> <ul style="list-style-type: none"> <li>•Regulatory seminars</li> <li>•Chapter websites</li> </ul> <p>and</p> <p>Council approves to suspend the following type of chapter activity:</p> <ul style="list-style-type: none"> <li>•Chapter event sponsorship from external sources</li> </ul> <p>CARRIED</p>	Complete
556	31-Mar-23	3.6a ORDER OF HONOUR REVIEW	<p>That:</p> <p>Effective immediately, Council hereby approves the revised nomination and selection criteria for the Order of Honour, as proposed by AWC and as presented, Appendix A.</p> <p>Effective immediately, Council hereby approves the change of the AWC name to the Order of Honour Selection Committee (OSC), as proposed by AWC.</p>	

556	31-Mar-23	3.5 RECOMMENDATION OF THE APPOINTMENT OF AUDITORS FOR 2023	That Council recommend to members at the April 2023 Annual General Meeting that Deloitte LLP be appointed as PEO's auditor for 2023 and hold office until the next annual general meeting or until a successor is appointed. CARRIED	Complete
556	31-Mar-23	3.4 2022 AUDITED FINANCIAL STATEMENTS	That Council: a) Approve the audited financial statements for the year ended December 31, 2022, and the auditor's report thereon, as presented to the meeting in C-556-3.4, Appendix A; and b) Authorize the President and President-elect to sign the audited financial statements on Council's behalf.	Complete
556	31-Mar-23	3.3 ENGINEERS CANADA ANNUAL MEETING OF MEMBERS: DIRECTION TO PEO MEMBER REPRESENTATIVE	1. That Council direct PEO's Member Representative or their proxy, to vote against the motion as outlined in C-556-3.3, Appendix A:  (a) THAT the term and definition of "2/3-60% Majority" in Section 1.1 of the Engineers Canada Bylaw be deleted and replaced with the following: "3/4 Majority" means a resolution passed by a minimum of three-quarters of the Members voting."  (b) AND THAT the references to "2/3-60% Majority" in Articles 2.1(m) and 3.4(2) of the Engineers Canada Bylaw be replaced with the term "3/4 Majority".  Amendment 2. That Council appoint <b>Nick Colucci, P.Eng., Past President</b> , as proxy holder to vote for and on behalf of the PEO President at the Engineers Canada Annual Meeting of Members on May 27, 2023, and at any and all adjournments thereof, with full power of substitution in the premises.	Complete

556	31-Mar-23	2.2 CONSULTING ENGINEER DESIGNATION APPLICATIONS	<p>That:</p> <p>Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-556-2.2, Appendix A, Section 1.</p> <p>Council approve the applications for redesignation as Consulting Engineer as set out in C-556-2.2, Appendix A, Section 2.</p> <p>Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as set out in C-556-2.2, Appendix A, Section 3.</p> <p>CARRIED</p>	Complete
556	31-Mar-23	2.1 OPEN SESSION MINUTES – 555th Council Meeting	<p>That:</p> <p>a) 555th meeting of Council, held February 24, 2023, as amended at C-556-2.1, Appendix A, accurately reflect the business transacted at that meeting.</p>	Complete
556	31-Mar-23	2.0 Consent Agenda	<p>That the Consent Agenda be approved as amended, consisting of:</p> <p>2.2 Consulting Engineer Designation Applications</p>	Complete
555-3.11b	24-Feb-23	Supporting Evolutionary Improvements to FARPACTA Admissions	<p>Original Motion:</p> <p>That ARC and ERC be asked to provide, capacity permitting, Council with demonstrations of, and principles and constraints behind, admissions models that maintain compliance with FARPACTA while removing barriers in the initial "P.Eng. only if you have B.Eng." admissions model.</p> <p>New Motion:</p> <p>That the original motion be deferred to the March 2023 Council meeting.</p> <p>CARRIED</p>	In progress
555-3.11a	24-Feb-23	PEO Support for the "Retool the Iron Ring Ritual" Initiative	<p>That Council formally acknowledges and publicly supports the "Retool the Iron Ring Ritual" initiative and requests for the Corporation of the Seven Wardens to implement meaningful changes to the Ritual of the Calling of an Engineer ceremony in ways that reflect contemporary engineering practice, values, and inclusion.</p> <p>CARRIED</p>	Complete
555-3.6	24-Feb-23	January to March 2023 Bridge Goals for the CEO/Registrar	<p>That Council approve the CEO/Registrar goals as presented in C-555-3.6 Appendix A (Goals Review Form). CARRIED</p>	Complete

555-3.5	24-Feb-23	Council Remuneration Framework Review	That Council direct 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. CARRIED	In progress
555-3.4b	24-Feb-23	Governance Roadmap – Phase 4: Recommendations for PEO Committee and Task Force Activities Which Are Neither Governance Nor Regulatory	<p>Original Motion: That, effective immediately, Council hereby stands down the following committees and subcommittees:</p> <ul style="list-style-type: none"> <li>• Advisory Committee on Volunteers (ACV),</li> <li>• Education Committee (EDU) and Education Conference Planning Subcommittee,</li> <li>• Equity and Diversity Committee (EDC),</li> <li>• External Honours Subcommittee (of the Awards Committee),</li> <li>• Gala Advisory Committee (subcommittee of the Awards Committee),</li> <li>• PEO-OAA Joint Liaison Committee (PEO-OAA JLC),</li> <li>• PEO-OSPE Joint Relations Committee (PEO-OSPE JRC),</li> <li>• Volunteer Leadership Conference Planning Committee (VLCPC).</li> </ul> <p>That Council approves to transfer the President’s Award (for non-engineers) to OSPE, renamed as the Engineering Ally Award. That Council approves to suspend the following programs: V.G. Smith Award and S.E. Wolfe Thesis Award, until further review.</p> <p>New Motion: To refer the Governance Roadmap “Neither” Recommendations back to the Governance and Nominating Committee for further consultation and to report back at a future Council meeting. DEFEATED.</p> <p>ORIGINAL MOTION CARRIED</p>	Complete

555-3.4a	24-Feb-23	3.4a Governance Roadmap – Phase 4: Order of Honour Review	Original Motion: That, effective immediately, Council hereby approves the revised nomination and selection criteria for the Order of Honour, as proposed by AWC and as presented at C-555-3.4a, Appendix A. That, effective immediately, Council hereby approves the change of the AWC name to the Order of Honour Selection Committee (O SC), as proposed by AWC. New Motion: To refer the Order of Honour Review back to the Governance and Nominating Committee for further consideration and to report back to Council at the March 2023 meeting. CARRIED	In progress
555-3.3	24-Feb-23	Nomination of PEO Director to Engineers' Canada Board	That Tim Kirkby, P.Eng., be nominated as a PEO Director to the Engineers Canada Board of Directors, for a three-year term effective as of the 2023 Engineers Canada Annual General Meeting. CARRIED	Complete
555-2.4	24-Feb-23	Changes to the 2023 Statutory and Regulatory Committees' Membership Lists	That Council appoint chairs to the Academic Requirements Committee (ARC) and Consulting Engineers Designation Committee (CEDC) as presented to the meeting at C-553-2.4, Appendix A. CARRIED	Complete
555-2.1	24-Feb-23	Open Session Minutes – 552nd Council Meeting	That the minutes of the 552nd meeting of Council, held November 25, 2022, as presented to the meeting at C-555-2.1, Appendix A, accurately reflect the business transacted at that meeting. CARRIED	Complete
555-2.0	24-Feb-23	Consent Agenda	2.1 Minutes – 552nd Council Meeting – November 25, 2022	Complete
552-3.5	25-Nov-22	Statutory And Consulting Engineers	That Council approve the appointment of members to PEO's statutory and regulatory committees as presented at C-552-3.5, Appendix A for a one	Complete
552-3.2	25-Nov-22	Engineer	That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-552-3.2	Complete
552-3.1	25-Nov-22	Open Session Minutes – 549th Council Meeting	That the minutes of the 549th meeting of Council, held September 23rd 2022, as presented to the meeting at C-552-3.1, Appendix A, accurately reflect the business transacted at that meeting. CARRIED	Complete
552-3.0	25-Nov-22	Consent Agenda	That the consent agenda be approved, consisting of:	Complete
552-2.10	25-Nov-22	membership Referendum on	1) That the proposed launch of the mandatory P-ER program, scheduled for January 2023, be deferred until such time as a referendum of PEO	Complete

552-2.7	25-Nov-22	Safe Disclosure ("Whistleblower") Policy	Whereas it is one of the Human Resources and Compensation Committee's (HRCC) risk management Charter responsibilities to "oversee the effective implementation and use of a Safe Disclosure ("Whistleblower") Protocol for staff members and others to safely report potential breaches of conduct of senior management to designated trusted third parties, protecting the anonymity of disclosers"  Be it Resolved: That Council approves the Safe Disclosure ("Whistleblower") Policy as recommended by the HRCC and presented to the meeting at C-552-2.7, Appendix A. CARRIED	Complete
552-2.6	25-Nov-22	Borrowing Resolution Policy	That Council.	Complete
552-2.5	25-Nov-22	2023 Capital Budget	That Council approve the draft 2023 capital budget reviewed by the Audit and Finance Committee and as presented to the meeting at C-552-2.5	Complete
552-2.4	25-Nov-22	2023 Operating Budget	That Council approve the draft 2023 operating budget reviewed by the Audit and Finance Committee and as presented to the meeting at C-552-2.4, Appendix A. CARRIED	Complete

552-2.3	25-Nov-22	Compliance with FARPACTA: Academic Equivalency and the Canadian Experience Requirement	<p>1. That Council recognize that obtaining a bachelor's degree in an engineering program that is included in the International Institutions and Degrees Database (IIDD) administered by Engineers Canada, subject to successful completion of a confirmatory examination program, is the engineering educational qualification equivalent to a bachelor's degree in a Canadian engineering program that is accredited to the Council's satisfaction.</p> <p>2. That Council support the use of a competency-based assessment model including ethics indicators to confirm that an applicant for a licence has sufficient experience to enable them to meet the generally accepted standards of practical skill required to engage in the practice of professional engineering.</p> <p>3. These motions are effective as soon as adequate notice of any change in requirements is given to prospective applicants but in any case will apply to new applicants not later than July 1, 2023.</p> <p>There was a friendly amendment to vote on part 1 separately, and to vote on parts 2 and 3 together.</p> <p>First proposed amendment to Part 1:</p> <p>1. That Council recognize that obtaining a bachelor's degree in an engineering program that is:</p> <p>(a) identified as legitimate in the International Institutions and Degrees Database (IIDD) administered by Engineers Canada, and</p> <p>(b) subject to successful completion of a confirmatory examination program to be specified by PEO in consultation with subject matter experts, is the engineering educational qualification equivalent to a bachelor's degree in a Canadian engineering program that is accredited to the Council's satisfaction.</p> <p>DEFEATED</p>	Complete
549-3.2	23-Sep-22	Consulting Engineer Designation Applications	<p>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-549-3.2, Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-549-3.2, Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as set out in C-549-3.2, Appendix A, Section 3.</p> <p>CARRIED</p>	Complete

549-3.1	23-Sep-22	Open Session Minutes – 548th Council Meeting	That the minutes of the 548th meeting of Council, held June 24th 2022, as presented to the meeting at C-549-3.1, Appendix A, accurately reflect the business transacted at that meeting. CARRIED	Complete
549-3.0	23-Sep-22	Consent Agenda	<p>That the consent agenda be approved, consisting of:</p> <p>3.1 Minutes – 549th Council meeting – June 24, 2022</p> <p>3.2 Consulting Engineer Designation Applications</p> <p>3.3 Engineers Canada Directors Report</p> <p>3.4 Governance Committee Reports and 2022-2023 Workplans</p> <p>CARRIED</p> <p><b>For: 19</b>  V. Banday C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery L. Roberge S. Schelske P. Shankar R. Walker</p> <p><b>Against: 0</b></p> <p><b>Abstain: 0</b></p>	Complete

549-2.14	23-Sep-22	Reimbursement Policy: Chapter Volunteers	<p>That Council direct the Audit &amp; Finance Committee to consider the inclusion of a chapter-specific appendix in the Reimbursement Policy, to include partner expense reimbursements when a volunteer attends a Regional Congress.</p> <p>Move to refer the motion back to the Regional Congress Committee for further review. DEFEATED</p> <p><b>For: 2</b> T. Kirkby P. Shankar</p> <p><b>Against: 21</b> A. Arenja V. Banday C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske S. Sung R. Walker</p> <p><b>Against: 0</b></p> <p>Council then voted on the original motion. CARRIED</p> <p>For: 18 A. Arenja V. Banday C. Bellini C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel S. MacFarlane P. Mandel D. Montgomery L. Roberge S. Schelske P. Shankar R. Walker</p> <p>Against: 2 R. Brunet T. Kirkby</p> <p>Abstain: 2 G. Nikolov S. Sung</p>	In progress
549-2.13	23-Sep-22	Recommendations on AGM Submissions	<p>That a regulatory impact assessment be conducted as per AGM 2022 Submission #3: Climate Change. DEFEATED</p> <p><b>For: 6</b> V. Banday C. Chahine J. Chisholm R. Fraser V. Hilborn P. Shankar</p> <p><b>Against: 13</b> A. Arenja C. Bellini R. Brunet C. Chiddle C. Cutler A. Dryland S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Sung R. Walker</p> <p><b>Abstain: 3</b> D. Kiguel T. Kirkby S. Schelske</p>	Complete

549-2.11	23-Sep-22	Data Protection Policy	<p>1. That Council adopts the data protection policy as outlined in the Draft Position Statement presented at C-549, 2.11 Appendix A, to reduce PEO's risks and ensure PEO conforms with all applicable privacy obligations; and</p> <p>2. That Council instructs the CEO/Registrar and/or President to work with impacted parties to examine existing data-sharing activities and ensure they comply with the new policy and provide an information report to Council at its November 2022 meeting. CARRIED</p> <p><b>For: 21</b>  A. Arenja C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm C. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p><b>Against: 0</b>  <b>Abstain: 0</b></p>	In progress
549-2.10	23-Sep-22	Workplace Violence and Harassment Policy Update	<p>That Council direct staff to conduct a holistic review of best practices in governance controls vis-à-vis expectations for director behaviour and conduct, forms of director misconduct, and options available to a regulatory board to address director misconduct. This work will be conducted under the oversight of the Human Resources and Compensation Committee (HRCC) and the Governance and Nominating Committee (GNC) in accordance with their respective mandates. CARRIED</p> <p><b>For: 21</b>  A. Arenja C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm C. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p><b>Against: 1</b>  V. Bandy</p> <p><b>Abstain: 0</b></p>	In progress

549-2.9	23-Sep-22	Guideline on Attendance at Council and Governance Committee Meetings	<p>That Council approve the Guideline on Attendance at Council and Governance Committee Meetings as presented to the meeting at C-549-2.9, Appendix A. CARRIED</p> <p><b>For: 14</b> A. Arenja C. Bellini R. Brunet C. Chiddle A. Dryland V. Hilborn S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske S. Sung R. Walker</p> <p><b>Against: 6</b> V. Banday C. Chahine C. Cutler R. Fraser D. Kiguel T. Kirkby</p> <p><b>Abstain: 1</b> P. Shankar</p>	Complete
549-2.8	23-Sep-22	By-law Amendments: Council Directions	<p>That Council be asked to approve the amendments to By-Law No. 1 as presented to the meeting at C-549-2.8, appendices A, B, C and D.</p> <p>2/3 majority of votes cast required to carry CARRIED</p> <p><b>For: 15</b> A. Arenja C. Bellini R. Brunet C. Chiddle C. Cutler A. Dryland V. Hilborn S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske S. Sung R. Walker</p> <p><b>Against: 5</b> V. Banday C. Chahine R. Fraser D. Kiguel T. Kirkby</p> <p><b>Abstain: 1</b> P. Shankar</p>	Complete
549-2.7	23-Sep-22	By-Law Amendments: Financial Approvals	<p>That Council approves the amendments to By-Law No. 1 as presented to the meeting at C-549-2.7, Appendices A, B and C.</p> <p>2/3 majority of votes cast required to carry CARRIED</p> <p><b>For: 19</b> A. Arenja C. Bellini R. Brunet C. Chahine C. Chiddle L. Cutler A. Dryland V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p><b>Against: 3</b> V. Banday J. Chisholm R. Fraser</p> <p><b>Abstain: 0</b></p>	Complete

548-2.3	24-Jun-22	Signing Authority: Policy Direction Regarding By-law Amendment – Recommendation From Audit And Finance Committee AFC	That Council approves the recommendation by the Audit and Finance Committee to update the signing authority for deeds, transfers, contracts, and other instruments requiring the signature of the Association, and that Council directs that an appropriate by-law amendment be prepared for its consideration as soon as practicable. CARRIED	Complete
548-2.4	24-Jun-22	2023 Elections – Recommendation From Governance And Nominating Committee (GNC)	That Council defer the recommendations from the Governance and Nominating Committee (GNC) regarding the 2023 elections back to GNC. DEFEATED  Recorded Vote <b>For: 7</b> V. Banday R. Fraser D. Kiguel T. Kirkby L. Notash S. Sung G. Wowchuk <b>Against: 15</b> C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland V. Hilborn S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske R. Walker <b>Abstain: 1</b> P. Shankar	Complete

		<p>That item g) be added to the list of recommendations with respect to the 2023 Council election “include Equity, Diversity and Inclusion (EDI) improvement changes as defined at Council meeting C-548.” CARRIED</p> <p>Council then voted on the original motion as amended.</p> <p>That Council, with respect to the 2023 Council election:</p> <p>a) approve the 2023 Voting Procedures, as presented to the meeting at C-548-2.4, Appendix A;</p> <p>b) approve the 2023 Election Publicity Procedures, as presented to the meeting at C-548-2.4, Appendix B</p> <p>c) approve the 2023 Nomination Form as presented to the meeting at C-548-2.4, Appendix C;</p> <p>d) approve the 2023 Nomination Acceptance Forms for President-Elect, Vice President, Councillor-at-Large, and Regional Councillor as presented to the meeting at C-548-2.4, Appendix D;</p> <p>e) appoint the Regional Election and Search Committees (RESC) for each Region;</p> <p>f) appoint the Junior Regional Councillor in each Region (Dana Montgomery, P.Eng., Tim Kirkby, P.Eng., David Kiguel, P.Eng., Vicki Hilborn, P.Eng., Pappur Shankar P.Eng.) as Chair of the RESC for their Region.</p> <p>g) include Equity, Diversity and Inclusion (EDI) improvement changes as defined at Council meeting C-548. CARRIED</p>	<p>Complete</p>
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548-2.5	24-Jun-22	Strategic Planning Goals	<p>That Council vote on each of the four strategic planning goals separately.  <b>DEFEATED</b></p> <p>Whereas Council, informed by the best available feedback and evidence from stakeholders, the public, and other jurisdictions, met on May 12-13 and agreed upon the key elements of a Strategic Plan; and  Had the opportunity to confirm these elements by survey,  Therefore, the following elements will form PEO's 2023-25 Strategic Plan:</p> <p>Goal 1: Improve PEO's licensing processes, without compromising public safety.  We will do this by:</p> <ul style="list-style-type: none"> <li>•Creating a fair, transparent, accessible and efficient application process that maintains competency and complies with FARPACTA by July 1, 2023</li> <li>•Reviewing licensing business processes and implementing changes to improve efficiency without sacrificing public safety or information security by January 1, 2025</li> <li>•Ensuring all licensing activities reflect the values of equity, diversity and inclusion</li> </ul> <p>Goal 2: Optimize organizational performance.  We will initiate this by:</p> <ul style="list-style-type: none"> <li>•Updating and developing standards and practice guidelines</li> <li>•Ensuring adequate IT infrastructure, improving our capacity to collect and manage data</li> <li>•Reviewing and improving communication and business processes, including ensuring they reflect the values of equity, diversity and inclusion</li> </ul>	Complete
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548-2.6	24-Jun-22	CEO/Registrar Goals For 2022-2023 – Recommendation From Human Resources And Compensation Committee (HRCC)	That Council approve the CEO/Registrar goals as presented at C-548-2.6, Appendix A (Performance Review Form). CARRIED	Complete

548-3.2	24-Jun-22	Consulting Engineer Designation Applications	<p>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-548-3.2, Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-548-3.2, Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as set out in C-548-3.2, Appendix A, Section 3.</p> <p>CARRIED</p>	Complete
548-3.3	24-Jun-22	Statutory Committees – Re-appointments Subject To Approval By The Attorney General	<p>To re-appoint members, who are not members of the Council nor members of the Association, as specified in C-548-3.4, Appendix A, to their respective committees for three (3) year terms subject to and effective as of the date of approval by the Attorney-General as required pursuant to sections 19.1(1)1ii, 25.(1)(b) and 27(1)3ii of the Professional Engineers Act.</p> <p>CARRIED</p>	Complete
548-3.4	24-Jun-22	Central Election And Search Committee	<p>The following motion, approved in-camera, was moved into open session.</p> <p>That:</p> <p>a) Michael Chan, P.Eng., and Dave Estrella, P.Eng. be appointed as the the additional members to the 2022-2023 Central Election and Search Committee;</p> <p>b) that the 2021-2022 Central Election and Search Committee be stood down with thanks at the close of this Council meeting; and</p> <p>c) that the 2022-2023 Central Election and Search Committee be constituted at the close of this Council meeting</p> <p>d) Request the CESC to advise Council of decision-making criteria used to recommend the two candidates noted above.</p> <p>CARRIED</p>	

547-4	04-May-22	Special Rules of Order	<p>That the proposed Special Rules of Order, as presented to the meeting at C-547-4, Appendix A, be approved effective immediately and remain in effect until the close of business at the 2022 Annual General Meeting.</p> <p>2/3 majority of votes cast required to carry</p> <p>That the Special Rules be amended to include the following:</p> <p>7. MEETING DETAILS AND AGENDAS</p> <p>7.1 Details of meeting format, location, and time shall be finalized and sent to members of Council not later than two weeks before the meeting. These meeting details may be amended only in case of emergency.</p> <p>7.2 The agenda--along with supporting materials and appendices-- shall be finalized and sent to members of Council not later than one week before the meeting. During the week prior to the meeting, only amendments or additions either of a very minor nature or which are the result of an emergency, may be added, and the members shall be notified.</p> <p>7.3 For the purposes of this section, an emergency is defined as an event or sequence of events which: (i) Was unexpected, (ii) Will result in harm to the organization or to the public if not acted on, or will get worse, and (iii) Cannot wait to be addressed at a subsequent meeting of Council.</p> <p>7.4 A member of Council may add an item to the meeting agenda by submitting it to the Secretariat not later than two weeks prior to the meeting. CARRIED</p> <p>AMENDMENT CARRIED</p>	Complete
547-5	04-May-22	Appointment of Council Meeting Chair	<p><del>That the proposed Special Rules of Order, as presented to the meeting at C-547-</del></p> <p>That Nick Colucci, P.Eng., be appointed the Council Meeting Chair for the 2022-2023 Council year or until his successor is appointed. CARRIED</p>	Complete

547-6	04-May-22	In-person Council Meeting Protocol	That Council approve the safety measures, as outlined in Appendix A to C-547-6, in support of the resumption of in-person Council meetings at PEO's premises at 40 Sheppard Avenue West, Toronto. Motion that the safety measures be amended to remove point 1: "Council visiting the PEO office will be required to provide proof of vaccination prior to entering the premises, proof must be sent via email to hr@peo.on.ca" DEFEATED  THE ORIGINAL MOTION WAS THEN VOTED ON AND CARRIED	Complete
547-7	04-May-22	Recommended Appointments to	That Council appoint Chantal Chiddle, P.Eng., as a Councilor-at-Large and Luc Roberge, P.Eng., as a Northern Region Councillor, each to serve the remaining	Complete
547-8	04-May-22	Appointment of Chair of Regional Councillors Committee	That Christopher Chahine, P.Eng., be appointed as Chair of the Regional Councillors Committee, effective immediately and to hold office until the close of business at the 2023 Annual General meeting. CARRIED	Complete
547-9	04-May-22	Appointment of Vice President	That Lorne Cutler, P.Eng., be appointed as Vice President for the 2022-2023 Council year. CARRIED	Complete
547-10	04-May-22	Appointment of Councillors to Governance Committees for 2022-2023	1. That the Audit and Finance Committee be composed of Council members Vajahat Banday, P.Eng., Robert Brunet, P.Eng., Nick Colucci, P.Eng., Lorne Cutler, P.Eng., Roydon Fraser, P.Eng., Paul Mandel, P.Eng., Pappur Shankar, P.Eng., Sherlock Sung, and Randy Walker, P.Eng., appointed for the 2022-2023 Council year. CARRIED  2. That the Governance and Nominating Committee be composed of Council members Arjan Arenja, P.Eng., Christian Bellini, P.Eng., Nick Colucci, P.Eng., Roydon Fraser, P.Eng., Tim Kirkby, P.Eng., Susan MacFarlane, P.Eng., George Nikolov, P.Eng., and Gregory Wowchuk, P.Eng., appointed for the 2022-2023 Council year. CARRIED  3. That the Human Resources and Compensation Committee be composed of Council members Christian Bellini, P.Eng., Nick Colucci, P.Eng., Andy Dryland, Roydon Fraser, P.Eng., Luc Roberge, P.Eng., and Scott Schelske, P.Eng., appointed for the 2022-2023 Council year. CARRIED  4. That the Regulatory Policy and Legislation Committee be composed of Council members Christopher Chahine, P.Eng., Chantal Chiddle, P.Eng., James Chisholm, P.Eng., Nick Colucci, P. Eng., Roydon Fraser, P.Eng., Vicki Hilborn, P.Eng., David Kiguel, P.Eng., Dana Montgomery, P.Eng., and Leila Notash, P.Eng., appointed for the 2022-2023 Council year. CARRIED	Complete

547-11	04-May-22	Appointment of Governance Committee Chairs	<p>1. That Lorne Cutler, P.Eng., be appointed the Audit and Finance Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p> <p>2. That Arjan Arenja, P.Eng., be appointed the Governance and Nominating Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p> <p>3. That Luc Roberge, P.Eng., be appointed the Human Resources and Compensation Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p> <p>4. That Chantal Chiddle, P.Eng., be appointed the Regulatory Policy and Legislation Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p>	Complete
547-12	04-May-22	Appointment of Councillors to Executive Committee	<p>1. That the number of Executive positions to be appointed from amongst the members of Council under s.28(1)(e) of Regulation 941 be fixed at one (1), who for greater clarity must be a member of Council appointed by the Lieutenant Governor in Council. CARRIED</p> <p>2. That Scott Schelske, P.Eng., be appointed as a member of the Executive Committee for the 2022-2023 Council year, in accordance with ss.28(1)(e) and 28(1.1) of Regulation 941. CARRIED</p>	Complete

547-13	04-May-22	Appointment of Elected Councillor to the Discipline Committee	<p>That the number of positions to be appointed from amongst the members of Council to the Discipline Committee be fixed at two (2). DEFEATED</p> <p>Recorded Vote  <b>For: 7</b>  V. Banday, C. Chahine, J. Chisholm, R. Fraser, D. Kiguel, L. Notash, G. Wowchuk  <b>Against: 12</b>  C. Bellini, C. Chiddle, L. Cutler, S. MacFarlane, P. Mandel, D. Montgomery, G. Nikolov, L. Roberge, S. Schelske, P. Sankar, S. Sung, R. Walker  <b>Abstain: 1</b>  A. Arenja</p> <p>That Nick Colucci, P.Eng., be appointed as a member of the Discipline Committee for the 2022-2023 Council year, in accordance with s.27(1)1 of the Professional Engineers Act. CARRIED</p> <p>Recorded Vote  <b>For: 12</b>  A. Arenja, V. Banday, C. Chahine, C. Chiddle, J. Chisholm, L. Cutler, D. Kiguel, S. MacFarlane, D. Montgomery, G. Nikolov, L. Roberge, S. Schelske, P. Shankar, S. Sung, R. Walker  <b>Against: 0</b>  <b>Abstain: 3</b>  P. Mandel, L. Notash, G. Wowchuk</p>	Complete
546-2.5	08-Apr-22	2021 Audited Financial Statements	<p>That Council:</p> <p>a) approve the audited financial statements for the year ended December 31, 2021, and the auditor's report thereon, as presented to the meeting at C-546-2.5, Appendix A; and</p> <p>b) authorize the President and President-elect to sign the audited financial statements on Council's behalf. CARRIED</p>	Complete
546-2.6	08-Apr-22	Recommendation of the Appointment of Auditors for 2022	<p>That Council recommend to members at the April 2022 Annual General Meeting that Deloitte LLP be appointed as PEO's auditor for 2022 and hold office until the next annual general meeting or until a successor is appointed. CARRIED</p>	Complete

546-2.8	08-Apr-22	Engineers Canada AMM: Direction to PEO Member Representative	<p>1. That Council direct PEO's Member Representative at the 2022 Engineers Canada Annual Meeting of Members to support the approval of the Engineers Canada Bylaw amendment, as outlined in C-546-2.8, Appendix A and approved by the Engineers Canada Board on February 25, 2022.</p> <p>2. That Council direct PEO's Member Representative at the 2022 Engineers Canada Annual Meeting of Members to support the approval of the 2024 Per Capita Assessment Fee reduction, as outlined in C-546-2.8, Appendix B and approved by the Engineers Canada Board on December 13, 2021.</p> <p>3. That Council direct PEO's Member Representative to vote against the motion "THAT the Engineers Canada Board of Directors be reduced in size to 16 members, in the manner proposed in the Governance Committee's May 2020 Report on Board Size, with the reduction taking effect by May 2025" as outlined in C-546-2.8, Appendix C. CARRIED</p>	Complete
546-2.9	08-Apr-22	Engineers Canada – Candidate for President-elect	That Council agrees to re-nominate Nancy Hill, P.Eng., to serve a further two-year term as an Engineers Canada director from Ontario commencing at the 2023 Engineers Canada Annual Meeting of Members, conditional on her being chosen as President-Elect at the May 2022 EC Board Meeting held in conjunction with the EC AMM. CARRIED	Complete
546-2.10	08-Apr-22	Guideline – Pre-Start Health and Safety Review	That Council: 1. Approve the publication of the Pre-Start Health and Safety Review guideline as presented to the meeting at C-546-2.10; and 2. Direct the Registrar to publish the guideline and notify members and the public of its publication through usual PEO communications; and 3. Stand down the subcommittee which prepared the Pre-Start Health and Safety Review guideline. CARRIED	In progress

546-2.11	08-Apr-22	Anti-racism and Anti-discrimination Exploratory Working Group (AREWG) Update	<p>1. That Council approves the Anti-racism &amp; Equity (ARE) Code v.1.1.1. – included in the Council package –and commits PEO to abide by it and ensure that: (i) its final form is prominently posted as an official PEO policy on PEO’s website, and easily accessible by the public and PEO’s licence holders; and (ii) PEO prominently announces to the public before the 2022 AGM that Council has approved the ARE Code.</p> <p>2. That Council tasks the AREWG to: (i) collaborate with PEO’s staff, committees, initiatives, and/or people resources to deal appropriately with the supplementary feedback obtained in the February-March 2022 consultations; and (ii) ensure that it focuses on public policy in Ontario, with a prioritized focus on viewing policy through racial context lenses, and a subsequent focus on viewing policy through gender lenses.</p> <p>3. That Council tasks the AREWG, with the allocation of appropriate people and financial resources, to complete the remaining AREWG Phase 3 steps that Council approved in November 2021 and report the related progress and any recommendations to Council.</p> <p>4. That Council – recognizing Indigenous Peoples’ constitutionally protected right of self-determination – tasks the AREWG with the allocation of appropriate people, finances, resources and time to evaluate PEO’s role in Truth and Reconciliation and accountabilities to answer the Calls to Action through meaningful engagement with Indigenous Peoples, members, and Communities in Ontario; to work towards developing policy approaches led by Indigenous Peoples; and to regularly provide updates to Council throughout the year and to the membership at every AGM. CARRIED</p>	In progress
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546-2.12	08-Apr-22	Process for Filling Councillor Vacancies	<p>That the process for filling Councillor vacancies be deferred to the next meeting of Council in order to provide a more detailed briefing note that would include issues related to the amount of time remaining in a term. DEFEATED</p> <p>That Council instruct the Governance and Nominating Committee to adopt the following process for recruiting potential candidates for vacant elected positions:</p> <ul style="list-style-type: none"> <li>- Contact the first runner-up from the most recent Council election for the position where the vacancy has arisen to determine if they are interested in serving the unexpired portion of the Council member's term and if so recommend that Council appoint that person at the earliest opportunity; or</li> <li>- In the event the first runner-up for a position declines, contact the next runner-up in the most recent election and, if that person is willing, recommend them for appointment as above; and if that runner-up declines, continue this process in sequence with additional runners-up, as applicable; or</li> <li>- In the event that all runners-up decline, or where there were no runners-up because of an acclamation at the time of the last election, invite expressions of interest from those PEO Members eligible to fill the vacancy, consider candidates and make a recommendation to Council at an appropriate time. and</li> </ul> <p>That Council further instruct the Regulatory Policy and Legislation Committee to consider and make appropriate recommendations to Council with respect to setting out the above process in a regulation or by-law. CARRIED</p>	In progress
546	08-Apr-22	Gender Neutral Language and Gender Pronouns	<p>That Council directs the CEO/Registrar to develop – for Council's approval – a policy regarding gender-neutral and gender inclusive language, in alignment with current best practices in the public interest, and directs the RPLC to help ensure the most current gender-neutral language is used in all PEO documents. CARRIED</p>	In progress

546-3.2	08-Apr-22	Consulting Engineer Designation Applications	<p>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-546-3.2, Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-546-3.2, Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as set out in C- 546-3.2 Appendix A, Section 3. CARRIED</p>	Complete
546-3.3	08-Apr-22	Changes to the 2022 Statutory and Regulatory Committees' Membership Lists	That Council appoint members to the Academic Requirements Committee (ARC), Consulting Engineer Designation Committee (CEDC) and Complaints Committee (COC) as presented to the meeting at C-546-3.3, Appendix A, and a chair and vice chair to the Consulting Engineer Designation Committee (CEDC) as presented to the meeting at C-546-3.3, Appendix B. CARRIED	Complete