



Minutes

The 23rd Meeting of the **AUDIT AND FINANCE COMMITTEE (AFC)** of **PROFESSIONAL ENGINEERS ONTARIO** was held in the Virtual format via **ZOOM** Videoconference on **Friday, September 12, 2025 at 1:00 p.m.**

Present: Lorne Cutler, P.Eng., MBA, Committee Chair, Lieutenant Governor-in-Council Appointee
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
Americo Viola, VP, Regulatory Operations and Deputy Registrar
Nikesh Shah, Senior Director, Finance
Marina Solakhyan, Senior Director, Governance
Avril Kwiatkowski, Director, Digital Transformation and Information Technology
Meilisa Soepiter, Controller, Finance
Meg Feres, Manager, Council Operations
Antora Anowar, Council & Committee Coordinator
Graham Pedregosa, Council & Committee Coordinator

Observers: Hannah Ehtemam, P.Eng., East Central Region Councillor
Vicki Hilborn, P.Eng., Western Region Councillor
Paula Klink, P.Eng., Councillor-at-Large
Rachel Prudhomme, P.Eng., Lieutenant Governor-in-Council Appointee
Pappur Shankar, P.Eng., West Central Region Councillor

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.

Approval of Agenda

The Chair reviewed the draft agenda.

Moved by Councillor Sung, seconded by Councillor Mandel:

That the agenda for the September 12, 2025 Audit and Finance Committee meeting 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 as a citizen and not a public service employee.

Consent Agenda: Previous Minutes

Moved by Councillor Shi, seconded by Vice President Walker:

That the open session minutes of the Audit and Finance Committee meetings held on June 2, 2025 accurately reflect the business transacted at those meetings.

CARRIED

Consent Agenda: Updated 2025-2026 AFC Work Plan

No discussion of this item took place.

Review of 2026 Draft Operating and Capital Budgets

Staff provided an overview of the 2026 draft Operating and Capital budgets, emphasizing the key guiding principles that informed its development. These principles include ensuring the fulfilment of core regulatory and governance mandates; maintaining fiscal responsibility; and identifying, assessing, and managing risks.

[P. Shankar joined the meeting at 1:18.p.m]

Budget concentrations include core operations, Council initiatives, strategic plan, and digital transformation projects. Currently, it is anticipated that the budget will have a deficit of \$5.7 million.

Staff apprised the committee of the 2026 anticipated revenues and expenses in comparison to the operating and capital budget of 2025. The budgeted 2026 expenses for operations and Council and strategic projects are expected to be \$44.5 million, compared to a forecast of \$38.6 million in 2025. In addition to compounded inflationary pressures, key reasons for the increase are:

- An increase of \$2.1 million, or 10%, in employee salaries and benefits and retiree and staff future benefits, over the 2025 forecast. This increase includes an additional 8 full-time staff to support continuing expansion of operations, as well as a 9% increase in projected employee benefit costs and a 3.5% global merit increase as recommended by PEO's external consultants.
- An increase of \$1.6 million, or 109% in Council initiatives and strategic plan projects, over the 2025 forecast. This is due to the approval of a new strategic plan with considerable initiatives including EIT 2.0, Continuing Professional Development (PEAK), and Digital Transformation.
- An increase of \$0.6 million or 17.9% in purchased services, due to increases in examination costs.
- An increase of \$0.4 million, or 17.4% in computers and telephone expenses, due to increased costs for secure online platforms as well as various service maintenance contracts for software support, network security, server maintenance, etc.
- An increase of \$0.3 million, or 64.5% for external advisors, due to the addition of costs associated with technical experts for Council orientation and meetings, together with the increased use of technical experts in support of complaints and investigations.
- An increase of \$0.2 million, or 144.6% in postage and courier expenses, due to associated communications required to members, including an expected increase in Notice of Proposal communications and the ongoing expansion of compulsory professional development for PEO licence holders.
- An increase of \$0.2 million or 24.5% in Engineers Canada fees, as a result of a fee increase from \$8/member in 2025 to \$10/member in 2026.

- Capital improvement budgeted at \$0.2 million are part of Common Area Maintenance (CAM) costs which are recoverable from tenants and recommended by AY (Avison & Young), PEO's property manager. Planned improvements in 2026 include: \$0.1 million for the ongoing replacement of original heat pumps and \$0.1 million for upgrades to the common area surveillance cameras.
- An amount of \$0.1 million has been budgeted for capital expenditure related to the ongoing replacement of furniture, fixtures, and other equipment.

In addition, staff reported the budgeted 2026 revenue is expected to be \$38.8 million. This represents an increase of \$0.8 million or 2.2% over the 2025 forecasted revenue.

The draft budgets will be reviewed by Council at its next meeting on September 26, 2025. The committee will consider the draft budgets at its meeting in November, after taking into account feedback from Council's September review.

Staff offered three key considerations to the committee members for discussion and for further guidance to staff:

Anticipatory expense reductions

Staff noted that these reductions have already been applied to the proposed draft operating and capital budgets for 2026. These include a reduction of the increase in full-time employees from 13 to 8; the chapter budget request reduced from \$2 million to \$1.1 million; deferred inflationary increase to reimbursement thresholds (meal allowances); reducing in-person governance and statutory committee meetings to a maximum of one; and the implementation of a vacancy management plan which delays hiring until April 2026.

Management of additional notable discretionary reductions

Staff proposed the following modifications in expenses for the committee to consider managing the deficit:

- Reduce mileage reimbursement rate to below maximum thresholds per Canada Revenue Agency (\$0.72/km to \$0.50/km)
- Host Volunteer Symposium event at 40 Sheppard
- Order of Honor modifications
- Move to virtual AGM
- Reduction in employee engagement & recognition
- Further reduction to in-person attendance of Council & Committee members at PEO committee meetings, as well as Chapters and External events.
- Reduce staff professional development by 10%
- Certain projects and initiatives, if they can be deferred.

Fees schedule increases

For discussion purposes, a scenario in which an 18% membership fee increase is introduced was presented for the committee to consider while managing the projected deficit.

The committee reviewed the considerations brought forward by staff and discussed the following:

- The committee noted Council's June 2025 approval of a high-level action plan to develop a Council remuneration framework and discussed how this could further impact the deficit. Staff answered that currently reserves are healthy, and fee increase can be an option to offset some of the future expenses.
- The committee inquired whether the proposed fee increase had been recorded in the risk register to assess its potential impacts, including but not limited to those of a financial or reputational nature. Staff confirmed that it has been classified as an ongoing risk, given that fees have not been adjusted since 2019 despite inflationary pressures.

- Committee members discussed if the proposed notable discretionary reductions would have any impact on the functioning of the regulatory body, especially regarding delayed hiring. Staff reported that some of the delayed hirings happen organically as the positions are very specialized and can take time.
- Committee members commented that, with respect to the proposed changes to staffing levels, employee recognition, and employee professional growth, efforts should be taken to minimize the negative impact on staff.
- Committee members also commented that in-person meetings can offer a richer experience for participants and suggested flexibility in the committee meeting format for more than one in-person meeting if needed.
- There was a suggestion to relocate reference line item 30 of the draft operating budget titled *Council and Committee Travel and Meals* to Core Operations.

Overall, committee members noted the reductions proposed are inconsequential in comparison to overall projected deficit; and further discussion and decision regarding membership fee increase can be deferred for another year as cash reserves are healthy and actual results have historically been much better than budgeted results.

Staff answered to several queries from committee members including transaction fees, application fees, investment income, and strategic initiatives.

Review of Licence and Application Fees

The committee reviewed a scenario in which an 18% membership fee increase is introduced. The scenario also applies to associated fees with application, registration, reinstatement, examination and all others that PEO administers as part of discharging its duties as a regulator.

Staff presented the statistics that a fee increase of 18% would increase PEO's overall revenue by \$5.7 million which would offset its current proposed 2026 budget deficit entirely and result in a balanced budget. The fee increase of 18% would increase PEO's annual membership dues from \$265 to \$313 which is an increase of \$48 per member. The remission member fee will increase from \$70 to \$83.93. Overall, this fee update is lower than the impact of inflation since the last fee increase and would keep PEO's annual membership dues the lowest engineering dues in Canada.

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

- The committee asked for clarification on the timing of a potential fee increase. Staff answered that the discussion on the topic is important, however it can be deferred for another year because of cash reserves and marketable securities are more than adequate to cover the projected shortfall for 2026.
- Committee members noted the importance of regular discussions on this topic to review inflationary impacts and financial position. Staff noted to include the item on future AFC work plans.
- Staff reminded the committee that addressing any changes to fees would mean an amendment to the bylaw.
- The committee directed staff to defer the fees increase proposal for 2026 and to review the income model for PEO for future discussions.

Review of Expense Reimbursement Policy

Following up on the June 2025 meeting, where a generative discussion with the committee took place on select expense policy topics to help inform areas of improvement and risk mitigation, staff facilitated stakeholder

engagement sessions to collect feedback. Staff informed the committee that a feedback session in the Chapter Treasurer Community of Practice was facilitated in July 2025. This was followed by two online survey feedback sessions with Chapter Executives and Committee Chairs. The proposed changes were also presented to the Regional Councillors Committee in July 2025 for their review and feedback.

The feedback from the above discussions is incorporated into the summary of proposed changes:

Flights

Staff proposed that airfare for classes of travel other than economy class requires prior approval from the CEO and must be greater than four hours in flying time, and all airfare reservations must be changeable and fully refundable. Additionally, lounge passes are reimbursable with four hours flying time or more with CEO approval and reasonable luggage charges for flights or trains are also reimbursable. Staff provided the rationale that this revision will provide greater flexibility and convenience during longer trips as lounges can be accessed for refreshment and productivity and can accommodate certain common flight incidental costs.

Staff answered various questions related to the application of the policy and the four-hour proposed time.

Travel Incidentals

Staff proposed to remove the reference to the \$1,000 threshold for travel incidentals. Instead, common examples will be added to the policy with no overall limit. Staff informed the committee that the existing itemized and non itemized incidental travel related expenses will still be allowed to be reimbursed and the reimbursement for reasonable luggage (1 check in and 1 carry on) will be added to the policy. The rationale behind the revision is to simplify the existing policy to avoid ambiguity and eliminate requirement to track on a by person basis.

No discussion took place on this category.

Meals

Staff proposed the following revisions for meal reimbursements: all meal reimbursements that include more than one attendee, the names of each attendee must be provided with itemized receipts; for larger events with planned attendance of greater than twenty (20) individuals, a summary of roles or a general description is acceptable. Furthermore, when the itemized receipts are missing, it must include in the reimbursement request the name of the restaurant/store from which the purchase was made in order to claim the lower maximum limit for receipt-less claims. These revisions support transparency as they are properly supported by business rationale and actual expenses incurred. Chapter events can obtain streamlined pre-approval by identifying events with meal inclusion during business plan submissions., A revised procurement process is being prepared for Chapter events to help oversee the provision of event meals.

Staff answered questions related to claims without receipts and clarified that the only change proposed is to add the name of the restaurant or the place of purchase when the claim is submitted without an itemized receipt or any receipt at all. Staff also clarified that revisions to per diem for meals was not considered this time as it would significantly impact the budget.

[A. Kwiatkowski joined the meeting at 2:45 p.m.]

Alcohol

The proposed modification allows alcohol as part of a meal or event only reimbursable with prior approval of CEO. In both cases, a maximum of two beverages applies unless otherwise noted. This enables to mitigate risks of PEO liability associated with alcohol and to implement guidance on alcohol provided by PEO's insurance provider for events. Chapter events can obtain streamlined pre-approval by identifying events with planned alcohol inclusion during business plan submission for the CEO approval prior to the start of the calendar year.

No discussion took place on this category.

Gifts and Recognition

The proposed modification states that gifts and recognition items cannot include alcohol, cash, gift cards, or donations to political or religious entities/organizations and are non reimbursable expenses. This will avoid taxation issues related to taxable benefits being provided without remittance of T4/T4A slips to recipients. This will avoid liability issues related to alcohol, based on recommendations provided by PEO's insurer.

The committee discussed that gift cards are currently widely used amongst the chapter level for events such as children's science fairs that are higher than the \$50 dollar amount. The committee suggested alternative solutions to be provided to facilitate chapters activities. The committee also discussed the potential for a CEO discretionary allowance added to the policy regarding gifts and recognition.

Staff responded that they will take into consideration the suggestions made and propose revised changes where recommended. Staff also clarified that the proposed changes are geared towards avoiding fraudulent activities.

Adjudication and Reporting

The proposed revision of the policy is to have an in camera summary of the CEO/Registrar's expenses provided to AFC periodically, at least semi-annually. It is also proposed that an in camera summary of the expenses for the President and Council Chair be provided to AFC periodically, at least semi-annually and any denied expenses for the above three individuals may be adjudicated by the Chair of the Audit and Finance Committee, or designate. This will enable and support greater transparency with respect to the reporting of expenses incurred by key personnel and to provide a mechanism for the oversight of adjudication/appeals for key personnel.

Committee members discussed if there are any guidance or criteria that the committee or Chair should follow while approving an expense claim. Staff answered that the decision should be guided by the expense reimbursement policy and in conjunction with the organization's strategic priorities.

Moved by Councillor Sung, seconded by Councillor Mandel:

That the AFC recommends that Council approve the proposed revisions to the PEO Expense Reimbursement Policy, with an effective date of January 1, 2026.

CARRIED

[R. Prudhomme and P. Shankar left the meeting at 3:14 p.m.]

Quarterly Review of Financial Statements

[P. Klink joined the meeting at 3:20 p.m.]

The committee engaged with staff to discuss various aspects of the financial statements for the quarter ending on June 30, 2025, including:

- Committee members asked for clarification on the favorable variance on the repairs and maintenance line item. Staff responded that the time of the year has an impact on how the spend is reflected on the budget.
- Committee members commented that the excess (deficiency) over revenues actual numbers are much lower than the projected deficit and inquired if this a trend that can be expected in the upcoming quarters as well. Staff commented that by the next half of the year revenues will be more favorable because of the upcoming renewals but with respect to expenses, it is difficult to project and there are still several activities left for the balance of the year.

Motion to Move In Camera

Moved by Councillor Mandel, seconded by Councillor Sung:

That the committee move in camera at 3:25 p.m.

CARRIED

Return to Open Session

The committee returned to open session at 4:20 p.m.

There being no further business, the meeting concluded at 4:20 p.m. These open session minutes consist of 7 pages.

L. Cutler, P.Eng., Committee Chair

Minutes

The 37th Meeting of the GOVERNANCE AND NOMINATING COMMITTEE (GNC) of PROFESSIONAL ENGINEERS ONTARIO was held via ZOOM Videoconference on Tuesday, September 9, 2025 at 1:00 p.m.

Present: Susan MacFarlane, P.Eng., Committee Chair and Western Region Councillor
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
Ravinder Panesar, P.Eng., West Central Region Councillor
Rachel Prudhomme, P.Eng., Lieutenant Governor-in-Council Appointee

Regrets: Nanda Lwin, P.Eng., East Central Region Councillor

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
Katarina Praljak, Director, Communications
Nicole Axworthy, Managing Editor and Communications Specialist
Marika Bigongiari, Communication Advisor
Sheetal Rawal, Policy Counsel
Meg Feres, Manager, Council Operations
Anita Vijayanathan, Lead, Governance Events and Special Projects
Antora Anowar, Council and Committee Coordinator
Graham Pedregosa, Council and Committee Coordinator

Guests: Vicki Hilborn, P.Eng., Western Region Councillor
Andrew Naassan, P.Eng., Lieutenant Governor-in-Council Appointee
David Weiss, Board Culture Facilitator, Weiss International

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 guests; and made procedural announcements related to the conduct of the meeting.

Approval of Agenda

Moved by Councillor Decloux, seconded by Councillor Prudhomme:

That the agenda for the September 9, 2025 meeting be approved as presented.

CARRIED

Conflicts of Interest

No conflicts were declared.

Consent Agenda: Previous Minutes

Moved by Councillor Prudhomme, seconded by Councillor Klink:

That the minutes of the 36th open session meeting of the Governance and Nominating Committee, held on June 4, 2025 accurately reflect the business transacted at that meeting.

CARRIED

Consent Agenda: Updated 2025-2026 GNC Work Plan

No discussion of this item took place.

Orientation Course for Candidates for Election

Staff presented the proposed mandatory PEO Orientation Course for election candidates that will replace the *Board Basics* course for the upcoming 2026 PEO elections. It was noted by staff that the orientation course has been designed based on several governance documents, which include the *Professional Engineers Act*, relevant regulations, and the Governance Manual.

The committee proposed additions to the course related to the role of councillors and training timelines. Additions proposed are summarised below:

- A note explaining the role of the Secretariat Department as operational support to Council.
- Addition of a list of each statutory, regulatory, and governance committee with a summary.
- A further emphasis for councillors to review meeting material before Council and committee meetings as part of the councillor responsibilities.

Staff answered questions related to the length and time commitment for the PEO Orientation Course, noting that the course should take approximately one hour to read and complete.

The committee unanimously agreed to recommend that the PEO Orientation Course be considered by Council at its September Council meeting, after staff have made the changes proposed by the committee.

Annual General Meeting Planning

The committee reviewed a proposed motion related to the 2026 and 2027 Annual General Meeting (AGM) format. Staff noted that the AGM has evolved from an in-person format up to 2019, to virtual at the onset of COVID-19 in 2020 and subsequently for 2021-2023, and most recently to a hybrid format for 2024 and 2025. Staff raised that because of volunteer recognition now being delivered through the Volunteer Symposium, Council has been asked to consider whether the current AGM format with pre-reserved registration for volunteers and resourcing remain justified.

The committee received key considerations, such as the current costs of holding the AGM annually in its current format, in addition to the costs related to the Volunteer Symposium, and other alternative cost-effective options that could maintain the statutory purpose of the AGM and expand equitable access and impact for licence holders.

A summary of the committee's discussion is outlined below:

- Committee members raised that the in-person aspect of the AGM is valuable for Councillors to connect and network within the engineering profession; and allows members to meet PEO councillors and ask questions in a more valuable way than a virtual format.
- In terms of costs, the committee discussed that combining events that include the same categories of people (e.g., Councillors, volunteers) would potentially reduce accommodation and event costs.

- The committee also discussed the cost for pre-reserved registration for volunteers, with members of the committee raising that PEO members who are actively involved in PEO's Chapter leadership should have a reserved seat at the next AGM.
- Committee members also raised that members from outside the Greater Toronto Area benefited immensely from the virtual aspect of the AGM, allowing members from across the province to tune in, ask questions via the chat feature, and still be able to participate in AGM-related activities. It was noted that the virtual component of the AGM should be maintained to allow for further accessibility for PEO members.

[V. Hilborn joined the meeting at 1:30 p.m.]

The committee recommended the "Maintain the Status Quo" option, an approach wherein the 2026 AGM would be organised similarly to the 2025 AGM, maintaining the hybrid format with pre-reserved registration for Councillors and Chapter leaders. The committee agreed that the future formats of AGM will be discussed at a later date, after the plans for the 2026 AGM are decided.

[A. Naassan left the meeting at 1:40 p.m.]

Council Evaluation Plan

The committee received an update on the multi-year plan for Council evaluations, developed by Watson Board Advisors (Watson), which was aligned with the framework approved by Council in February 2025. The proposed plan by Watson sets out a multi-year approach that embeds evaluation as a regular part of Council's governance style.

[N. Axworthy joined the meeting at 1:56 p.m.]

The next steps as outlined in the plan include:

- A presentation of the Council Evaluation Plan to Council at its September 2025 meeting
- PEO and Watson to prepare for Year 1 evaluation activities for the 2025-2026 Council Term
- A launch of the first Council evaluation in December 2025
- Provide analysis and a report to Council before the end of the 2025-2026 term.

Committee members asked about the four-year commitment and the costs of having Watson be the facilitator of the multi-year Council Evaluation. Staff noted that Watson tentatively has a four-year commitment with PEO Council in delivering and facilitating this work. Further, PEO can review the contract at the request of Council and on an annual basis.

[D. Weiss left the meeting at 1:58 p.m.]

The committee also asked questions regarding the Peer Review portion of the Council Evaluation Plan and how it will be conducted.

[M. Bigongiari joined at 2:03 p.m.]

Vision Statement

The committee reviewed the proposed PEO vision statement, which Council directed staff to develop based on feedback received from PEO members and stakeholders during the "Visioning for Relevance" initiative undertaken in 2023-2024 and the foundational work completed by Crestview Strategies, which involved extensive discussion and consultation with PEO members and stakeholders. Staff presented the proposed vision statement: "**Leading regulation. Inspiring excellence. Thriving communities.**"

Committee members asked questions related to the rollout of the vision statement to PEO members. Staff answered that an update on the vision statement was posted in the post-June 2025 Council meeting update in *Engineering Dimensions* on the current state of the vision statement, and that the vision statement, based on all feedback, will be presented to Council in September.

The committee unanimously agreed that the vision statement proposed by staff be recommended to Council in September for approval.

[N. Axworthy and M. Bigongiari left the meeting at 2:18 p.m.]

Recommendation for Appointment to GNC

The committee reviewed a recommendation to approve the appointment of Andrew Naassan, P.Eng., to the GNC for the remainder of the 2025-2026 Council term. Mr. Naassan was recently appointed by the Lieutenant Governor on June 5, 2025. At his orientation meeting on August 14 with PEO staff, Mr. Naassan expressed an interest in being appointed to the GNC.

The committee unanimously agreed to recommend Mr. Naassan to the GNC for Council approval at the September meeting.

Applicability and Interpretation of Recent Amendments to Regulation 941

The committee reviewed an information item regarding certain Director Accountability Framework-related amendments to Regulation 941 and qualification criteria for appointed councillors. It was noted that PEO does not have the authority to set qualification criteria for appointed Councillors. However, the Public Appointments Secretariat has a screening process for candidates that includes disclosure of conflicts of interest.

[A. Vijayanathan left the meeting at 2:28 p.m.]

Councillor Submission: Roles, Responsibilities, and Expectations – Ex Officios

The President-elect presented a Councillor Submission requesting to further define the roles, responsibilities and expectations of ex officio members (who are members of all four governance committees), noting in the submission that the current workload for ex-officios should be reviewed. This is particularly important given that there are occasions when multiple committee meetings occur within the same week. Consequently, there are time limitations as ex officios must thoroughly review materials, engage in discussion, and raise questions during those meetings.

The committee acknowledged the additional time commitment for ex officio members.

Motion to Move In Camera

Moved by Councillor Decloux, seconded by Councillor Klink:

That the committee move in camera at 2:35 p.m.

CARRIED

Return to Open Session

The committee returned to open session at 2:41 p.m.

There being no further business, the meeting concluded 2:41 p.m. These minutes consist of 5 pages.

"S. Macfarlane"

S. MacFarlane, P.Eng., Chair



Minutes

The 32nd Meeting of the REGULATORY POLICY AND LEGISLATION COMMITTEE (RPLC) of PROFESSIONAL ENGINEERS ONTARIO was held in a Virtual format via ZOOM Videoconference on Thursday, September 11, 2025 at 9:00 a.m.

- Present:** Vicki Hilborn, P.Eng., Committee Chair and Western Region Councillor
Leila Notash, P.Eng., President-elect (ex officio)
Chantal Chiddle, P.Eng., Eastern Region Councillor
Ahmed Elshaer, P.Eng., Northern Region Councillor
Susan MacFarlane, P.Eng., Western Region Councillor
- Regrets:** Greg Wowchuk, P.Eng., Past President (ex officio)
Sardar Asif Khan, P.Eng., Vice President (elected)
Hannah Ehtemam, P. Eng., East Central Region Councillor
- 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
Sarah Robicheau, Manager, Policy
Antora Anowar, Council and Committee Coordinator
Graham Pedregosa, Council and Committee Coordinator
- Observers:** Lorne Cutler, P.Eng., Lieutenant Governor-in-Council Appointee
Paula Klink, P. Eng., Councillor-at-Large
- Guests:** Philip Rizcallah, CEO, Engineers Canada
Kyle Smith, Manager, International Mobility & Regulatory Research, Engineers Canada
David Weiss, President & CEO, Weiss International Ltd.

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. The chair welcomed Sarah Robicheau, the new Manager of Policy at PEO who joined in late August.

Approval of Agenda

Moved by Councillor Chiddle, seconded by Councillor Elshaer:

That the agenda for September 11, 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 Elshaer:

That the open session minutes of the June 6, 2025 accurately reflect the business transacted at that meeting.

CARRIED

Consent Agenda: Updated 2025-2026 RPLC Work Plan

No discussion of this item took place.

Mutual Recognition Agreements (MRA): Presentation by Engineers Canada

The Chair welcomed to the meeting from Engineers Canada, Philip Rizcallah (CEO) and Kyle Smith (Manager of Regulatory Research and International Mobility). The Chair informed committee members that the presentation was intended as a learning opportunity for Council, as Council had previously expressed interest in gaining a better understanding of Mutual Recognition Agreements (MRAs). The Chair noted that the presentation was not related to the Technical Exams Policy Project led by PEO staff; while the two topics are somewhat interrelated, they remain distinct.

K. Smith informed the committee that the presentation would highlight Engineers Canada's existing mobility partnerships and MRAs.

Engineers Canada's Role in Mobility Partnerships

Smith highlighted that Engineers Canada's core purpose is to assess the risks and opportunities related to practitioner mobility; noting that Engineers Canada historically developed bilateral Mutual Recognition Agreements (MRAs) with counterpart organizations where licensure requirements were deemed substantially equivalent. These included academic-level and professional-level agreements.

Potential Opportunities for PEO

Smith highlighted the potential opportunities for PEO. They are:

- Recognition of the IntPE/APEC Engineer designations could streamline assessment processes for qualified international engineers.
- Acceptance of academics and experience would significantly reduce assessor workload.
- Designations are already recognized in five Canadian jurisdictions.
- Agreements are increasingly being used as the basis for new mutual recognition agreements.

Committee members inquired if there are any mechanisms to maintain the minimum academics if looking at only the graduate attributes. Smith answered that IEA as an organization is aimed at gearing towards a fully outcome-based assessment, currently not attuned with the approach that PEO takes. Those that have graduated with a CEAB-accredited program meet the requirement as set by the IEA, but that would ultimately be up to PEO to decide how they would want to treat individuals that are coming from a Washington Accord degree program from outside.

Committee members were encouraged to submit further questions and queries via email to the registrar.

[P. Rizcallah and K. Smith left the meeting at 9:45 a.m.]

Engineering Intern Program: Outstanding Policy Questions

Following the approval of the EIT Program 2.0 at the June Council meeting, staff was directed to work with the Ministry of the Attorney General (MAG) to propose the necessary changes to the Act and the regulation. The Chair noted that two policy issues remained outstanding: the program length and the ethical conduct requirements for EITs; and provided an update to the committee that staff worked diligently with MAG to convey the urgency of making these changes so PEO can resume the EIT program. While MAG has not provided a definitive timeline, they indicated there may be an opportunity to propose the necessary regulatory and legislative changes and this was a positive and hopeful development.

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

Program Length

The committee inquired if a range of scenarios were explored while proposing program length. Staff answered that six years is a justifiable number because the current time-based experience requirement is four years and even if the four years experience requirement is reduced or removed, there is evidence that it takes up to four years for an individual to complete a CBA program. Two more years are proposed for flexibility. Staff further reminded the committee that the policy can be revisited for improvement based on statistics and data received once the program is implemented.

Committee members inquired if a hard deadline should be proposed of ten years to complete the EIT program. Staff responded that the EIT 2.0 program objectives are tied to PEO's overarching public interest mandate and that it is designed as a time bound program.

[D. Weiss left the meeting at 10:00 a.m.]

Code of Conduct

Committee members inquired if there is going to be a reference in the EIT application on code of conduct as the standards of measures are distinct from P.Eng. holders. Staff responded that during the implementation stage, communication and information will be available to define ethical standards and how enforcement will take place. Staff further added that disciplinary actions regarding EITs will be relying on PEO's existing complaints and investigation process; EITs, however, will be held to a different standard.

Other Discussions:

- The committee asked if there is an update on operational side. Staff informed the committee that it is still too early but once the regulatory and legislative changes are in effect, staff will be establishing an operational plan around communications, resourcing, training staff, and establishing standard operating procedures.
- Committee members inquired if the status of EIT for an individual will be renewed automatically every year or if there is a fee associated with renewal. Staff informed the committee that like the previous EIT program, an administrative suspension will be applied for non-payment of fees.

Moved by Councillor Elshaer, seconded by Councillor Chiddle:

That RPLC recommends the Council approve the EIT 2.0 policy directions regarding ethical conduct presented at Appendix A.

CARRIED

Moved by Councillor Chiddle, seconded by Councillor Elshaer:

That RPLC recommends that Council approve the EIT 2.0 policy directions regarding program length presented at Appendix B.

CARRIED

Guidelines Review: Report and Recommendations

Staff informed the committee that they have conducted a comprehensive review of PEO’s practice guidelines, many of which are outdated or overly lengthy. It is also clear from the review that updates to the Code of Ethics are essential before guideline revisions can be fully effective. Staff work to date supports the development of a new approach to address regulatory gaps, maintain up-to-date guidance, and ensure documents are responsive to professional and industry developments.

Staff further highlighted the following findings:

- A comprehensive review of the Code of Ethics is necessary to define enforceable expectations and provide a strong foundation for all subsequent guideline updates. The Code of Ethics has remained largely aspirational, focusing on high-level ideals rather than enforceable standards, and has not been comprehensively updated to reflect evolving professional and societal expectations.
- Feedback from practice advisory data and a 2024 licence holder survey indicates that PEO’s guidelines are often not helpful when guidance is needed, as some documents are lengthy, overly technical, and difficult to navigate, highlighting the need for clear and accessible guidance.
- Many of PEO’s guidelines interpret external legislation and technical standards, an approach uncommon among regulators.

Moved by Councillor Elshaer, seconded by Councillor Chiddle:

That RPLC recommends the Council approve the recommendations outlined in the “Review of PEO Guidelines: Key Findings and Recommendations” report at Appendix A and direct staff to implement them.

CARRIED

Obligation to Cooperate

Staff presented the policy proposal accompanied by the information requested by the committee following the discussions at its November 2024 meeting. It was noted that the regulation amendments regarding the obligation of those regulated by PEO to respond to and cooperate with PEO will enhance public trust and ensure transparency, consistency, and effective regulation. Staff further added that the policy proposal seeks to create an explicit requirement in the regulations that holders of licences and/or certificate of authorizations:

- Co-operate with all types of PEO investigations (not only Registrar’s Investigations);
- Provide information in a complete, accurate, and timely manner when requested by PEO, such as when PEO inquires about a licence holder’s CPD. This would be done by setting out in Regulation 941 that failing to do either is professional misconduct.

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

- When an individual becomes a member of a regulated profession, they are committed to cooperate with their regulator and this includes cooperating with investigations. Staff further added that protection against self incrimination does not apply to regulatory investigations.
- There was discussion regarding a mechanism to support licence holders when they cannot afford legal assistance. Staff replied at this moment PEO does not provide duty counsel services.
- Staff further clarified that the proposal above is implicit in the regulation, but this step makes it explicit, and it is consistent with what other regulatory bodies are practising.

Moved by Councillor MacFarlane, seconded by Councillor Chiddle:

That RPLC recommends that Council approve the changes to the professional misconduct regulation 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 paragraph 21 of subsection 7(1) of the *Professional Engineers Act*.

CARRIED
(Abstain: Notash)

[L. Cutler left the meeting at 10.42 a.m.]

Use of Artificial Intelligence (AI) in Engineering Practice: Recommended Approach

The landscape for AI is changing rapidly, in many areas of human activity, therefore PEO is considering how best to address the ethical use of AI in professional practice. At this stage, it is recommended that developments continue to be monitored very closely to inform any potential future regulatory action. For the time being, the existing duties of competence and ethical conduct can be deemed sufficient, albeit with additional guidance provided to support professional judgment representing the most appropriate approach. Further developments in AI as it pertains to the practice of engineering will continue to be assessed, proactively, as well as in relation to complaints and inquiries from stakeholders, and Council will receive periodic updates when it is meaningful to provide them.

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

- Staff noted that engineering regulators across the country are increasingly pursuing harmonization and collaboration, and the proposed policy serves as a strong example of this approach.
- Committee members inquired whether there is a mechanism to conduct case-by-case practice audits in the absence of a complaint. Staff responded that currently, there is no such mechanism in place, and the organization has limited capacity to address matters outside of formal complaints. In the future, Council may consider introducing practice inspections, audits, and reviews, similar to approaches adopted by other engineering regulators across the country.
- Staff noted that the CPD module on effective use of AI in engineering practice will be considered for 2027, as it is too late to include it in the 2026 program.

Moved by Councillor Chiddle, seconded by Councillor MacFarlane:

RPLC recommends to Council that PEO adopt the Practice Advisory on the Use of Artificial Intelligence (AI) developed by Engineers and Geoscientists British Columbia (EGBC) as guidance for licence holders on the use of AI in professional practice, while continuing to monitor developments in this area to inform any appropriate future regulatory measures.

CARRIED

[A. Elshaer and P. Klink left the meeting at 11:00 a.m.]

Review of PEO's Continuing Professional Development (CPD) Program: Stakeholder Engagement Strategy and Milestones

Staff presented the framework and milestone dates for the strategy to engage stakeholders during the Council-directed re-evaluation of PEO's mandatory continuing professional development program. Staff informed engagement initiatives will begin in September 2025.

[A. Elshaer re-joined the meeting at 11:20 a.m.]

Committee members sought clarification on the term *Advisory Group*. Staff explained that the Employer Advisory Group consists of employers from various engineering sectors who provide insights into job market trends and engineering requirements. The committee requested that detailed reference information on advisory groups

consulted be added for clarity in an Appendix. Staff responded to several related questions from the committee regarding composition of the group. The committee further suggested to staff to perhaps create a group or track the responses of individuals who are licensed in more than one province or territory in Canada.

Motion to Move In Camera

Moved by Councillor MacFarlane, seconded by Councillor Elshaer:

That the committee move in camera at 11:34 a.m.

CARRIED

Return to Open Session

The committee returned to open session at 11:47 a.m.

There being no further business, the meeting concluded at 11:47 a.m. These open session minutes consist of 6 pages.

Vicki Hilborn, P.Eng., Committee Chair

Council Decision Log Open Motions

Mtg	Date	Title	Motion	Status
572	26-Sep-25	11.3 Data Protection Policy Update	The following in camera decision on the Data Protection Policy from the C-570 June 2025 Council In Camera meeting was moved into open session with unanimous consent: "That PEO exempts the Ontario Society for Professional Engineers, the Ontario Professional Engineers Foundation for Education, and Engineers Without Borders from the Data Protection Policy, and directs the CEO/Registrar to amend the Policy in accordance with the exemptions."	
572	26-Sep-25	9.3 Clarifying the Interpretation and Application of Sections 3(2) and 29 of Regulation 941	Motion 1 That the Council formally endorse the protocol that, in the event the President is unable to fulfill their duties, the President-Elect shall assume the role of President; and if the President-Elect is also unable or unavailable, responsibility shall then pass to the Vice-Presidents, with the Elected Vice-President taking precedence, followed by the Appointed Vice-President. DEFEATED Motion 2 That the Council formally endorse the protocol that any convening of an Executive Committee meeting shall require prior consultation with both the Council Chair and the President (or President's delegate). DEFEATED	
572	26-Sep-25	7.2 Obligation to Cooperate	That Council approves the changes to the professional misconduct regulation presented at C-572-7.2 Appendix A and directs staff to work with the Ministry of the Attorney General to make amendments to Regulation 941 as anticipated by paragraph 21 of subsection 7(1) of the Professional Engineers Act. (requires two-thirds majority of votes cast) CARRIED WITH UNANIMOUS CONSENT	
572	26-Sep-25	7.1 EIT Program: Outstanding Policy Questions	1. That Council approves the EIT 2.0 policy directions regarding ethical conduct presented at C-572-7.1, Appendix A. CARRIED 2. That Council approves the EIT 2.0 policy directions regarding program length presented at C-572-7.1, Appendix B. CARRIED WITH UNANIMOUS CONSENT	
572	26-Sep-25	5.3 Vision Statement	That Council approve the vision statement "Leading regulation. Inspiring excellence. Thriving communities." from among the three options developed for consideration. CARRIED WITH UNANIMOUS CONSENT	
572	26-Sep-25	5.2 Annual General Meeting Planning for 2026	That Council maintains the hybrid format of the 2026 Annual General Meeting format with pre-reserved registration for Councillors, statutory committee Chairs and Vice-Chairs, and Chapter leadership. CARRIED	

572	26-Sep-25	5.1 Orientation Course for Candidates for Election	That Council approves the PEO Orientation Course at Appendix A as the "orientation course" contemplated by paragraph 1 of section 9.1 of Regulation 941. CARRIED	
572	26-Sep-25	4.2 Revised Expense Reimbursement Policy	That Council approve the proposed revisions to the PEO Expense Reimbursement Policy, with an effective date of January 1, 2026. CARRIED	
572	26-Sep-25	2.7 2026-2027 Council and Committee Calendar	That Council approves the proposed 2026-2027 Calendar of Council and Governance Committee Meetings and Events, included at C-572-2.7, Appendix A, subject to quorum requirements and availability of Councillors with respect to specific meetings. CARRIED WITH CONSENT AGENDA	
572	26-Sep-25	2.6 Nomination to Governance and Nominating Committee	That Council approves the appointment of Andrew Naassan, P.Eng., to the Governance and Nominating Committee for the remainder of the 2025-2026 Council term. CARRIED WITH CONSENT AGENDA	
572	26-Sep-25	2.5 Use of AI in Engineering Practice: Recommended Approach	That PEO adopts the Practice Advisory on the Use of Artificial Intelligence (AI) developed by Engineers and Geoscientists British Columbia (EGBC) as guidance for licence holders on the use of AI in professional practice, while continuing to monitor developments in this area to inform any appropriate future regulatory measures. CARRIED	
572	26-Sep-25	2.4 Review of PEO Guidelines: Key Findings and Recommendations	That Council approves the recommendations outlined in the "Review of PEO Guidelines: Key Findings and Recommendations" report at Appendix A and direct staff to implement them with appropriate consultation. CARRIED	
572	26-Sep-25	2.3 Changes to 2025 Statutory and Regulatory Committees' Membership List a) Decisions for Approval	That Council approve the changes to Committee Membership as presented. CARRIED WITH CONSENT AGENDA	
572	26-Sep-25	2.2b) Consulting Engineer Designation Applications - Declining	That Council declines the applications for redesignation as a Consulting Engineer, as presented to the meeting at C-571-2.2b), Appendix A, Sections 1 and 2. CARRIED WITH CONSENT AGENDA	

572	26-Sep-25	2.2a) 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-572-2.2a), Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-572-2.2a), Appendix A, Section 2.</p> <p>CARRIED WITH CONSENT AGENDA</p>	
572	26-Sep-25	2.1 Open Session Minutes – 570th and 571st Council Meetings	<p>1. That the minutes of the 570th meeting of Council, held June 20, 2025, as presented to the meeting at C-572-2.1, Appendix A, accurately reflect the business transacted at this meeting.</p> <p>2. That the minutes of the 571st meeting of Council, held July 3, 2025, as presented to the meeting at C-572-2.1, Appendix B, accurately reflect the business transacted at this meeting.</p> <p>CARRIED WITH CONSENT AGENDA</p>	
572	26-Sep-25	2.0 Consent Agenda	<p>That the Consent Agenda be approved as amended, consisting of:</p> <p>2.1 Open Session Minutes – C-570 and C-571</p> <p>2.2 CEDC Applications</p> <p>2.3 Changes to 2025 Statutory and Regulatory Committees' Membership List</p> <p>a) Decisions for Approval</p> <p>b) Other Changes</p> <p>2.6 Appointments to Governance and Nominating Committee</p> <p>2.7 2026-2027 Council and Committee Calendar</p> <p>2.9 RCC Report</p> <p>2.10 Staff Report on 2025 AGM Member Submissions</p> <p>2.11 CPD Stakeholder Engagement Strategy and Milestones</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	

572	26-Sep-25	1.2 Approval of Agenda	<p>That:</p> <p>a) the agenda, as presented to the meeting at C-572-1.2, Appendix A as amended be approved; and</p> <p>b) the Chair be authorized to suspend the regular order of business.</p> <p>These items were pulled from the Consent Agenda for individual discussion: 2.4 Guidelines Review: Report and Recommendations 2.5 Use of AI in Engineering Practice: Recommended Approach</p> <p>This item was moved in camera: 2.8 Council Evaluation Plan</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	
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> <p>1. That Council appoints Suresh Khanal, P.Eng., Mostafa Khosravvelhossaini, 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);</p> <p>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);</p> <p>3. That Council appoints Gregory P. Wowchuk, P.Eng., Chair of the 2025-2026 Central Election and Search Committee.</p> <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> <p>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</p> <p>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.</p> <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	<p>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.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	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</p> <p>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</p> <p>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"> 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. 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. 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. 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 	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. 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. 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. 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	<p>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</p> <p>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</p>	Complete
568	04-Apr-25	4.3 Engineers Canada 2027 Per Capita Assessment Fee	<p>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</p>	Complete
568	04-Apr-25	4.2 Approval of Auditor for 2025	<p>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</p>	Complete
568	04-Apr-25	4.1 Approval of 2024 Audited Financial Statements	<p>That Council:</p> <p>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</p> <p>b) authorize the President and President-elect to sign the audited financial statements on Council's behalf. CARRIED WITH UNANIMOUS CONSENT</p>	Complete
568	04-Apr-25	2.5 Special Rules of Order: Councillor Submissions Protocol	<p>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</p>	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. 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. CARRIED WITH CONSENT AGENDA</p>	Complete

567	21-Feb-25	9.1 Councillor Questions – Roles of President and Chair	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	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	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	Complete
567	21-Feb-25	6.1 2025 Goals for the CEO/Registrar	That Council approve the CEO/Registrar 2025 goals as outlined at C-567-6.1, Appendix A. CARRIED WITH UNANIMOUS CONSENT	Complete
567	21-Feb-25	5.2 Establishing Metrics for Governance Performance	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. CARRIED WITH UNANIMOUS CONSENT	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	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. CARRIED WITH UNANIMOUS CONSENT	Complete
567	21-Feb-25	3.3 Strategic Plan Update	That the 2026+ Strategic Plan be made a 5-Year Plan, with a hard reset at 3 years. CARRIED WITH UNANIMOUS CONSENT	Complete
567	21-Feb-25	2.3 2025 PEO Council Governance Scorecard Review	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	Complete
567	21-Feb-25	2.2a) Approval of Committee Membership Changes	That Council approve the committee membership changes as presented. CARRIED WITH UNANIMOUS CONSENT	Complete
567	21-Feb-25	2.1 Open Session Minutes – 566th Council Meeting	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	Complete
566	29-Nov-24	9.1 Councillor Questions - Minimum Academic Requirement	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.” CARRIED WITH UNANIMOUS CONSENT	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 O.Reg. 260/08	<p>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</p> <p>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.</p>	In progress
565	27-Sep-24	5.2 Appointment to GNC	<p>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.</p> <p>CARRIED</p>	Complete
565	27-Sep-24	5.1 Annual General Meeting 3-Year Plan	<p>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.</p>	Complete
565	27-Sep-24	4.1 IT Policy for Council and Volunteers	<p>That Council approve the revised information technology (IT) policy.</p>	Complete
565	27-Sep-24	2.4(a) RCC Work Plan for 2024-2025	<p>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.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
565	27-Sep-24	2.3 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 set out in Appendix A, Section 3.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
565	27-Sep-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
565	27-Sep-24	2.1 Open Session Minutes – 564th Council Meeting	<p>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.</p> <p>CARRIED WITH CONSENT AGENDA</p>	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	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 presented to the meeting at C-562-2.3(a), Appendix A, Section 3. CARRIED WITH CONSENT AGENDA	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	That the Consent Agenda be approved as amended, consisting of: 2.2 – Changes to 2024 Statutory and Regulatory Committees' Membership List a) Approval of Committee Membership Changes b) Committee Membership Changes 2.3 – Consulting Engineer Designation Applications a) Approving b) Declining 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 CARRIED BY UNANIMOUS CONSENT	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	Original Motion That PEO Council direct the RPLC to create the "Emerging Disciplines Working Group". The terms of reference for this Working Group shall: - Review and recognize emerging and emerged engineering disciplines; and, - Establish a process for producing rights to practice (equivalent to those of traditional practices) Amendment That PEO Council direct the RPLC to add "Emerging Disciplines" to the RPLC 2024-2025 Work Plan. The terms of reference for this Working Group shall: - Review and recognize emerging and emerged engineering disciplines; and, - Establish a process for producing rights to practice (equivalent to those of traditional practices) AMENDMENT CARRIED WITH UNANIMOUS CONSENT	Complete

561	23-Feb-24	10.2(a) Caretaker Convention Working Group	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. Amendment To remove "of three members, appointed by the President." CARRIED WITH UNANIMOUS CONSENT	Complete
561	23-Feb-24	7.1 2024 Performance Goals for the CEO/Registrar	That Council approve the CEO/Registrar 2024 Goals Review Form as presented to the meeting at C-561-7.1, Appendix A. CARRIED	Complete
561	23-Feb-24	6.5 In-Camera Sessions Protocol	That the In-Camera Sessions Protocol be approved as presented to the meeting at C-561-6.5, Appendix A.	Complete
561	23-Feb-24	6.4 2024 Annual General Meeting: Guide for Member Submissions	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. 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." Friendly Amendment to Guide That all references to number of days be referenced as calendar days as needed. 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	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	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. It was agreed without objection to change references to "50% + 1 majority" in the document to "a majority of votes cast." 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. CARRIED AS AMENDED BY UNANIMOUS CONSENT	Complete
560	16-Nov-23	5.3 Director	That Council receives the good practices report and directs staff, by February	Complete
560	16-Nov-23	5.2 2024 Conf. Place and Time	That Council direct staff, Council for a Friday, April 20, 2024 as the place and 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	Move to defer all items in Section 7 and all items in Section 8 except: 8.3 (Eng Can Director Report, delivered earlier in meeting) 8.4a) Reducing 4-year Eng. Experience Time Requirement to the next Council meeting. CARRIED	Complete
559	22-Sep-23	6.5 Appointment of Deputy Registrar	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	Complete
559	22-Sep-23	5.1 Report from Tribunals	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	Complete
559	22-Sep-23	4.4 Mandatory CPD (PEAK): Proposed Policy Change	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	Complete
559	22-Sep-23	4.3 RPLC Work Plan for 2023-2024	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	Complete
559	22-Sep-23	4.2 2024 AGM	Original Motion That Council endorse a [_____] format for PEO's 2024 Annual General Meeting. Vote #1 That "in-person" be inserted as the choice of format for PEO's 2024 Annual General Meeting. DEFEATED Vote #2 That "hybrid" be inserted as the choice of format for PEO's 2024 Annual General Meeting. Final Motion That Council endorse a hybrid format for PEO's 2024 Annual General Meeting. CARRIED	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 That Council adopts the Policy Development Framework as presented.</p> <p>Amendment 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 PEO Appointment	That Council approve the CEO/Registrar goals as presented at C-557-12, Appendix A ("CEO/Registrar, 2023-2024 Goals Priority Form")	Complete
557	05-May-23	16. Appointments to the Executive	Anandyaan P. Patel, P.Eng., be appointed as a member of the Discipline Committee for the 2023-2024	Complete
557	05-May-23		Committee for the 2023-2024 Executive positions to be appointed with authority of the members of Council under a 28(1)(e) of Regulation 041 be more than (4) and in	Complete

557	05-May-23	9. Appointment of	1. That Tim Kirkby, P.Eng., be appointed Chair of the Audit and Finance	Complete
557	05-May-23	6. Appointment of	Committee for the 2023-2024 Council year or until his or her successor is appointed	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"> •Chapter AGMs •Technical seminars/tours •Networking events •30x30 events •Scholarships <p>Council approves to support with modifications the following types of chapter activities:</p> <ul style="list-style-type: none"> •Licence certificate presentations •Education/school outreach activities •Licensure Assistance Program •Chapter social media •GLP chapter activities •Chapter support of community organizations <p>Council approves to re-assign the following types of chapter activities:</p> <ul style="list-style-type: none"> •Regulatory seminars •Chapter websites <p>and</p> <p>Council approves to suspend the following type of chapter activity:</p> <ul style="list-style-type: none"> •Chapter event sponsorship from external sources <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 Nick Colucci, P.Eng., Past President , as proxy holder to vote for and on behalf of the PEO President at the Engineers Canada Annual Meeting of Members on May 27, 2023, and at any and all adjournments thereof, with full power of substitution in the premises.	Complete
556	31-Mar-23	2.2 CONSULTING ENGINEER DESIGNATION APPLICATIONS	That: Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-556-2.2, Appendix A, Section 1. Council approve the applications for redesignation as Consulting Engineer as set out in C-556-2.2, Appendix A, Section 2. Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as set out in C-556-2.2, Appendix A, Section 3. CARRIED	Complete

556	31-Mar-23	2.1 OPEN SESSION MINUTES – 555th Council Meeting	That: a) 555th meeting of Council, held February 24, 2023, as amended at C-556-2.1, Appendix A, accurately reflect the business transacted at that meeting.	Complete
556	31-Mar-23	2.0 Consent Agenda	That the Consent Agenda be approved as amended, consisting of: 2.2 Consulting Engineer Designation Applications	Complete
555-3.11b	24-Feb-23	Supporting Evolutionary Improvements to FARPACTA Admissions	Original Motion: 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. New Motion: That the original motion be deferred to the March 2023 Council meeting. CARRIED	In progress
555-3.11a	24-Feb-23	PEO Support for the "Retool the Iron Ring Ritual" Initiative	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. CARRIED	Complete
555-3.6	24-Feb-23	January to March 2023 Bridge Goals for the CEO/Registrar	That Council approve the CEO/Registrar goals as presented in C-555-3.6 Appendix A (Goals Review Form). CARRIED	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"> • Advisory Committee on Volunteers (ACV), • Education Committee (EDU) and Education Conference Planning Subcommittee, • Equity and Diversity Committee (EDC), • External Honours Subcommittee (of the Awards Committee), • Gala Advisory Committee (subcommittee of the Awards Committee), • PEO-OAA Joint Liaison Committee (PEO-OAA JLC), • PEO-OSPE Joint Relations Committee (PEO-OSPE JRC), • Volunteer Leadership Conference Planning Committee (VLCPC). <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	<p>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.</p> <p>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.</p> <p>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</p>	In progress
555-3.3	24-Feb-23	Nomination of PEO Director to Engineers’ Canada Board	<p>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</p>	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	7.2 Council Approve Appointment of members to PEO's statutory and regulatory committees and that Council approve the execution of 552 examinations and the applications for designation as Consulting Engineers as set out in C-552-3.2	Complete
552-3.2	25-Nov-22	Engineer		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	7.1 Minutes – 549th Council Meeting – September 23, 2022 7) That the proposed Council on the mandatory PEAR 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: (a) identified as legitimate in the International Institutions and Degrees Database (IIDD) administered by Engineers Canada, and (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	That the consent agenda be approved, consisting of: 3.1 Minutes – 549th Council meeting – June 24, 2022 3.2 Consulting Engineer Designation Applications 3.3 Engineers Canada Directors Report 3.4 Governance Committee Reports and 2022-2023 Workplans CARRIED For: 19 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 Against: 0 Abstain: 0	Complete
549-2.14	23-Sep-22	Reimbursement Policy: Chapter Volunteers	That Council direct the Audit & 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. Move to refer the motion back to the Regional Congress Committee for further review. DEFEATED For: 2 T. Kirkby P. Shankar Against: 21 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 Against: 0 Council then voted on the original motion. CARRIED 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 Against: 2 R. Brunet T. Kirkby Abstain: 2 G. Nikolov S. Sung	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>For: 6 V. Banday C. Chahine J. Chisholm R. Fraser V. Hilborn P. Shankar</p> <p>Against: 13 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>Abstain: 3 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>For: 21 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>Against: 0</p> <p>Abstain: 0</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>For: 21 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>Against: 1 V. Banday</p> <p>Abstain: 0</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>For: 14 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>Against: 6 V. Banday C. Chahine C. Cutler R. Fraser D. Kiguel T. Kirkby</p> <p>Abstain: 1 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>For: 15 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>Against: 5 V. Banday C. Chahine R. Fraser D. Kiguel T. Kirkby</p> <p>Abstain: 1 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>For: 19 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>Against: 3 V. Banday J. Chisholm R. Fraser</p> <p>Abstain: 0</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 For: 7 V. Banday R. Fraser D. Kiguel T. Kirkby L. Notash S. Sung G. Wowchuk Against: 15 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 Abstain: 1 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: a) approve the 2023 Voting Procedures, as presented to the meeting at C-548-2.4, Appendix A; b) approve the 2023 Election Publicity Procedures, as presented to the meeting at C-548-2.4, Appendix B c) approve the 2023 Nomination Form as presented to the meeting at C-548-2.4, Appendix C; 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; e) appoint the Regional Election and Search Committees (RESC) for each Region; 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. g) include Equity, Diversity and Inclusion (EDI) improvement changes as defined at Council meeting C-548. CARRIED</p>	Complete
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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. DEFEATED</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"> •Creating a fair, transparent, accessible and efficient application process that maintains competency and complies with FARPACTA by July 1, 2023 •Reviewing licensing business processes and implementing changes to improve efficiency without sacrificing public safety or information security by January 1, 2025 •Ensuring all licensing activities reflect the values of equity, diversity and inclusion <p>Goal 2: Optimize organizational performance. We will initiate this by:</p> <ul style="list-style-type: none"> •Updating and developing standards and practice guidelines •Ensuring adequate IT infrastructure, improving our capacity to collect and manage data •Reviewing and improving communication and business processes, including ensuring they reflect the values of equity, diversity and inclusion 	Complete
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			<p>Goal 3: Implement a continuous governance improvement program. We will do this by:</p> <ul style="list-style-type: none"> •Ensuring orientation for Councillors and PEO's Executive Leadership Team •Ensuring Committees and Council have the necessary evidence to support quality decision-making •Establishing metrics for governance performance, which include principles of equity, diversity and inclusion by spring 2023 and implementing an annual review <p>Goal 4: Refresh PEO's vision to ensure all stakeholders see relevance and value in PEO. We will do this by:</p> <ul style="list-style-type: none"> •facilitating meaningful dialogue with members and other stakeholders •undertaking required research •developing a proposed vision for consultation <p>CARRIED Recorded Vote</p> <p>For: 19 C. Bellini R. Brunet C. Chahine C. Chiddle L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Notash L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p>Against: 3 V. Banday T. Kirkby G. Wowchuk</p> <p>Abstain: 1 J. Chisholm</p>	Complete
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	<ol style="list-style-type: none"> 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. 2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-548-3.2, 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 C-548-3.2, Appendix A, Section 3. <p>CARRIED</p>	Complete

548-3.3	24-Jun-22	Statutory Committees – Re-appointments Subject To Approval By The Attorney General	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. CARRIED	Complete
548-3.4	24-Jun-22	Central Election And Search Committee	The following motion, approved in-camera, was moved into open session. That: 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; b)that the 2021-2022 Central Election and Search Committee be stood down with thanks at the close of this Council meeting; and c)that the 2022-2023 Central Election and Search Committee be constituted at the close of this Council meeting d)Request the CESC to advise Council of decision-making criteria used to recommend the two candidates noted above. CARRIED	

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> <p>That the proposed Special Rules of Order, as presented to the meeting at C-547-</p>	Complete
547-5	04-May-22	Appointment of Council Meeting Chair	<p>That the proposed Special Rules of Order, as presented to the meeting at C-547-</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	<p>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</p> <p>THE ORIGINAL MOTION WAS THEN VOTED ON AND CARRIED</p>	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	<p>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</p> <p>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</p> <p>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</p> <p>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</p>	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 For: 7 V. Banday, C. Chahine, J. Chisholm, R. Fraser, D. Kiguel, L. Notash, G. Wowchuk Against: 12 C. Bellini, C. Chiddle, L. Cutler, S. MacFarlane, P. Mandel, D. Montgomery, G. Nikolov, L. Roberge, S. Schelske, P. Sankar, S. Sung, R. Walker Abstain: 1 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 For: 12 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 Against: 0 Abstain: 3 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 & Equity (ARE) Code v.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"> - 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 - 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 - 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 <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	<ol style="list-style-type: none"> 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. 2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-546-3.2, 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 C- 546-3.2 Appendix A, Section 3. CARRIED 	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
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