



## MINUTES

The 570<sup>th</sup> MEETING of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was a hybrid meeting held at 40 Sheppard Avenue West, 8<sup>th</sup> Floor, Toronto on Friday, June 20, 2025, at 8:30 am

### Present:

#### (In-Person)

G. Wowchuk, P.Eng., Past President and Council Chair  
F. Saghezchi, P.Eng., President  
L. Notash, P.Eng., President-elect, P.Eng.  
S. A. Khan, P.Eng., Vice President (elected)  
C. Chiddle, P. Eng., Eastern Region Councillor  
L. Cutler, P.Eng., Lieutenant Governor-in-Council Appointee  
S. Decloux, P. Eng., Councillor-at-Large  
A. Dryland, CET, Lieutenant Governor-in-Council Appointee  
H. Ehtemam, P.Eng., East Central Region Councillor  
A. Elshaer, P.Eng., Northern Region Councillor  
V. Hilborn, P.Eng., Western Region Councillor  
P. Klink, P.Eng., Councillor-at-Large  
N. Lwin, P.Eng., East Central Region Councillor  
S. MacFarlane, P.Eng., Western Region Councillor  
P. Mandel, CPA, CBV, Lieutenant Governor-in-Council Appointee  
A. Naassan, P.Eng., Lieutenant Governor-in-Council Appointee  
R. Panesar, P.Eng., West Central Region Councillor  
R. Prudhomme, P.Eng., Lieutenant Governor-in-Council Appointee  
L. Roberge, P.Eng., Northern Region Councillor  
U. Senaratne, P.Eng., Lieutenant Governor-in-Council Appointee  
P. Shankar, P.Eng., West Central Region Councillor  
S. J. Shi, P.Eng., Eastern Region Councillor  
S. Sung, Lieutenant Governor-in-Council Appointee

### Present:

#### (Virtual)

R. Walker, P.Eng., Vice President (appointed) and Councillor-at-Large

### Regrets:

S. Schelske, P.Eng., Lieutenant Governor-in-Council Appointee

### Staff

#### (In-Person):

J. Quaglietta, P.Eng., CEO/Registrar  
D. Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer  
A. Dixit, P.Eng., VP, Corporate Operations and Digital Transformation  
D. Sikkema, Chief People Officer (to minute 12890)  
N. Shah, Senior Director, Finance (to minute 12890)  
M. Solakhyan, Senior Director, Governance  
K. Praljak, Director, Communications  
M. Rusek, Director, Investigations and Prosecutions  
D. Smith, Director External Relations  
J. Vera, Director, Licensing  
M. Feres, Manager, Council Operations (Secretariat)  
E. Chor, Research Analyst (Secretariat)  
A. Anowar, Council and Committee Coordinator (Secretariat)  
G. Pedregosa, Council and Committee Coordinator (Secretariat)



**Staff**

- (Virtual):** D. Sikkema, Chief People Officer (from minute 12893)  
N. Shah, Senior Director, Finance (from minute 12891)  
N. Brown, Director, Tribunals and Legal Counsel  
A. Kwiatkowski, Director, Digital Transformation & Information Technology  
J. Schembri, Director, Volunteer Engagement

**Guests**

- (In-Person):** D. Carnegie, President and Chair, Ontario Society of Professional Engineers (OSPE)  
J. Dimitriu, P.Eng., Chair, Academic Requirement Committee (ARC)  
T. Kirkby, P. Eng., Ontario Director, Engineers Canada  
J. Lee, P.Eng., Vice-Chair, ARC  
L. Lukinuk, Parliamentary Services  
S. Perruzza, CEO, OSPE  
D. Roukema, CEO, MDR Strategy Group

**Guests**

- (Virtual):** C. Chahine, P.Eng., Ontario Director, Engineers Canada  
S. Cameron, Counsel, Ministry of the Attorney General  
P. Rizcallah, P.Eng., CEO, Engineers Canada  
M. Sterling, P.Eng., Ontario Director, Engineers Canada  
D. Weiss, President and CEO, Weiss International Ltd.

Council convened at 8:30 am on Friday, June 20, 2025.

**CALL TO ORDER**

Notice having been given and a quorum being present, the Chair called the meeting to order at 8:30 a.m. and made procedural announcements related to the conduct of the meeting. The Chair welcomed Andrew Naassan, Lieutenant-Governor-in-Council appointee effective June 5, 2025. Councillor Naassan thanked the Chair and presented his credentials and experience.

**12875 – APPROVAL OF AGENDA**

The Chair reviewed the agenda. The following changes were proposed:

- Item 2.3 to be removed from the Consent Agenda to be discussed after the approval of the remaining items in the section; and
- Item 3.4 to be moved to the in camera session.

Moved by Councillor Klink, seconded by Councillor Elshaer:

**That:**

- a) The agenda, as presented to the meeting at C-570-2, Appendix A be approved as amended; and**
- b) the Chair be authorized to suspend the regular order of business.**

**CARRIED**  
**Unanimous consent**

**For: 22**

- C. Chiddle  
L. Cutler  
S. Decloux

**Against: 0**

**Abstain: 1**

- G. Wowchuk

**Absent: 2**

- F. Saghezchi  
S. Schelske



- A. Dryland
- S. H. Ehtemam
- A. Elshaer
- V. Hilborn
- S. A. Khan
- P. Klink
- N. Lwin
- S. MacFarlane
- P. Mandel
- A. Naassan
- L. Notash
- R. Panesar
- R. Prudhomme
- L. Roberge
- U. Senaratne
- P. Shankar
- S. Shi
- S. Sung
- R. Walker

**12876 – DECLARATION OF CONFLICTS OF INTEREST**

Councillor Hilborn declared a perceived conflict of interest due to her employment with the Government of Ontario and noted that participation in the meeting is representative of herself and not the Councillor’s employer.

**12877 – CONSENT AGENDA**

The Council Chair reviewed the Consent Agenda.

Moved by Councillor Klink, seconded by Councillor Shi:

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

- 2.1 Open Session Minutes C-568 and C-569 Meetings**
- 2.2 CEDC Applications**
- 2.4 Changes to 2025 Statutory and Regulatory Committees’ Membership List**
  - a) Decisions for Approval**
  - b) Other Changes**

**CARRIED  
Unanimous Consent**

<b><u>For: 22</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 1</u></b>	<b><u>Absent: 2</u></b>
C. Chiddle		G. Wowchuk	F. Saghezchi
L. Cutler			S. Schelske
S. Decloux			



A. Dryland  
S. H. Ehtemam  
A. Elshaer  
V. Hilborn  
S. A. Khan  
P. Klink  
N. Lwin  
S. MacFarlane  
P. Mandel  
A. Naassan  
L. Notash  
R. Panesar  
R. Prudhomme  
L. Roberge  
U. Senaratne  
P. Shankar  
S. Shi  
S. Sung  
R. Walker

#### **12878 – COUNCIL REMUNERATION FRAMEWORK & COMPETENCY-BASED NOMINATIONS: ACTION PLAN**

Council reviewed a high-level Action Plan which highlights key milestones, deliverables, and associated financial implications for the Council remuneration, initially directed by Council at the start of February 2023, with a direction in February 2025 to develop a competitive remuneration structure.

Staff presented an initial overview of the timeline and financial implications of a future council remuneration framework.

[F. Saghezchi joined the meeting at 8:40 am]

Council's discussion is summarized below.

There was discussion regarding the potential to develop a temporary remuneration program while the framework is being developed, which could potentially attract more candidates in the upcoming 2026 election. It was noted that work on a temporary program would be premature and is dependent on direction from Council regarding one of the proposed pillars in the 2026-2030 strategic plan related to enhancing governance structures.

There was discussion regarding the potential financial implications of Council remuneration, including the possibility of remuneration for other volunteers who serve on PEO's statutory committees. Staff raised that currently some lay members on tribunals and statutory committees are remunerated based on competency; however, Council in the past has made the decision not to remunerate PEO volunteers who sit on these committees. It was noted that discussions on remuneration for other volunteers at PEO could be explored once the initial phase related to Council is complete. It was also raised by the staff that any financial implications will be reviewed by the Audit and Finance Committee as part of the budgeting process.

Moved by Councillor Roberge, seconded by Councillor Elshaer:



**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.**

**CARRIED**  
**Unanimous consent**

<b><u>For: 23</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 1</u></b>	<b><u>Absent: 1</u></b>
C. Chiddle		G. Wowchuk	S. Schelske
L. Cutler			
S. Decloux			
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
V. Hilborn			
S. A. Khan			
P. Klink			
N. Lwin			
S. MacFarlane			
P. Mandel			
A. Naassan			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
F. Saghezchi			
U. Senaratne			
P. Shankar			
S. Shi			
S. Sung			
R. Walker			

Council discussed a new motion related to the issue of remuneration for members of statutory committees.

Moved by Councillor Prudhomme, seconded by Councillor Chiddle:

**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.**

**CARRIED**  
**Unanimous consent**

<b><u>For: 23</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 1</u></b>	<b><u>Absent: 1</u></b>
C. Chiddle		G. Wowchuk	S. Schelske
L. Cutler			
S. Decloux			
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
V. Hilborn			
S. A. Khan			
P. Klink			



N. Lwin  
S. MacFarlane  
P. Mandel  
A. Naassan  
L. Notash  
R. Panesar  
R. Prudhomme  
L. Roberge  
F. Saghezchi  
U. Senaratne  
P. Shankar  
S. Shi  
S. Sung  
R. Walker

### 12879 – PRESIDENT’S REPORT

President Saghezchi noted that since the last Council meeting in May, he has attended several events on PEO’s behalf, including:

- Ontario Association of Architects (OAA) conference in Ottawa, for discussions on best practices regarding the Continuing Professional Development (CPD) programs of PEO and OAA.
- 30x30 Summit at the end of May, which emphasized the critical role women play in the engineering profession.
- Engineers Canada Annual Meeting in Vancouver for discussions with other presidents from engineering regulators across the country to discuss several topics which included interprovincial mobility and harmonization for the profession, the use of artificial intelligence in engineering, and the future of licensing in Canada.

### 12880 – CEO/REGISTRAR’S REPORT

CEO/Registrar Quaglietta acknowledged PEO’s 103<sup>rd</sup> anniversary this month in regulating professional engineering in the province of Ontario, as well as the celebration of National Volunteer Week at the end of April 2025, recognizing over 900 volunteers at PEO who continue to contribute to PEO’s success.

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

- The CEO/Registrar thanked Council for a productive May workshop and for providing input and feedback for PEO’s 2026-2030 Strategic Plan, being recommended for Council’s approval at today’s Council meeting.
- Updates on the recently passed Bill 2, *Protect Ontario Through Free Trade Within Canada Act*, by the Provincial Government, which include various measures to boost interprovincial trade and facilitate mobility by fostering mutual recognition of qualifications across provinces. This will have implications for PEO’s current licence transfer process, which requires full registration before practice can begin. PEO is actively preparing for anticipated changes, with the goal to respond effectively while upholding its public-protection mandate.



- In May, PEO endorsed the National Statement of Collaboration at the Engineers Canada's Spring Meeting and Annual Meeting of Members, reaffirming PEO's joint commitment to improving mobility for engineers, enhancing public safety, and increasing regulatory efficiency.
- The CEO/Registrar congratulated the organization's Communications team for being nominated as a finalist in the National Magazine Awards on a piece about a mega wastewater and sewage project in Toronto's downtown core.
- As of June 2025, PEO had a total of 16,576 P.Eng. legacy applicants. This is a major reduction from the approximate 34,000 applications in July 2024. Fourteen percent of the applications are awaiting assessment from PEO while 86% are awaiting the applicant to write an examination.
- With respect to the FARPACTA-compliant process, 20,340 prospective applicants who have started a P.Eng. application, with 19% being CEAB graduates, 66% being non-CEAB graduates, and the remaining applicants currently being reviewed by PEO.
- As of May 2025, 86% of individuals have started their PEAK requirements and 75% have completed their first two PEAK elements. PEO continues to send regular reminders to individuals with incomplete PEAK requirements to help licence holders comply and avoid an administrative suspension for non-compliance.
- The CEO/Registrar provided an update on ensuring licensing is in line with the Anti-Racism and Equity (ARE) Code. The EDI team delivered four sessions to 76 volunteer and chapter members with positive feedback. Since April, the EDI team has delivered training sessions to all PEO staff in three out of four divisions with 100% of participants gaining new insights and recommending this training to other colleagues.
- There was an update of the Governance Scorecard related to the 30x30 target objectives and recognizing the difficulty of meeting 30% of females in the engineering profession by 2030. The CEO/Registrar provided an update on discussions from the Engineers Canada Spring Meeting, as well as the striking of two working groups on finding tactical ways of promoting females in engineering and expanding the group to other marginalized individuals. It was further raised that although that goal has fallen short, PEO has been able to license a record number of females since CEO/Registrar Quaglietta joined in 2023, and thanked Council for their commitment in keeping the 30x30 indicator on the Governance Scorecard.
- Key data points and updates on areas of the business were highlighted, including:
  - Status of operational plan and association projects/initiatives;
  - pre-licensing outreach data from the external relations team.
  - remissions and resignations;
  - customer service metrics and inquiry resolutions; and
  - revenue and expenses for the three months ending March 31, 2025

The CEO/Registrar and staff provided additional information and answered questions on the current legacy applicants and FARPACTA inventory management plan; details on an upcoming public confidence study which was raised from a recent communications audit; pre-licensing outreach and stakeholder engagement; and further information of the revised Ontario Regulation 61/65 which was recently published in May 2025.

### **12881 – 2026-2030 STRATEGIC PLAN**

Daniel Roukema from MDR Strategy Group presented the proposed 2026-2030 PEO Strategic, summarizing how it was developed with an intensive stakeholder engagement process consisting of academia, retired professional engineers, and relevant Ontario regulators and strategic advisors. Roukema also thanked Council for their input



throughout the process and for a successful May workshop to finalize and gather feedback before the draft plan was presented to Council. The 2026-2030 Strategic Plan includes three strategic pillars of: i) Effective and Relevant Regulation; ii) Governance Advancement; and iii) Organizational Excellence. Each pillar is supported by clear goals with two to three objectives for the organization to focus on. Once approved by Council, PEO staff will develop an operational plan aligned with the 2026-2030 strategic plan for effective implementation, which will be presented to Council in September.

D. Roukema answered questions from Councillors related to the stakeholder engagement portion, noting that all stakeholder engagement and input has now concluded. Councillors thanked MDR Strategy Group for their work and noted that the May Workshop was insightful, gave Councillors ample opportunity to provide feedback, and was conducted effectively.

Moved by Councillor Chiddle, seconded by Councillor Mandel:

- 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.**
- 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.**
- 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.**

**CARRIED**  
**Unanimous consent**

<b><u>For: 23</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 1</u></b>	<b><u>Absent: 1</u></b>
C. Chiddle		G. Wowchuk	S. Schelske
L. Cutler			
S. Decloux			
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
V. Hilborn			
S. A. Khan			
P. Klink			
N. Lwin			
S. MacFarlane			
P. Mandel			
A. Naassan			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
F. Saghezchi			
U. Senaratne			
P. Shankar			
S. Shi			



S. Sung  
R. Walker

[D. Roukema left the meeting at 9:50 am]

**12882 – AUDIT AND FINANCE COMMITTEE WORK PLAN FOR 2025-2026**

AFC Chair, Councillor Cutler, presented the proposed 2025-2026 AFC work plan, including an overview of priority items and topics organized by committee meeting and the associated Council meeting date. The 2025-2026 work plan consists of the annual review of PEO’s budget, audit, and investments; issues related to cybersecurity; and anticipated additional costs from recent legislative changes.

It was noted that the draft budget will be presented for initial review at the September Council meeting, and that there will be an opportunity for Councillors to review the budget and submit feedback to staff at that time, before the final budget is approved by Council in November.

At the June 2, 2025 AFC meeting the committee reviewed the Expense Reimbursement Policy and staff will present proposed changes to the policy at the AFC’s September meeting.

Moved by Councillor Cutler, seconded by Councillor Khan:

**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**  
**Unanimous consent**

<b><u>For: 23</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 1</u></b>	<b><u>Absent: 1</u></b>
C. Chiddle		G. Wowchuk	S. Schelske
L. Cutler			
S. Decloux			
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
V. Hilborn			
S. A. Khan			
P. Klink			
N. Lwin			
S. MacFarlane			
P. Mandel			
A. Naassan			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
F. Saghezchi			
U. Senaratne			
P. Shankar			
S. Shi			
S. Sung			
R. Walker			



**12883 – 2025 BUDGET UPDATE**

AFC Chair, Councillor Cutler, provided an update on the current 2025 Budget. In addition, it was noted that staff presented the AFC with a briefing as to an unfavorable variance in the salaries and benefit line of the budget year to date due to an omission in the budgeting for staff health benefits. It was assured by the Chair that PEO remains in a strong financial position and continues to maintain strong auditing and financial control processes in place. Staff also conducted a process review and are implementing additional controls to further strengthen the internal financial and budgeting process. The AFC Chair noted that the committee is confident that the interventions outlined by staff will serve to mitigate further risks.

**12884 – GOVERNANCE AND NOMINATING COMMITTEE WORK PLAN FOR 2025-2026**

GNC Chair, Councillor MacFarlane, presented the proposed 2025-2026 GNC work plan, including an overview of priority items and topics organized by committee meeting and associated Council meeting date. Highlights of the proposed work plan include the Council Remuneration Framework, a new orientation course for candidates in future elections, and reviewing the mandate and scope of the Regional Councillor Committee (RCC).

The GNC Chair answered questions related to the upcoming 2026 AGM as well as work that will be done this Fall related to one of the governance pillar in the strategic plan.

Moved by Councillor MacFarlane, seconded by Councillor Klink:

**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**  
**Unanimous consent**

<b><u>For: 23</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 1</u></b>	<b><u>Absent: 1</u></b>
C. Chiddle		G. Wowchuk	S. Schelske
L. Cutler			
S. Decloux			
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
V. Hilborn			
S. A. Khan			
P. Klink			
N. Lwin			
S. MacFarlane			
P. Mandel			
A. Naassan			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
F. Saghezchi			
U. Senaratne			
P. Shankar			
S. Shi			
S. Sung			
R. Walker			



**12885 – APPROVAL OF THE 2026 ELECTION DOCUMENTS**

PEO Council Elections are held annually in accordance with sections 2 through 26 of regulation 941 under *The Professional Engineers Act* (the General Regulation). Each year at its June meeting, Council approves the Nomination and Voting Procedures, Election Publicity Procedures, and Nomination Forms for the following year’s election. Once approved, these documents are amended where required and incorporated into the Council Election Guide. Additionally, Section 13 of the General Regulation requires Council to annually appoint the Regional Election and Search Committees (REC) and the Chairs for each region.

Council reviewed and considered a draft version of the procedures and forms for the 2026 election that the Governance and Nominating Committee (GNC) reviewed at its June 4, 2025 meeting. The GNC proposed two changes related to the election documents:

- 1) In alignment with the new eligibility criteria, a series of self-declaration questions has been incorporated into the Nomination Acceptance Form. GNC members generally supported a self-declaration-only approach, rather than requiring candidates to undergo background checks, while reserving the right to conduct such checks if necessary.
- 2) Exploration to find alternatives to the traditional all-candidates meeting format due to low participation rates and limited engagement impact. GNC recommends discontinuing the current format and expressed support for increased Chapter and regional engagement during the location. Chapters could incorporate election-focused sessions into events to encourage dialogue and voter participation and potentially allow pre-recorded video submissions as part of the election procedures.

Chair MacFarlane noted that the GNC generally supported the use of prerecorded videos, and that staff will develop an implementation plan guided by principles of fairness and equity to encourage submissions that will be of a consistent quality. Staff provided further clarification for the nomination forms regarding the mandatory training candidates must complete, the material review period before candidate material is published, and that the role of the Central Election and Search Committee in encouraging members to run for Council.

Staff also answered questions related to candidates’ expense claims for travel, noting that there is a budget for each specific position and for each candidate, and noting that candidates running for the President-elect, Vice-President, and Councillor-at-Large positions are eligible for travel expense claims for travelling to different regions.

Moved by Councillor MacFarlane, seconded by Councillor Dryland:

**That Council, with respect to the 2026 Council election:**

- a) approves the 2026 Nomination and Voting Procedures, as presented to the meeting at C-570-5.1, Appendix A;
- b) approves the 2026 Election Publicity Procedures, as presented to the meeting at C-570-5.1, Appendix B;
- c) approves the 2026 Nomination Form as presented to the meeting at C-570-5.1, Appendix C;
- d) approves 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) appoints the Regional Election and Search Committees (RESC) for each Region; and
- f) appoints 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**  
**Unanimous consent**

<b><u>For: 23</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 1</u></b>	<b><u>Absent: 1</u></b>
C. Chiddle		G. Wowchuk	S. Schelske



L. Cutler  
S. Decloux  
A. Dryland  
S. H. Ehtemam  
A. Elshaer  
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P. Mandel  
A. Naassan  
L. Notash  
R. Panesar  
R. Prudhomme  
L. Roberge  
F. Saghezchi  
U. Senaratne  
P. Shankar  
S. Shi  
S. Sung  
R. Walker

#### **12886 – COMMUNICATIONS POLICIES REVIEW**

Council considered a proposal for revised Communications and Media Relations and Social Media Policies. The proposed Communication Policies aim to reflect the media and technological communication realities of the present day.

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

Councillors discussed how a dedicated spokesperson would be selected for those occasions when PEO needs to have public-facing communications. Staff also noted that anyone selected as a dedicated spokesperson for the organization will routinely receive media training to be prepared prior to speaking publicly on behalf of PEO.

Moved by Councillor MacFarlane, seconded by Councillor Senaratne:

**That Council approves 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**

<b><u>For: 22</u></b>	<b><u>Against: 1</u></b>	<b><u>Abstain: 1</u></b>	<b><u>Absent: 1</u></b>
C. Chiddle	F. Saghezchi	G. Wowchuk	S. Schelske
L. Cutler			
S. Decloux			
A. Dryland			
S. H. Ehtemam			
A. Elshaer			



V. Hilborn  
S. A. Khan  
P. Klink  
N. Lwin  
S. MacFarlane  
P. Mandel  
A. Naassan  
L. Notash  
R. Panesar  
R. Prudhomme  
L. Roberge  
U. Senaratne  
P. Shankar  
S. Shi  
S. Sung  
R. Walker

[S. Decloux left the meeting at 11:00 am]

#### **12887 – COUNCILLOR SUBMISSION: AMENDMENT TO THE SPECIAL RULES OF ORDER**

The GNC Chair presented a Councillor Submission to amend the Special Rules of Order for PEO Council. The amendment asks to add a clause for the Chair to ensure that both views are presented during debate before a “motion to call the question” can be raised. This submission was introduced to the GNC for Council consideration after an item on the floor at the May Council meeting was called to question in the middle of debate.

Councillors raised that, whether or not there has been sufficient debate on an item, Councillors should have the privilege to “call the question” on an item, and it is up to Council to decide if a “call to question” is deemed appropriate or if further debate is needed at the time. The Parliamentarian provided further information that, within the current rules of order of PEO Council, the Chair is not obligated to accept a “call to question” motion if they feel that the views of the minority have not fully been recognized.

Councillors also discussed the importance of ensuring that all perspectives are heard and encouraged the Chair to use discretion to ensure that all sides and input are heard when discussing an item.

Staff reminded Council that, in accordance with the bylaws, amendments to the Special Rules of Order require a two-thirds majority to carry.

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

**That Council approves an addition to the Special Rules of Order, with immediate effect, to add the clause: “Before a motion to call the question can be moved, the Chair must ensure that views from both sides of the debate on the main motion are heard, where there are views on both sides,” and directs the CEO/Registrar to amend the Special Rules of Order to reflect the change.**

**DEFEATED**



**For: 3**

L. Notash  
R. Panesar  
F. Saghezchi

**Against: 18**

C. Chiddle  
L. Cutler  
A. Dryland  
S. H Ehtemam  
A. Elshaer  
V. Hilborn  
S. A. Khan  
P. Klink  
N. Lwin  
S. MacFarlane  
P. Mandel  
A. Naassan  
R. Prudhomme  
L. Roberge  
U. Senaratne  
S. Shi  
S. Sung  
R. Walker

**Abstain: 2**

G. Wowchuk  
P. Shankar

**Absent: 2**

S. Decloux  
S. Schelske

**12888 – 2025-2026 HUMAN RESOURCES AND COMPENSATION COMMITTEE WORK PLAN**

HRCC Chair, Councillor Roberge, presented the proposed 2025-2026 HRCC work plan including an overview of priority items and topics organized by committee meeting and the associated Council meeting date. It was noted that the overarching responsibility of HRCC is to oversee the employment relationship with the CEO/Registrar, including the areas of goal setting and performance evaluation. It was noted that members of HRCC are encouraged to check in more frequently with the CEO/Registrar to ensure targets and objectives are being met.

Moved by Councillor Roberge, seconded by Councillor Dryland:

**That the Work Plan for the Human Resources and Compensation Committee, as submitted to the meeting at C-570-6.1, Appendix A, be approved.**

**CARRIED**  
**Unanimous consent**

**For: 22**

C. Chiddle  
L. Cutler  
A. Dryland  
S. H. Ehtemam  
A. Elshaer  
V. Hilborn  
S. A. Khan  
P. Klink  
N. Lwin  
S. MacFarlane  
P. Mandel  
A. Naassan  
L. Notash  
R. Panesar

**Against: 0**

**Abstain: 1**

G. Wowchuk

**Absent: 2**

S. Decloux  
S. Schelske



R. Prudhomme  
L. Roberge  
F. Saghezchi  
U. Senaratne  
P. Shankar  
S. Shi  
S. Sung  
R. Walker

**12889 – 2025-2026 REGULATORY POLICY AND LEGISLATION COMMITTEE WORK PLAN**

RPLC Chair, Councillor Hilborn, presented the proposed 2025-2026 RPLC work plan including an overview of priority items and topics organized by committee meeting and the associated Council meeting date. It was noted that the work plan is flexible and that items can be added, deleted, or moved throughout the year according to changing business priorities. It was noted this year’s work plan is extremely full and that adding items to the work plan may take away resources, which may delay other priorities currently on the work plan.

Moved by Councillor Hilborn, seconded by Councillor Klink:

**That the Work Plan for the Regulatory Policy and Legislation Committee, as submitted to the meeting at C-570-7.1, Appendix A, be approved.**

**CARRIED**  
**Unanimous consent**

<b><u>For: 22</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 1</u></b>	<b><u>Absent: 2</u></b>
C. Chiddle		G. Wowchuk	S. Decloux
L. Cutler			S. Schelske
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
V. Hilborn			
S. A. Khan			
P. Klink			
N. Lwin			
S. MacFarlane			
P. Mandel			
A. Naassan			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
F. Saghezchi			
U. Senaratne			
P. Shankar			
S. Shi			
S. Sung			
R. Walker			



**12890 – ENGINEERING INTERN (EIT) PROGRAM: FINAL PROPOSAL**

After setting a policy direction at its April 2025 meeting, Council directed RPLC to bring a detailed Engineering Intern (EIT) Program proposal with a high-level action plan and stakeholder consultation to its June 2025 meeting. RPLC Chair, Councillor Hilborn, presented a detailed “EIT 2.0” program proposal which included feedback from stakeholders and consultation with the Strategic Stakeholder Advisory Group.

It was noted at the June RPLC meeting that there was general agreement that the new program should be a pre-licensure program, ensuring that the program would be time-bound. It was also raised by staff that the program should not exceed 6 years, based on research showing that it takes 3-4 years to complete the Competency Based Assessment and allowing two extra years for flexibility. Council would have the ability to set a policy around extensions or potential pauses on the program length for equity-related reasons.

Further clarification was provided to Council on how RPLC will review how the program will administer potential extensions, fees related to the EIT program, and ethical conduct requirements. It was noted that RPLC and Councillors will have further opportunities for discussion and feedback in the fall, while PEO staff works with the Ministry of the Attorney General to prepare changes to the Professional Engineers Act to implement Council’s policy direction for EIT 2.0.

Moved by Councillor Hilborn, seconded by Councillor Chiddle:

**That Council endorses the establishment of the EIT 2.0 program detailed at C-570-7.2, Appendix A.**

**CARRIED**  
**Unanimous consent**  
**(simple majority required)**

**For: 22**

- C. Chiddle
- L. Cutler
- A. Dryland
- S. H. Ehtemam
- A. Elshaer
- V. Hilborn
- S. A. Khan
- P. Klink
- N. Lwin
- S. MacFarlane
- P. Mandel
- A. Naassan
- L. Notash
- R. Panesar
- R. Prudhomme
- L. Roberge
- F. Saghezchi
- U. Senaratne
- P. Shankar
- S. Shi
- S. Sung
- R. Walker

**Against: 0**

**Abstain: 1**

- G. Wowchuk

**Absent: 2**

- S. Decloux
- S. Schelske

Moved by Councillor Hilborn, seconded by Councillor Chiddle:



**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.**

**CARRIED**  
**Unanimous consent**  
**(2/3 majority required)**

<b><u>For: 21</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 2</u></b>	<b><u>Absent: 2</u></b>
C. Chiddle		V. Hilborn	S. Decloux
L. Cutler		G. Wowchuk	S. Schelske
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
S. A. Khan			
P. Klink			
N. Lwin			
S. MacFarlane			
P. Mandel			
A. Naassan			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
F. Saghezchi			
U. Senaratne			
P. Shankar			
S. Shi			
S. Sung			
R. Walker			

[K. Praljak, M. Rusek, N. Shah, D. Sikkema, and R. Walker left the meeting at 12:00 pm]

**12891 – FARPACTA AND APPLICATION ASSESSMENT TIMELINES**

[S. Decloux and N. Shah re-joined the meeting at 1:00 pm]

The RPLC Chair presented regulation amendments proposed in response to changes to the *Fair Access to Regulated Professions and Compulsory Trade Act* (FARPACTA). This will ensure that PEO is up-to-date and compliant with the current requirements. FARPACTA was recently amended by the Provincial Government to require that registration decisions in 90% of cases be processed within three months as opposed to six months. Council is presented with two proposed changes to PEO’s Regulation 941 that are intended to ensure compliance with FARPACTA:

1. PEO would seek to remove provisions in the regulation that allow P.Eng. licence or limited licence (LL) applicants a two-year timeframe for completion of the National Professional Practice Examination (NPPE). The NPPE would need to be successfully completed before an application was accepted by PEO.
2. Secondly, PEO would allow for optional, rather than mandatory, referral of LL applications to the Academic Requirement Committee (ARC). In accordance with subsection 18(3) and 14(4)(a) of the *Professional Engineers Act* (Act), an LL applicant, like a P.Eng. applicant, has the right to request a referral to ARC This provision will remain unchanged.



It was also noted that the Academic Requirements Committee (ARC) was informed of these proposed changes at its May 2025 meeting, and afterwards the ARC Chair provided written feedback on the proposal that was included in the Council package.

Moved by Councillor Hilborn, seconded by Councillor Chiddle:

**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.**

**CARRIED**

<b><u>For: 20</u></b>	<b><u>Against: 1</u></b>	<b><u>Abstain: 2</u></b>	<b><u>Absent: 2</u></b>
C. Chiddle	F. Saghezchi	V. Hilborn	S. Decloux
L. Cutler		G. Wowchuk	S. Schelske
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
S. A. Khan			
P. Klink			
N. Lwin			
S. MacFarlane			
P. Mandel			
A. Naassan			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
U. Senaratne			
P. Shankar			
S. Shi			
S. Sung			
R. Walker			

### **12892 – REVIEW OF CONTINUING PROFESSIONAL DEVELOPMENT (CPD) PROGRAM**

The RPLC Chair presented a motion based on discussion and Council feedback at the June 19 Plenary to continue a commitment to PEO’s Continuing Professional Development (CPD) Program. Based on the Plenary discussion, the motion also directs the CEO/Registrar to initiate targeted engagement with relevant stakeholders to ensure inclusive and comprehensive feedback on re-evaluating the CPD Program, including defining who the program applies to, potential exemptions or extensions, and reviewing enforcement and compliance protocols.

#### **Original Motion**

- 1. That Council reaffirms its commitment to mandatory continuing professional development (CPD) as an ongoing licensing requirement.**
- 2. That Council reaffirms its commitment to administering the existing mandatory CPD program in accordance with current regulations, while the review of the program is in progress.**
- 3. That 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.

**4. That 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.**

The Parliamentarian identified that use of the terms “reaffirm” or “commit” in the motion would suggest that the CPD program, in the event the motion fails, could lead to the potential cancellation of the program. Thus, the Parliamentarian recommended that “Whereas” clauses be used for lines 1 and 2 of the original motion as a preamble to avoid administrative and legislative risk while confirming Council’s commitment to the CPD Program.

Council considered the Parliamentarian’s advice and discussed an amendment to the motion.

Moved by Councillor Hilborn, seconded by Councillor Elshaer:

**That Council approves the inclusion of the term “Whereas” in the motion, where applicable.**

**CARRIED**

Council voted via raised hands. The Chair announced the result as a majority in favour of the motion.

**Amended Motion**

Moved by Councillor Hilborn, seconded by Councillor Elshaer:

**Whereas Council is committed to mandatory continuing professional development (CPD) as an ongoing licensing requirement, and**

**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,**

**Now therefore be it resolved that:**

**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**

**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.**

**CARRIED  
Unanimous consent**

**For: 22**

- C. Chiddle
- L. Cutler
- A. Dryland
- S. Decloux
- S. H. Ehtemam
- A. Elshaer
- V. Hilborn

**Against: 0**

**Abstain: 1**

- G. Wowchuk

**Absent: 2**

- S. Schelske
- R. Walker



S. A. Khan  
P. Klink  
N. Lwin  
S. MacFarlane  
P. Mandel  
A. Naassan  
L. Notash  
R. Panesar  
R. Prudhomme  
L. Roberge  
F. Saghezchi  
U. Senaratne  
P. Shankar  
S. Shi  
S. Sung

### **12893 – TRIBUNAL ACTIVITY REPORT**

Council reviewed the Tribunal Activity Report. No questions were raised. The Chief Legal Officer updated Council that the Chairs of the Discipline Committee and the Registration Committee are planning to provide Council an update on recent activity and their function at a future Council meeting in the Fall.

[D. Sikkema re-joined the meeting at 1:30 pm]

### **12894 – 2024 ANNUAL REPORT: ACADEMIC REQUIREMENTS COMMITTEE (ARC)**

The Chair and Vice-Chair of the Academic Requirements Committee presented the committee's 2024 Annual Report which includes a detailed activity report, volunteer recognition, recent accomplishments, and future opportunities.

The ARC Chair discussed the change in ARC activity and operations due to changes resulting from compliance with FARPACTA. It was suggested that PEO continue to reassess and refine its licensure process to ensure fairness is maintained and that there is no increased risk to public safety.

The ARC Chair and Vice-Chair answered questions from Councillors related to further clarifications on how outcome-based assessments are currently evaluated and current timelines related to processing the remaining legacy files, noting most of them will be processed by the end of 2025.

### **12895 – ENGINEERS CANADA DIRECTORS' REPORT**

Engineers Canada (EC) Director, M. Sterling, presented the April to May 2025 Directors update. It was announced that a director from New Brunswick has been elected to be the President for Engineers Canada for the 2026-2027 term. Directors also noted Engineers Canada's recommitment to the 30x30 program and is working to create corporate partnerships with other organizations with similar goals in promoting equity in the profession.

With respect to the FEA, Engineers Canada have received feedback from the Engineering Deans in Ontario that the current accreditation program is unsatisfactory and requires an update. Engineers Canada also stated that the current program is not flexible to evolving curriculum at universities. Currently, Engineers Canada is working on creating a new minimum academic standard and competency profile for applicants, also noting there are currently no plans for a national exam as part of the accreditation process. Further updates on FEA will be presented to PEO Council in September.



[R. Walker returned to the meeting at 2:09 pm]

Engineers Canada also noted that its “Building Tomorrows 2023” national advertising campaign promoting engineering garnered over 278 million social media impressions across the country.

**12896 – ENGINEERS CANADA GOVERNANCE REVIEW UPDATE**

P. Rizcallah, CEO of Engineers Canada, announced that the organization will be undertaking a Governance Review with four primary focuses:

- Board Processes and Competencies
- Roles, operation of standing committees, and direct report
- Voting procedures at Engineers Canada Board and Members’ Meeting
- Observers’ rights at Board meetings

Councillors were encouraged to participate and provide feedback during EC’s Governance Review, which will impact on how EC will function in the future. Invitations to consultation sessions and surveys will be issued in the coming months, with the sharing of results from the first consultations being presented in October 2025.

[J. Dimitriu and J. Lee left the meeting at 2:30 pm]

**12897 – VISIONING FOR RELEVANCE: NEXT STEPS**

President-elect Notash introduced an exceptional item per Section 8.4(b) of the Special Rules to discuss and give direction to PEO staff on the status of the Visioning for Relevance project, a Council-led initiative to produce a vision statement for the membership and Council to approve. It was noted that the motion brought forward at the conclusion of the project was defeated at the November 2024 Council meeting and that the current Vision Statement in the Strategic Plan is incomplete.

Notwithstanding the motion’s defeat, Council acknowledged the considerable resources put towards developing the draft Visioning Statements considered by Council. Staff noted that the work that was done up to November 2024 is not lost and the results from all the consultations and feedback have been retained.

Council also discussed its anticipated workload for this term, as outlined in the governance committee work plans considered and approved earlier in the meeting and noted the need to remain focused on those priorities and initiatives.

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

**That 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.**

<b><u>For: 21</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 3</u></b>	<b><u>Absent: 1</u></b>
C. Chiddle		L. Cutler	S. Schelske
A. Dryland		S. H. Ehtemam	
S. Decloux		G. Wowchuk	
A. Elshaer			
V. Hilborn			
S. A. Khan			
P. Klink			



- N. Lwin
- S. MacFarlane
- P. Mandel
- A. Naassan
- L. Notash
- R. Panesar
- R. Prudhomme
- L. Roberge
- F. Saghezchi
- U. Senaratne
- P. Shankar
- S. Shi
- S. Sung
- R. Walker

**12898 – COUNCILLOR QUESTIONS**

No issues were raised for discussion.

**12899 – MOTION TO MOVE IN CAMERA**

Moved by Councillor Ehtemam, seconded by Councillor Shi:

**That Council move in camera at 3:00 pm.**

**CARRIED**  
**Unanimous consent**

<b><u>For: 23</u></b>	<b><u>Against: 0</u></b>	<b><u>Abstain: 1</u></b>	<b><u>Absent: 1</u></b>
C. Chiddle		G. Wowchuk	S. Schelske
L. Cutler			
S. Decloux			
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
V. Hilborn			
S.A. Khan			
P. Klink			
N. Lwin			
S. MacFarlane			
P. Mandel			
A. Naassan			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
F. Saghezchi			
U. Senaratne			
P. Shankar			
S. Shi			
S. Sung			
R. Walker			



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**12900 – CENTRAL ELECTION AND SEARCH COMMITTEE MATTERS**

The following motion was moved from in camera into open session.

Moved by Councillor Chiddle, seconded by Councillor Roberge:

- 1. That Council appoints Suresh Khanal, P.Eng., Mostafa Khosravyelhossaini, P.Eng., Bhargav Pandya, P.Eng., and Mohammad Semnani, P.Eng. as additional members of the 2025-2026 Central Election and Search Committee, for a membership term of 1 year (June 2025 to June 2026);**
- 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);**
- 3. That Council appoints Gregory P. Wowchuk, P.Eng., Chair of the 2025-2026 CESC; and**
- 4. That the motions above be moved into open session.**

**CARRIED WITH CONSENT AGENDA  
Unanimous consent**

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There being no further business, the meeting concluded at approximately 5:40 pm.

These minutes consist of 23 pages and minutes 12875 to 12900 inclusive.

“Gregory P. Wowchuk”

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Gregory P. Wowchuk, P.Eng., Chair