



MINUTES

The 572nd MEETING of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was a hybrid meeting held at the Hilton Mississauga/Meadowvale Hotel, 6750 Mississauga Road, Graydon D Room, Mississauga, on Friday, September 26, 2025, at 8:30 am

Present:

(In-Person)

G. Wowchuk, P.Eng., Past President and Council Chair
L. Notash, P.Eng., President-elect, P.Eng.
S. A. Khan, P.Eng., Vice President (elected)
R. Walker, P.Eng., Vice President (appointed) and Councillor-at-Large
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
S. Markel, Lieutenant Governor-in-Council Appointee
A. Mastroianni, Lieutenant Governor-in-Council Appointee
A. Naassan, P.Eng., Lieutenant Governor-in-Council Appointee
R. Panesar, P.Eng., West Central Region Councillor
L. Roberge, P.Eng., Northern Region Councillor
S. Schelske, P.Eng., Lieutenant Governor-in-Council Appointee
U. Senaratne, P.Eng., Lieutenant Governor-in-Council Appointee
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. Prudhomme, P.Eng., Lieutenant Governor-in-Council Appointee

Absent:

F. Saghezchi, P.Eng., President

Staff

(In-Person):

J. Quaglietta, P.Eng., CEO/Registrar
D. Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer
A. Viola, Vice-President, (VP), Regulatory Operations and Deputy Registrar
A. Dixit, P.Eng., Vice-President, (VP), Corporate Operations and Digital Transformation
N. Shah, Senior Director, Finance
M. Solakhyan, Senior Director, Governance
K. Praljak, Director, Communications
J. Schembri, Director, Volunteer Engagement
M. Rusek, Director, Investigations and Prosecutions
D. Smith, Director, External Relations
N. Brown, Director, Tribunals and Legal Counsel



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): A. Kwiatkowski, Director, Digital Transformation & Information Technology

Guests

(In-Person): A. Arenja, Ontario Director, Engineers Canada
N. Colucci, Ontario Director, Engineers Canada
T. Kirkby, P. Eng., Ontario Director, Engineers Canada
L. Lukinuk, Parliamentary Services
S. Perruzza, CEO, Ontario Society of Professional Engineers (OSPE)
P. Rizcallah, P.Eng., CEO, Engineers Canada
W. Turnbull, Chair, Discipline Committee
D. Weiss, President and CEO, Weiss International Ltd.

Guests

(Virtual): S. Cameron, Counsel, Ministry of the Attorney General
C. Chahine, P.Eng., Ontario Director, Engineers Canada
C. Farrow, CEO, ON Association of Certified Engineering Technicians & Technologists (OACETT)
T. Hubley, Vice President, Regulatory Affairs, Engineers Canada
M. Sterling, P.Eng., Ontario Director, Engineers Canada
M. Warken, Manager, Accreditation and CEAB Secretary, Engineers Canada

Council convened at 8:30 am on Friday, September 26, 2025.

CALL TO ORDER

Notice having been given and a quorum being present, the Chair called the meeting to order at 8:30 am and made procedural announcements related to the conduct of the meeting. The Chair welcomed Sheryl (Shelly) Markel and Agostino (Gus) Mastroianni, Lieutenant-Governor-in-Council appointees effective September 18, 2025. Councillors Markel and Mastroianni thanked the Chair and presented their credentials and experiences. The Chair also congratulated Councillor Mandel for his reappointment to Council on September 11, 2025 for a 3-year term; and Councillor MacFarlane for her 5-year milestone anniversary with PEO for which she will receive recognition at PEO's Hall of Fame on September 27. The Chair also expressed condolences regarding the passing of PEO volunteers Dr. Ross Judd and Devender Bahra.

12915 – APPROVAL OF AGENDA

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

- Item 2.4 *“Guidelines Review: Report and Recommendations”* and 2.5 *“Use of Artificial Intelligence (AI) in Engineering Practice: Recommended Approach”* to be removed from the Consent Agenda and discussed under section 7 of the agenda; and
- Item 2.8 *“Council Evaluation Plan”* to be moved to the in camera session.

Moved by Councillor Schelske, seconded by Councillor Prudhomme:



That:

- a) The agenda, as presented to the meeting at C-572-2, Appendix A be approved as amended; and
- b) The Chair be authorized to suspend the regular order of business.

CARRIED
Unanimous consent

For: 24

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

Against: 0

Abstain: 1

- G. Wowchuk

Absent: 2

- A. Elshaer
- F. Saghezchi

[A. Elshaer & M. Rusek joined the meeting at 8:48 am]

12916 – 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.

Councillor Mandel declared conflict of interest and will refrain from participation in any discussion related to item 10.2 *“Reappointments of Chief Elections Officer and Chief Elections Agent”*.

12917 – CONSENT AGENDA

The Chair reviewed the Consent Agenda.



Moved by Councillor Senaratne, seconded by Councillor Klink:

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

- 2.1 Open Session Minutes C-570 and C-571 Meetings**
- 2.2 CEDC Applications**
 - a) Approving
 - b) Declining
- 2.3 Changes to 2025 Statutory and Regulatory Committees' Membership List**
 - a) Approval of Committee Membership Changes
 - b) Committee Membership Changes
- 2.6 Appointment to Governance and Nominating Committee**
- 2.7 2026-2027 Council and Committee Calendar**
- 2.9 Regional Councillors Committee (RCC) Report**
- 2.10 Staff Report on Member Submissions to 2025 Annual General Meeting**
- 2.11 CPD Stakeholder Engagement Strategy and Milestones**

CARRIED
Unanimous Consent

For: 25

Against: 0

Abstain: 1

Absent: 1

C. Chiddle
L. Cutler
S. Decloux
A. Dryland
S. H. Ehtemam
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F. Saghezchi



12918 – PRESIDENT’S REPORT

The Chair noted that he attended the Scarborough Chapter Licensing Ceremony as acting President since the last Council meeting in June.

12919 – CEO/REGISTRAR’S REPORT

CEO/Registrar Quaglietta provided highlights from the CEO/Registrar’s Report, including updates on the “as-of-right” regulation coming into force in January 2026; licensing and other regulatory operations statistics; operational plan; progress made toward meeting commitments under the Anti-Racism and Equity Code; customer service queries; attendance at external events; and other matters.

The CEO/Registrar answered questions on the current legacy applicants and FARPACTA inventory management plan; plans to decrease the timelines for case processing and complaints and investigation; and informed that the use of artificial intelligence to help with the application process will roll out in 2026 after vetting, training, and taking appropriate cybersecurity measures.

12920 – 2026 DRAFT OPERATING AND CAPITAL BUDGETS

AFC Chair, Councillor Cutler, highlighted that the 2026 draft and capital budget is projecting a significant deficit. At the AFC meeting on September 12, staff presented several areas where expenses can be limited and presented the option to increase membership, registration and other fees. It was the general view of the AFC that the reductions proposed are inconsequential in comparison to overall projected deficit; and that 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 more favourable than budgeted results.

[W. Turnbull joined the meeting at 9:12 am]

Staff presented the initial drafts of PEO’s 2026 operating, capital, and Council special project and strategic plan budgets for Council’s feedback. These budgets include anticipated revenues and expenses required to fulfil PEO’s regulatory objectives. Feedback provided by Council will be incorporated into the final draft 2026 operating and capital budgets, which will be presented at November meetings of AFC for final review/recommendation and of Council for approval.

An executive summary of the 2026 budget was presented, outlining key areas of revenues and anticipated expenses; the associated rationale for areas of increase; and several budget strategies aimed at reducing expenses in 2026.

Staff answered questions related to budgets for chapters, ratio and mix of virtual and in-person meetings, measuring return on investments on digital transformation projects, and reserve funds and policy.

12921 – REVISED EXPENSE REIMBURSEMENT POLICY

AFC Chair, Councillor Cutler, highlighted the proposed changes in the revised expense reimbursement policy. He noted that the AFC had a detailed discussion at its September meeting before recommending the proposed changes to Council.

Staff presented the revised Expense Reimbursement Policy, which is a part of PEO’s internal control framework that was last updated in 2021. The policy proposes several updates to ensure that principles for reimbursement of expenses remain fair and reasonable while also making improvements to internal control and risk mitigation. Staff noted that the proposed policy work started in September 2024 with a benchmarking exercise comparing its existing policy against other engineering regulators to ensure fairness. In March 2025, PEO conducted review of insurance coverage and received recommendations from its insurer on travel and events coverage. Following



that, in June 2025 a generative discussion with AFC was held on select expenses. In July 2025, a feedback session with Chapters treasurers was facilitated. 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 key areas of change in the revised policy include those in the areas of air travel; travel incidentals; meals; rules and risk mitigation regarding the purchase and consumption of alcohol; gifts and recognition; and adjudication and reporting as it relates the expenses of the President, Council Chair, and CEO/Registrar.

Staff answered questions related to meal expense reimbursement and claims without receipts. It was clarified that the only change proposed in this regard 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. It was noted that, subject to approval of the revised expense policy, a communication plan will be developed ahead of January 2026 to assist those to whom the policy applies with understanding changed areas.

Moved by Councillor Cutler, seconded by Councillor Chiddle:

That Council approves the proposed revisions to the PEO Expense Reimbursement Policy outlined at C-572, Appendix A and the revised Expense Reimbursement Policy at C-572, Appendix B, with an effective date of January 1, 2026.

CARRIED
Unanimous consent

For: 23

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

Against: 0

Abstain: 3

S. Markel
A. Mastroianni
G. Wowchuk

Absent: 1

F. Saghezchi



12922 – ORIENTATION COURSE FOR CANDIDATES FOR ELECTION

GNC Chair, Councillor MacFarlane, presented a proposed PEO orientation course for election candidates. It was noted that in 2024 Council adopted the completion of an orientation course as an election eligibility criterion. This requirement is found within Regulation 941 at section 9.1, paragraph 1. Pending approval, the proposed PEO orientation course will be available for the 2026 Council election nomination period.

Moved by Councillor MacFarlane, seconded by Councillor Chiddle:

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
Unanimous consent

For: 25

- C. Chiddle
- L. Cutler
- S. Decloux
- A. Dryland
- S. H. Ehtemam
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- L. Notash
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- R. Prudhomme
- L. Roberge
- S. Schelske
- U. Senaratne
- P. Shankar
- S. Shi
- S. Sung
- R. Walker

Against: 0

Abstain: 1

- G. Wowchuk

Absent: 1

- F. Saghezchi

12923 – ANNUAL GENERAL MEETING PLANNING FOR 2026

GNC Chair, Councillor MacFarlane, noted that at its September meeting the GNC reviewed whether the current AGM format and resourcing remain justified and considered a number of options presented by staff. The GNC recommends maintaining the status quo from 2025 for the 2026 AGM. It was noted that the format of future AGMs will be reviewed as part of the GNC’s ongoing workplan.

Staff answered various questions related to the 2026 AGM venues, costs and managing and implementing stricter protocols with invited guests. There was a suggestion to add “Vice-Chairs” of chapters and statutory committees to the pre-reserved registration list.



Moved by Councillor MacFarlane, seconded by Councillor Panesar:

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

For: 24

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L. Cutler
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U. Senaratne
P. Shankar
S. Shi
S. Sung
R. Walker

Against: 1

P. Klink

Abstain: 1

G. Wowchuk

Absent: 1

F. Saghezchi

12924 – VISION STATEMENT

GNC Chair, Councillor MacFarlane, noted that a component of PEO's current strategic plan includes the need to develop a new and revised vision statement that reflects PEO's future vision. PEO's communications team developed three options for Council consideration:

1. "Leading regulation. Inspiring excellence. Thriving communities"
2. "Regulation that leads, evolves and protects".
3. "Driving engineering forward to keep communities safe."

It was noted that at its September meeting the GNC recommended "Leading regulation. Inspiring excellence. Thriving communities" amongst the three for Council consideration.

Moved by Councillor MacFarlane, seconded by Councillor Lwin:

That Council approves the vision statement "*Leading regulation. Inspiring excellence. Thriving communities.*" from among the three options developed for consideration.



CARRIED
Unanimous consent

For: 25

C. Chiddle
L. Cutler
S. Decloux
A. Dryland
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S. Sung
R. Walker

Against: 0

Abstain: 1

G. Wowchuk

Absent: 1

F. Saghezchi

12925 – HUMAN RESOURCES AND COMPENSATION COMMITTEE (HRCC) UPDATE

HRCC Chair, Councillor Roberge, provided an update that HRCC reviewed and provided input into the proposed CEO/ Register performance goals for 2026. As per Council’s direction, the proposed goals are tied to PEO’s regulatory mandate and strategy approved by Council. HRCC members were invited to send additional feedback in writing ahead of the November meeting. The next steps will be for the CEO/Register to prepare the final draft of performance goals for final approval at the November 7th HRCC Meeting for final approval at the November 2025 Council meeting.

The CEO/Registrar added that PEO now has developed over 150 key performance indicators (KPIs) to measure performance and success, reflecting an increase of roughly 100 KPIs.

[L. Notash left the meeting at 10:17 am]

12926 – ENGINEERING INTERN (EIT) PROGRAM: OUTSTANDING POLICY QUESTIONS

RPLC Chair, Councillor Hilborn, noted that 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. It was noted that two policy issues remain outstanding: ethical conduct requirements for EITs and the program length. Staff worked with MAG to convey the urgency of making these



changes so PEO can resume the EIT program. Chair Hilborn shared the view that Council should proceed with developing EIT policy directions in a timely manner as these details will assist MAG in drafting amendments to the Act and ensure PEO is ready for when the opportunity to make Act changes arises.

Ethical Conduct Requirements for EITs

Staff noted that the ethical conduct policy proposal is consistent with Canadian engineering regulators to which engineering interns in those provinces are subject. Also, Engineering Interns would be held to a standard appropriate for engineering interns, not the standards expected of professional engineers.

Staff answered questions related to the alignment of PEOs proposals for P.Eng. code of conduct and EIT code of conduct.

Moved by Councillor Hilborn, seconded by Councillor Elshaer:

That Council approves the EIT 2.0 policy directions regarding ethical conduct presented at C-572-7.1, Appendix A.

CARRIED
Unanimous consent

For: 24

- C. Chiddle
- L. Cutler
- S. Decloux
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- S. Schelske
- U. Senaratne
- P. Shankar
- S. Shi
- S. Sung
- R. Walker

Against: 0

Abstain: 1

- G. Wowchuk

Absent: 2

- L. Notash
- F. Saghezchi

[L. Notash re-joined the meeting at 10:41 am]

Program Length



It was noted that the program length policy proposal aims to ensure fairness, equity, and compassion by building program extensions and allowing the Registrar discretion within the legislative framework and parameters established by Council.

Staff clarified that a program length of six years reflects the amount of time expected to complete a competency-based assessment (around four years) with an additional two years built in for flexibility. It is also consistent with consultation feedback that an EIT program ought to be timebound to ensure participants progress towards licensure. It also falls within the range of Canadian engineering regulators' timebound engineering intern programs (five to seven years).

Staff answered various queries regarding extensions and annual reporting components of the EIT 2.0 program.

Moved by Councillor Hilborn, seconded by Councillor Chiddle:

That Council approves the EIT 2.0 policy directions regarding program length presented at C-572-7.1, Appendix B.

CARRIED
Unanimous consent

For: 25

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L. Cutler
S. Decloux
A. Dryland
S. H. Ehtemam
A. Elshaer
V. Hilborn
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L. Roberge
S. Schelske
U. Senaratne
P. Shankar
S. Shi
S. Sung
R. Walker

Against: 0

Abstain: 1

G. Wowchuk

Absent: 1

F. Saghezchi



12927 – OBLIGATION TO COOPERATE

RPLC Chair Hilborn presented the proposal to amend the “Obligation to Cooperate” to make explicit that the obligations of those regulated by PEO to respond to and cooperate with PEO will enhance public trust and ensure transparency, consistency, and effective regulation.

It was noted that at its November 2024 meeting, RPLC had a substantive discussion regarding this item, supported by a policy impact analysis (PIA) that identified gaps in PEO’s current regulatory regime. Committee members requested further information related to operational considerations and individual rights. This item, including the requested information, was reviewed by RPLC at its September 11, 2025 meeting.

There was a discussion regarding a mechanism to support licensed members when they cannot afford legal assistance. Staff replied at this moment PEO does not provide duty counsel services, however there are mechanisms available to help individuals at Council’s discretion.

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

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.

CARRIED
Unanimous consent
(requires two-thirds majority of votes cast)

For: 25

- C. Chiddle
- L. Cutler
- S. Decloux
- A. Dryland
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- L. Roberge
- S. Schelske
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- P. Shankar
- S. Shi
- S. Sung
- R. Walker

Against: 0

Abstain: 1

- G. Wowchuk

Absent: 1

- F. Saghezchi



12928 – GUIDELINES REVIEW: REPORT AND RECOMMENDATIONS

RPLC Chair Hilborn informed that staff have conducted a comprehensive review of PEO’s practice guidelines. Many appear to be quite outdated and overly lengthy. Generally, they do not seem designed to meet licence holders’ evolving needs. It is also clear from the review that updates to the Code of Ethics are essential before guideline revisions can be fully effective. It was further noted that 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.

Other findings were highlighted, including:

- A comprehensive review of the Code of Ethics is necessary to define enforceable expectations and provide a strong foundation for all subsequent guideline updates.
- Feedback from practice advisory data and a 2024 licence holder survey indicate 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.

Original Motion

Moved by Councillor Hilborn, seconded by Councillor Schelske:

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

There was a discussion regarding recommendation number four: *“Survey licence holders to determine preferred guidance formats to ensure usability and accessibility”*. It was discussed that guidance formats should not be decided exclusively alone by members but should include external expert guidance. Staff answered that the general practice to develop standards and guidelines includes both expert and member input. Staff further clarified that the intent of this recommendation is to develop the format not the content. There was a suggestion to add “with appropriate consultation” to the original motion.

Proposed Amendment

Moved by Councillor Ehtemam, seconded by Councillor Elshaer:

To follow the original motion with the words “with appropriate consultation.”

**CARRIED
(Abstained: Notash)**

Council voted via raised hands, with President-elect Notash abstaining. The Chair announced the result as a majority in favour of the motion.

Council then voted on the amended motion.

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
Unanimous consent

For: 25

C. Chiddle
L. Cutler
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R. Prudhomme
L. Roberge
S. Schelske
U. Senaratne
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S. Shi
S. Sung
R. Walker

Against: 0

Abstain: 1

G. Wowchuk

Absent: 1

F. Saghezchi

12929 – USE OF ARTIFICIAL INTELLIGENCE (AI) IN ENGINEERING PRACTICE: RECOMMENDED APPROACH

RPLC Chair Hilborn noted that 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 as there is general consensus to have guidance for licence holders in this regard while also meeting their obligations to protect the public interest. Chair Hilborn added that RPLC has recommended the adoption of the Practice Advisory of the Use of Artificial Intelligence, or AI, developed by the Engineers and Geoscientists of British Columbia (EGBC), to incorporate AI into the revised Code of Ethics, and monitor practice inquiries and complaints as they relate to AI.

Original Motion

Moved by Councillor Hilborn, seconded by Councillor Shi:

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.

There was a discussion that as a regulator PEO’s obligation is to protect the public. Non-binding guidance, while useful, does not fully address the risks when AI is used in professional deliverables, like design, reviews, and



approvals. Furthermore, if an engineer relies on AI without independent validation, and that leads to a failure, the consequences fall squarely on public safety.

Proposed Amendment

Moved by Councillor Khan, seconded by Councillor Schelske:

To follow the original motion with: “and further direct the Registrar and staff to report back to Council within 8 months with options for:

- (i) enforceable standards that clearly define acceptable and unacceptable uses of AI and other AI-enabled tools in professional engineering practice;**
- (ii) incorporating checks on AI-use into practice inspection and investigation protocols, where applicable.**

Council discussed the proposed amendment, including:

- The options proposed are premature and Council would benefit from staff guidelines and suggestions for Council’s further education about current AI issues;
- Concerns that there are currently no mechanisms to enforce standards;
- The options proposed would potentially displace other work planned for this Council term; and
- Decisions of Council in this realm can reasonably provide a framework for the practice of engineering but cannot realistically control the tools used.

During discussion and questions related to the amendment, staff highlighted the following points:

- The concerns raised are adequately covered by the current code of ethics (e.g., duty of competence).
- It is anticipated that in 2027 there will be a CPD module related to AI, as 2026 is already ready to be rolled out.
- PEO currently does not have a mechanism to support practice audits
- Partnering with OSPE for building resources for AI training in the engineering space can be a good option to be aligned with the Act

Council voted on the proposed amendment.

For: 7

S. H. Ehtemam
S. A. Khan
N. Lwin
A. Mastroianni
R. Panesar
S. Schelske
P. Shankar

Against: 18

C. Chiddle
L. Cutler
S. Decloux
A. Dryland
A. Elshaer
V. Hilborn
P. Klink
S. MacFarlane
P. Mandel
S. Markel
A. Naassan
L. Notash
R. Prudhomme

Abstain: 1

G. Wowchuk

Absent: 1

F. Saghezchi



L. Roberge
U. Senaratne
S. Shi
S. Sung
R. Walker

DEFEATED

Original Motion

Council resumed discussion on the original motion. Key discussion points and themes from the discussion are outlined below:

- There was a suggestion to include EITs and various other stakeholder groups along with licensed members to assess how AI is being used in engineering practices and the associated risks to determine whether further guidance or formal standard is needed.
- Staff answered various questions related to EGBC guidelines and noted that regulators across the country are increasingly pursuing harmonization and collaboration, and the proposed guideline serves as a strong example of this approach.

Council then voted on the original motion.

For: 25

Against: 0

Abstain: 1

Absent: 1

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

G. Wowchuk

F. Saghezchi



CARRIED
Unanimous consent

12930 – TRIBUNAL ACTIVITY REPORT

Council reviewed the Tribunal Activity Report. No questions were raised.

12931 – REPORT FROM DISCIPLINE COMMITTEE (DIC)

Warren Turnbull, the DIC Chair, thanked Council for the invitation to present on behalf of the committee. The DIC committee is made up of 60% Professional Engineers and 40% members of the public, mostly lawyers, approved by Council and confirmed by the Attorney General. It operates as an independent legal body from PEO Council.

The committee hears matters related to professional misconduct. The hearings are virtual and accessible to the public, unless there is a specific reason to restrict access. Upon receiving a discipline referral, a form is sent to both the parties to determine their readiness to proceed with the expected hearing time they will present their case and to confirm if they want a pre-hearing conference, which provides an opportunity to find a mutually agreeable solution. Three members of the committee are chosen to form a panel, with one of them chairing a hearing.

Other report highlights included the points summarized below:

- Rules of procedure for the DIC have been updated.
- Strong encouragement is provided for parties to seek legal counsel. A handbook was developed by DIC to help them understand the process.
- Decisions and Reasons are delivered within 30 days of the end of the hearing.
- DIC organizes training for committee members to learn more about pre-hearing conferences and offer general adjudicator training both internally and by covering the cost for external training for long-standing members who have asked for more specialized development opportunities.
- DIC requested the Tribunal office staff to work with the Policy team to bring forward a proposal to pay all adjudicators the same amount. Currently public appointees are paid at a rate PEO determined over a decade ago and P Eng. volunteers only get a stipend after they have served for 3 days.
- In 2021, the average number of days from referral to the decision was 427 days and in 2025 it has been reduced to 178 days.

Turnbull answered various queries related to compensation and benefits, and legal and mental health supports. Staff further informed that the approval of the *Obligation to Cooperate* item is beneficial for the DIC as there will be evidence that the Complaints Committee sees before they refer the matter to the DIC. The process now will be thorough, fulsome, and more efficient.

[A. Mastroianni and N. Brown left the meeting at 12:10 pm]

12932 – ENGINEERS CANADA DIRECTOR'S REPORT

Engineers Canada Ontario Director, Arjan Arenja, noted the inclusion of *Directors Update to Council* in the meeting package, highlighting that the governance review, part of the strategic plan, is underway. There were no questions or further discussion.

[D. Weiss joined the meeting at 1:00 pm]



12933 – ENGINEERS CANADA PROJECT UPDATE: REALIZING FUTURES OF ACCREDITATION (FEA)

Trina Hubley, Vice President Regulatory Affairs and Maya Warken, Manager, Accreditation and CEAB secretary, both of Engineers Canada, presented the FEA report. Highlights of the presentation include its origins as a strategic priority for 2022-2024; and an overview of three years of the research and engagement leading to “the Path Forward Report” and its recommendations for the accreditation system, including that its design parameters be outcome focused.

It was noted that Engineers Canada will be presented with three motions at their next board meeting for approval in October:

THAT the Engineers Canada Board task the Canadian Engineering Accreditation Board (CEAB) to develop and recommend for Board approval appropriate changes to accreditation criteria pursuant to Recommendations 7, 8, and 9 of the FEA Path Forward Report. The CEAB shall report back to the Board with proposed changes and implementation plans for consideration at a future meeting.

THAT the Engineers Canada Board approve an outcomes-focused accreditation summit in September 2026 (ref. FEA Path Forward Report recommendations 4, 5, and 6: Outcomes Focused Accreditation).

THAT the Engineers Canada Board approve future work by Engineers Canada staff and others (as applicable) on FEA Path Forward Report recommendations 11, 14, 17, and 18 (Return on Investments, Change Management, Industry Engagement, and Core Values).

Hubley and Warken answered several questions related to supporting smaller institutions to become outcome focused, defining minimum competencies, and defining depth and breadth to treat applicants in an equitable manner.

12934 – COUNCILLOR QUESTIONS: CLARIFYING THE INTERPRETATION AND APPLICATION OF SECTIONS 3(2) AND 29 OF REGULATION 941

President-elect Notash sought clarity on the interpretation and application of Section 3(2) of Regulation 941: If the President is unable to fulfill their role, the President-elect is expected to step in. Should the President-elect also be unable or unavailable, the responsibility then passes to the Vice Presidents, with the elected Vice President taking precedence, followed by the appointed Vice President.

Staff clarified that Section 3(2) of Regulation 941 is only triggered in certain circumstances, and they are not applicable to the current circumstances. However, Council can develop policies to allow a specific spokesperson to fulfill certain duties provided those duties are within the appropriate scope of a councillor.

Staff further noted the bylaw states that specific individuals are signing officers, and amongst those signing officers, it does not reference the Vice Presidents. Furthermore, the bylaws were recently amended to stipulate that if the President and Chair are not the same person, then both could potentially be signing officers, and approvers for the corporation.

There was a discussion to send the motion back to one or more of the GNC and RPLC to understand the risks and benefits and to go through a full policy impact analysis.

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

That 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

For: 6

A. Elshaer
S. A. Khan
N. Lwin
L. Notash
R. Panesar
P. Shankar

Against: 17

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

Abstain: 2

S. Markel
G. Wowchuk

Absent: 2

A. Mastroianni
F. Saghezchi

President-elect Notash sought clarity regarding the role of Executive Committee as laid out in Section 29 of Regulation 941. There was a discussion that since this relates to governance, a full policy impact analysis outlining the risks should be conducted defining the roles of President, Vice President, Council Chair which can act as a helpful guide in emergency situations.

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

That 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

For: 4

N. Lwin
L. Notash
R. Panesar
S. Schelske

Against: 17

C. Chiddle
L. Cutler
S. Decloux
A. Dryland
S. H. Ehtemam
A. Elshaer
V. Hilborn
P. Klink
S. MacFarlane
P. Mandel
A. Naassan
R. Prudhomme
L. Roberge

Abstain: 4

S. A Khan
S. Markel
P. Shankar
G. Wowchuk

Absent: 2

A. Mastroianni
F. Saghezchi



U. Senaratne
S. Shi
S. Sung
R. Walker

12935 - DATA PROTECTION POLICY UPDATE

During the in camera portion of Council’s September 26, 2025 meeting, the following in camera decision on the Data Protection Policy from the C-570 June 20, 2025 Council meeting was moved into open session with unanimous consent:

Moved by Councillor Hilborn, seconded by Councillor Chiddle:

Council approves that PEO exempt 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.

CARRIED

<u>For: 16</u>	<u>Against: 7</u>	<u>Abstain: 1</u>	<u>Absent: 1</u>
C. Chiddle	S. A. Khan	G. Wowchuk	S. Schelske
L. Cutler	S. MacFarlane		
S. Decloux	L. Notash		
A. Dryland	R. Panesar		
S. H. Ehtemam	F. Saghezchi		
A. Elshaer	P. Shankar		
V. Hilborn	S. Sung		
P. Klink			
N. Lwin			
P. Mandel			
A. Naassan			
R. Prudhomme			
L. Roberge			
U. Senaratne			
S. Shi			
R. Walker			

12936 - FARPACTA AND APPLICATIONS ASSESSMENT TIMELINES: SEALED REGULATION

The following in camera decision from the C-572 September 26, 2025 Council meeting is moved into open session following public release of the regulation in October 2025.

Council reviewed a sealed regulation at Appendix A in order to confirm that it reflects the FARPACTA-related regulation amendments that Council approved on June 20, 2025. The Ministry of the Attorney General drafted the regulation at Council’s request and regulation has been sealed under the authority of Ontario’s Registrar of Regulations.

Moved by Councillor Hilborn, seconded by Councillor Dryland:

That Council approves the sealed amendments to Ontario Regulation 941 at Appendix A.

CARRIED



(requires 2/3 majority of the votes cast)

For: 22

- C. Chiddle
- 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. Prudhomme
- L. Roberge
- S. Schelske
- U. Senaratne
- P. Shankar
- S. Shi
- S. Sung
- R. Walker

Against: 0

Abstain: 1

- G. Wowchuk

Absent: 4

- S. Markel
- A. Mastroianni
- R. Panesar
- F. Saghezchi

12937 - MOTION TO MOVE IN CAMERA

Moved by Councillor Chiddle, seconded by Councillor Hilborn:

That Council move in camera at 2:25 pm.

CARRIED

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

There being no further business, the meeting concluded at approximately 5:00 pm. These minutes consist of 21 pages and minutes 12915 to 12937 inclusive.

“Gregory P. Wowchuk”

Gregory P. Wowchuk, P.Eng., Chair