



# Minutes

The 38<sup>th</sup> Meeting of the GOVERNANCE AND NOMINATING COMMITTEE (GNC) of PROFESSIONAL ENGINEERS ONTARIO was held via ZOOM Videoconference on Thursday, November 13, 2025 at 9:00 am.

**Present:** Susan MacFarlane, P.Eng., Committee Chair and Western Region Councillor  
Leila Notash, P.Eng., President-elect  
Sean Decloux, P.Eng., Councillor-at-Large  
Paula Klink, P.Eng., Councillor-at-Large  
Andrew Naassan, P.Eng., Lieutenant Governor-in-Council Appointee  
Ravinder Panesar, P.Eng., West Central Region Councillor  
Rachel Prudhomme, P.Eng., Lieutenant Governor-in-Council Appointee

**Regrets:** Greg Wowchuk, P.Eng., Past President  
Nanda Lwin, P.Eng., East Central Region Councillor

**Staff:** Jennifer Quaglietta, P.Eng., CEO/Registrar  
Marina Solakhyan, Senior Director, Governance  
David Smith, Director, External Relations  
Sheetal Rawal, Policy Counsel  
Meg Feres, Manager, Council Operations  
Antora Anowar, Council and Committee Coordinator  
Graham Pedregosa, Council and Committee Coordinator

**Observers:** Cosimo Casale, P.Eng., Lieutenant Governor-in-Council Appointee  
Vicki Hilborn, P.Eng., Western Region Councillor  
Shelly Markel, Lieutenant Governor-in-Council Appointee  
Gus Mastroianni, P.Eng., Lieutenant Governor-in-Council Appointee

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## Call to Order

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

## Approval of Agenda

The Chair reviewed the draft agenda. A request was made to remove item 4.1, "Open Session Minutes of September 9, 2025", from the Consent Agenda for individual discussion.

Moved by Councillor Prudhomme, seconded by Councillor Klink:

**That the agenda for the November 13, 2025 meeting be approved as amended.**

**CARRIED**

## Conflicts of Interest

No conflicts were declared.

## **Open Session Minutes for September 9, 2025**

There was an inquiry about including in the previous minutes the financial cost of the external advisor related to the Council Evaluation Plan. Staff noted that there is year to year variation of costs based on the contract scope and this level of detail is not recommended for purposes of the minutes. Further, it was noted that these costs will be included as part of the 2026 budget process for Council approval on November 28.

Moved by Councillor Klink, seconded by Councillor Decloux:

**That the minutes of the 37<sup>th</sup> open session meeting of the Governance and Nominating Committee, held on September 9, 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.

## **Anti-Workplace Violence Harassment and Discrimination Policy**

Staff presented updates to the Anti-Workplace Violence, Harassment, and Discrimination Policy that enhance its accessibility, usability, and equity. Further updates proposed assisted in aligning the policy with legislative changes.

A question was raised on the roles and responsibilities of the President, President-elect, Council Chair, and Councillors in the event of reviewing violations to the Anti-Workplace Violence Harassment and Discrimination Policy. A further suggestion was made to add language to ensure flexibility as part of the *Remedial Actions* section of the policy. Staff noted that further clarity will be added to the policy to ensure consistency and added flexibility before Council approval at its November 28 meeting.

Via general consensus, the committee agreed to recommend that the updated Anti-Workpalce Violence Harassment and Discrimination Policy for Council approval at its November 28 meeting, subject to the change to the *Remedial Actions* section, outlined above.

## **Draft Councillor Training Protocol for 2026**

Council reviewed the draft Councillor Training Protocol for 2026, including the areas of eligibility, criteria, and process requirements.

Staff responded to councillor inquires related to carrying over unused training funds from previous years. It was noted that to remain in alignment with PEO's standard financial practice, operational funds are not carried over from one year to the next. Further, this practice allows PEO's financial tracking to remain as uncomplicated as possible because the annual PEO election and the financial fiscal year operate on different cycles (May to April for the former and January to December for the latter), and there are different term lengths for members of Council.

To aid in addressing the fact that the annual PEO election and the financial fiscal year operate on different cycles, the committee agreed to an additional criterion in the "Eligibility" section to stipulate that councillors are allowed to spend only up to the annual per councillor allocation for 2026 and 2027, in each of the respective years. Pending Council approval on November 28, it is anticipated that for 2026 the amount will be a maximum of \$3,000. The amount for 2027 will be part of the 2027 budgeting process, to be considered between June and November 2026. A further suggestion made by the committee is for Secretariat staff, as part of the tracking process, to collect feedback from councillors about their courses once they complete them. This feedback can be shared with other councillors to assist them in their course selection.

By general consensus, the committee agreed that 2026 Councillor Training Protocol, with the additional criterion to “Eligibility” described above, be recommended to Council for approval at its November 28 meeting.

### **Plenary Protocol**

The committee reviewed a Draft Plenary Protocol for Conducting Council Plenaries which establishes clear criteria, authority, and format for convening Council plenary sessions. It responds to previous concerns about the absence of a consistent process and aims to ensure that future plenaries are aligned with PEO’s strategic priorities and Council’s policy agenda.

[R. Panesar joined the meeting at 9:40 am]

The committee discussed and asked staff for further clarification on who has the authority to convene a plenary, ensuring the appropriate Council members and committee chairs are included, how plenaries are scheduled, and confirmed that plenaries are open to the public, unless otherwise directed by Council in accordance with Bylaw No. 1.

By general consensus, the committee agreed that Plenary Protocol be recommended to Council for approval at its November 28 meeting.

[V. Hilborn left the meeting at 9:54 am]

### **Government Liaison Program: Next Steps**

The committee reviewed changes to the Government Liaison Program, as suggested by a recent audit performed by PEO’s government relations advisors. The goal is to reform the program to increase accountability and reporting requirements. The changes will be accomplished through a more centralized process which recognizes the value of volunteer engagement with politicians, but which also sets out a more appropriate scope for approved engagement procedures.

The committee asked questions related to the centralized process of the Government Relations Program and how volunteers, staff, and the government relations representatives will work together in ensuring meetings and communications are consistent to PEO’s messaging. Staff also answered questions in relation to PEO’s role as a lobbyist noting that the purpose of this reform is to move away from a lobbying position of an association and focus more on working with the government as a regulator. With this shift, PEO will be better positioned to assist the government in their own initiatives while fulfilling PEO’s mandate.

By general consensus, the committee agreed that the changes to the Government Liaison Program be recommended to Council for approval at its November 28 meeting.

[D. Smith left the meeting at 10:15 am]

### **Regional Councillors Committee: Mandate**

The committee discussed the current mandate of the Regional Councillors Committee (RCC) and whether the current format aligns with PEO’s governance principles and organizational needs, particularly how RCC relates to the governance of Chapters. The RCC’s role has not changed since the governance reforms and the establishment of Council’s governance committee structure in 2021.

[V. Hilborn re-joined the meeting at 10:28 am]

The committee raised that the current mandate of the RCC should be reviewed and that its role and responsibilities be linked to one or more of the governance committees to ensure further oversight. This will better ensure that the

mandate of the RCC is fulfilled and that the RCC's motions, received via the chapters, are handled through the regular governance structure and procedures.

Staff received the feedback from the committee and will work in creating a recommendation on a future direction of the RCC for GNC to review at a future meeting.

### **Councillor Remuneration Framework**

The committee was presented with a preliminary proposal for discussion that included options for a remuneration structure and a competency-based nomination process, in follow-up to a motion passed by Council in February 2025 to direct staff to develop an action plan and cost estimate regarding a Council remuneration framework. The committee reviewed several remuneration structures and competency-based nomination options, including the survey results from an independent report produced as part of the research process.

The committee discussed the competency-based nominations and how PEO should conduct and identify board nominees with the correct competency and skills for Council; how skills and competencies can be identified; the process of candidate screening; and addressing minimum standards. Further, issues were raised related to a potential nomination committee and its functioning when screening candidates; more rigorous definitions for "councillor attributes"; potentially using recruiters to finding board members at the beginning of the adoption of the framework to assist in the process; and using a skills matrix to justify how a nominating committee would screen candidates.

Staff will incorporate feedback from the committee and will return to the GNC with an updated draft proposal for a competency-based nomination process for further discussion.

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

Moved by Councillor Decloux, seconded by Councillor Klink:

**That the committee move in camera at 11:30 am.**

**CARRIED**

### **Return to Open Session**

The committee returned to open session at 11:35 am.

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There being no further business, the meeting concluded 11:35 am. These minutes consist of 4 pages.

"Susan MacFarlane"

S. MacFarlane, P.Eng., Committee Chair



# Minutes

The 33<sup>rd</sup> Meeting of the REGULATORY POLICY AND LEGISLATION COMMITTEE (RPLC) of PROFESSIONAL ENGINEERS ONTARIO was held in a Virtual format via ZOOM Videoconference on Wednesday, November 12, 2025, at 9:00 am.

**Present:** Vicki Hilborn, P.Eng., Committee Chair and Western Region Councillor  
Leila Notash, P.Eng., President-elect (ex officio)  
Greg Wowchuk, P.Eng., Past President (ex officio)  
Sardar Asif Khan, P.Eng., Vice President (elected)  
Chantal Chiddle, P.Eng., Eastern Region Councillor  
Ahmed Elshaer, P.Eng., Northern Region Councillor  
Susan MacFarlane, P.Eng., Western Region Councillor

**Regrets:** 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  
Marina Solakhyan, Senior Director, Governance  
Jose Vera, Director, Licensing  
Adeilton Ribeiro, Sr. Manager, Licensing & Assessment  
Sarah Robicheau, Manager, Policy  
Sheetal Rawal, Policy Counsel  
Meg Feres, Manager, Council Operations  
Antora Anowar, Council and Committee Coordinator  
Graham Pedregosa, Council and Committee Coordinator

**Observers:** Cosimo Casale, P.Eng., Lieutenant Governor-in-Council Appointee  
Lorraine Fraser, P.Eng., Lieutenant Governor-in-Council Appointee  
Paula Klink, P. Eng., Councillor-at-Large  
Shelly Markel, Lieutenant Governor-in-Council Appointee  
Luc Roberge, P.Eng., Northern Region Councillor

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## Call to Order

Notice having been given and a quorum being present, the Chair called the meeting to order, welcomed the Committee and staff; and made procedural announcements related to the conduct of the meeting. The Chair thanked Americo Viola, VP, Regulatory Operations and Deputy Registrar for his contributions to PEO and regulatory operations supporting the committee during his time at PEO and extended best wishes for his future endeavours. The Chair welcomed Sarah Robicheau, the new Manager of Policy at PEO who joined in late August.

## Approval of Agenda

The Chair reviewed the agenda. There was a request to remove the two Consent Agenda items for individual discussion.

Moved by Councillor Elshaer, seconded by Councillor Chiddle:

**That the agenda for November 12, 2025 RPLC meeting agenda be approved as amended.**

**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**

For greater accuracy, two additional words were suggested in the minute related to “Engineering Intern Program: Outstanding Policy Questions”, as shown below in the excerpt in ***bold italicized text***.

*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.*

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

**That the open session minutes of the September 11, 2025, as amended, accurately reflect the business transacted at that meeting.**

**CARRIED**

### **Consent Agenda: Updated 2025-2026 RPLC Work Plan**

Committee members sought clarification on the color codes used in the work plan. Staff explained that blue represents new or revised information while green represents completed items.

Moved by Vice President Khan, seconded by Councillor Elshaer:

**That the updated 2025-2026 RPLC Work Plan be approved as presented.**

**CARRIED**

### **Time-Based Experience Requirement Review**

The Chair noted that at the November 2024 meeting, the committee reviewed the time-based experience (TBE) requirement and directed staff to continue monitoring developments in other provinces and territories. As a result, staff conducted a comprehensive review and presented a report. Staff recommends reducing the current 48 months requirement to 24 months and to evaluate the effects of the changes in two years.

[S. Rawal joined the meeting at 9:30 am]

Staff answered various questions related to CBA requirements and clarified that these will remain unchanged. Staff further answered questions related to the recommended timeline and noted that the reduced 24-month timeline will be helpful to evaluate any potential operational or other implications and determine if further adjustments to the TBE requirement are merited.

[P. Klink joined the meeting at 9:35 am]

During its discussion, the committee suggested the following revisions to the briefing material:

- removal of the term “on a pilot basis” from Appendix A (“Review of Time-Based Experience Requirement: Key Findings and Considerations”) noting it is not necessary as Council reserves the right to re-evaluate any program or policy in the future; and
- inquire with the Ministry of the Attorney-General whether it is advisable to draft the regulation in a manner that does not specify a particular amount of time (i.e., 24 months) and instead allows the required time to be set by Council.

Staff noted these changes and the briefing material for Council’s November 28 meeting will be revised accordingly.

Moved by Councillor MacFarlane, seconded by Vice President Khan:

**That the RPLC recommends that Council approve the changes to the regulatory provision relating to time-based experience requirements, as presented in Appendix B, and directs staff to work with the Ministry of the Attorney General to make amendments to Regulation 941 as anticipated by paragraph 9(v) of subsection 7(1) of the *Professional Engineers Act*.**

**CARRIED**

### **Fitness to Practise Program**

Following Council direction at its September 2024 meeting and the committee’s feedback from the discussions at its February 2025 meeting, staff conducted extensive stakeholder consultation along with a completion of an equity impact assessment as part of PEO’s policy development process and presented the proposal for a formal Fitness to Practise (FTP) process, specifically designed to address issues of incapacity. Such a program would support PEO in fulfilling its principal object under the *Professional Engineers Act* (the Act) of regulating the practice of professional engineering in the public interest. The establishment of an FTP program will require amendments to the Act and Regulation 941.

Staff answered questions related to the duty to cooperate, self reporting, and resignations, and timelines. It was noted that after Council approves a policy direction, the authority and ability to give effect to that direction will lie with the provincial government and the timeline for that is unknown at present.

Moved by Councillor Elshaer, seconded by Councillor Chiddle:

**That RPLC recommends that Council:**

- **endorses the establishment of the Fitness to Practise program detailed at Appendix A; and**
- **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 Appendix B in order to implement Council’s policy direction for a Fitness to Practise program.**

**CARRIED**

(Abstain: Notash)

[A. Ribeiro left the meeting at 10:03 am]

### **Review of CPD Program: Findings and Themes**

Staff presented a report summarizing the key findings and common themes identified thus far through stakeholder consultations on PEO’s Continuing Professional Development (CPD) program review, highlighting key findings

- Over the past two months, staff conducted 17 focus groups with over 100 stakeholders and surveyed almost 2,000 Engineers-in-Training and licence holders as part of the ongoing mandatory continuing professional development (CPD) program review.
- Overall, the feedback of the program received was very positive. There were positive responses also noted for the professional practice module. There were some suggestions that operational changes such as making the website more user friendly and creating more content would be useful to the users.
- One overall criticism received related to delayed enforcement of the program.

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

- Staff answered various queries related to how the survey was created and initiated, actual number of respondents of the survey and the composition of the stakeholder groups. Staff informed the committee that the details are also included in the report. The Chair further clarified that though not specifically identified as a cohort, licence holders were a part of the list of stakeholders consulted.
- There was a suggestion to reflect the diverse needs of engineers when it comes to developing continuing professional development modules, noting that in some circumstance there could be a benefit to focusing on the maintenance, not development, of one’s professional competency.
- In general, the CPD program should be relevant and impactful, and further, would benefit from changes that would make it more supportive and less focused on compliance. Further, since the focus group findings show mixed opinions among respondents across the eight themes outlined, this should be a factor in future decisions regarding the level of resources and effort PEO devotes to CPD.

The Chair asked committee members to share any further comments via email.

### **Councillor Submission: Proposal to Address Licensure Barriers for Engineering Faculty Based on Academic Practice**

The committee discussed a submission from Councillor Sardar Asif Khan, Vice President (elected), PEO Council (2025-2026), in accordance with Special Rules of Order 8.4(a). The submission proposed that academic experience be recognized as a qualifying practice for licensure, including elements of the existing legislation and policies governing PEO. It was noted that these considerations are already well-understood and that PEO’s upcoming comprehensive review of the Professional Engineers Act and its regulations, a key strategic priority, will provide the appropriate opportunity and context within which to examine the current framework and propose any necessary changes. The committee was in general agreement with this approach.

### **Criteria for Exemptions from Confirmatory Examinations**

Staff introduced this item, noting that the aim to provide feedback on the proposed direction to develop a risk-based framework for exemptions from confirmatory examinations. In broad terms, applicants for PEO licensure must demonstrate that their credentials meet PEO’s academic requirements. An applicant with a bachelor’s degree from a Canadian engineering program that satisfies Council will meet the academic requirement. PEO has historically recognized programs accredited by Engineers Canada’s Canadian Engineering Accreditation Board (CEAB) as meeting this academic standard for licensure. Other applicants must demonstrate credentials that the regulation describes as “equivalent engineering educational qualifications” recognized by Council.

The committee discussed and provided feedback to staff on the proposed direction, based on research and discussions with PEO’s Academic Requirements Committee (ARC) and other Canadian jurisdictions, to develop a risk-based framework for exemptions for non-CEAB applicants from one, some, or all confirmatory exams. The committee reviewed contextual and background information related to the legislative framework for academic requirements for licensure as well as the operational realities of PEO’s FARPACTA-compliant licensing regime, in place since May 2023.

Key discussion points and themes from the committee's discussion include:

- As exploration of this matter continues, it is important to consider overall risk to the public and how it will be assessed, including the policies and experiences of other licensing bodies when assessing entry to practice from applicants from outside of Canada.
- There were also comments that additional data and evidence are required before a policy framework that would allow automatic exemptions could be supported (for example, statistics on the various pathways of applicants, number of exams in the past several years, and the associated success rate).
- It was noted that because of quality control via thorough and regular audits of accredited institutions, CEAB graduates may be viewed as being held to a higher standard than certain other cohorts of applicants who take other pathways to licensure. Thus, it was suggested that PEO may be assuming a higher risk with respect to certain non-CEAB graduates who do not experience the quality control experienced by CEAB graduates and consequently there should be extra caution in granting exemptions to non-CEAB applicants.

Regarding the preceding three points, staff noted that the existing PEO policy of administering competency-based assessments as one the key tools to evaluate if an applicant demonstrates the entry-level competencies of an engineer. In this way, risk is mitigated and can assist in determining if an exemption from one, some, or all confirmatory exams would apply in any given case.

Other key discussion points are outlined below:

- In association with the discussion about exam exemptions, the number of confirmatory exams in place as part of the existing policy should be re-visited with a re-assessment of rationale and analysis of data since May 2023.
- Consider "good performance" in a minimum number of the four mandatory confirmatory technical examinations as a factor in determining if exemptions should be granted in the remaining examinations.
- Consider the importance of consistency across case-by-case reviews and being as transparent as possible in how decisions are made.
- Overall, the material presented and discussed are a solid foundation on which staff can build, recognizing there are still many variables and nuances of understanding contained in the preliminary criteria that need to be explored and fleshed out before a policy proposal is presented to the committee and, ultimately, Council.

Staff informed the committee that stakeholder engagement is planned for 2025-2026 with legal review and operational analysis of findings and themes to follow before a draft policy proposal is prepared for committee consideration.

### **Approval of In Camera Minutes**

It was agreed that the approval of the in-camera minutes of the previous meeting may take place in open session, as the substantive item on the minutes, "*FARPACTA and Application Assessment Timelines: Sealed Regulations*", is now a matter of public record.

Moved by Councillor Chiddle, seconded by Councillor MacFarlane:

**That the minutes of the in-camera session of the September 11, 2025 meeting accurately reflect the business transacted at that meeting.**

**CARRIED**

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

Vicki Hilborn

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Vicki Hilborn, P.Eng., Committee Chair

Council Decision Log Open Motions

| Mtg | Date      | Title  | Motion   | Status      |
|-----|-----------|--|--|-------------|
| 574 | 18-Dec-25 | 5 Appointments to Complaints Committee   | That Council reappoints all current members of the Complaints Committee whose terms expire on December 31, 2025, and who have not yet been reappointed, to serve until June 30, 2026, as set out in C-574-5, Appendix A.<br>CARRIED  | Complete    |
| 573 | 28-Nov-25 | 7.2 Fitness to Practise Program  | That Council endorses the establishment of the Fitness to Practise program detailed at Appendix A. (requires simple majority)<br>CARRIED WITH UNANIMOUS CONSENT<br><br>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 Appendix B in order to implement Council's policy direction for a Fitness to Practise program. (requires two-thirds majority of votes cast to carry)<br>CARRIED | Complete    |
| 573 | 28-Nov-25 | 7.1 Time-Based Experience Review   | That Council approves the changes to the regulatory provision relating to time-based experience requirements, as presented in C-573-7.1, Appendix B, and directs staff to work with the Ministry of the Attorney General to make amendments to Regulation 941 as anticipated by paragraph 9(v) of subsection 7(1) of the Professional Engineers Act.<br><br>(requires two-thirds majority of votes cast to carry)<br>CARRIED   | Complete    |
| 573 | 28-Nov-25 | 6.1 CEO/Registrar Goals for 2026   | That Council approve the CEO/Registrar 2026 Goals as presented to the meeting at C-573-6.1, Appendix A.<br>CARRIED WITH UNANIMOUS CONSENT  | Complete    |
| 573 | 28-Nov-25 | 5.2 Direction of Government Liaison Program  | That Council stand down the Government Liaison Committee with thanks and adopt the recommendation from Wellington Advocacy's September 2025 Audit of the Government Liaison Program to centralize and reform the program to increase accountability and reporting requirements for participants.<br>CARRIED  | In progress |
| 573 | 28-Nov-25 | 5.1 Annual Review of Anti-Workplace Violence, Harassment and Discrimination Policy | That Council approves the updates to the Anti-Workplace Violence, Harassment and Discrimination Policy set out at C-573-5.1, Appendix A.<br>CARRIED  | Complete    |
| 573 | 28-Nov-25 | 4.1 2026 Final Budgets   | That Council approve the draft 2026 budget reviewed by the Audit and Finance Committee (AFC) and as presented to the meeting at C-573-4.1, Appendix A.<br>CARRIED  | Complete    |

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| 573 | 28-Nov-25 | 2.7 2026 Borrowing Resolution                    | As reviewed by the Audit and Finance Committee (AFC), That Council:<br><br>1. Approve the borrowing of money upon the credit of the association by way of:<br><br>a. an operating overdraft up to an amount not to exceed CAD\$250,000; and<br>b. use of corporate credit cards with an aggregate limit not to exceed CAD\$120,000.<br><br>2. Confirm that this Borrowing resolution is renewed to expire on January 31, 2027.<br>CARRIED WITH 2.0 CONSENT AGENDA | Complete |
| 573 | 28-Nov-25 | 2.6 Plenary Protocol                             | Council approves the Plenary Protocol as presented in C-573-2.6, Appendix A.  | Complete |
| 573 | 28-Nov-25 | 2.5 Councillor Training Protocol for 2026        | Council approves the 2026 Councillor Training Protocol as presented at Appendix A to the Decision Briefing Note titled "2026 Councillor Training Protocol" at C-573-2.5, subject to the approval of the 2026 operational budget.<br>CARRIED WITH 2.0 CONSENT AGENDA   | Complete |
| 573 | 28-Nov-25 | 2.4 Appointments to Governance Committees        | That Council appoints Shelly Markel to the Governance and Nominating Committee; Lorraine Fraser, P.Eng. to the Human Resources and Compensation Committee; and Cosimo Casale, P.Eng. and Gus Mastroianni to the Regulatory Policy and Legislation Committee, all for the remainder of the 2025-2026 Council term.<br>CARRIED WITH 2.0 CONSENT AGENDA  | Complete |
| 573 | 28-Nov-25 | 2.3 Approval of Committee Membership Changes     | That Council approve the changes to Committee Membership as presented.<br>CARRIED WITH UNANIMOUS CONSENT  | Complete |
| 573 | 28-Nov-25 | 2.2 Consulting Engineer Designation Applications | 1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.<br><br>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.<br>CARRIED WITH 2.0 CONSENT AGENDA<br><br>Councillor Shi abstained from this item from a conflict of interest.   | Complete |
| 573 | 28-Nov-25 | 2.1 Open Session Minutes – 572nd Council Meeting | That the minutes of the 572nd meeting of Council, held September 26, 2025, as presented to the meeting at C-573-2.1, Appendix A, accurately reflect the business transacted at that meeting.<br>CARRIED WITH 2.0 CONSENT AGENDA   | Complete |

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| 573 | 28-Nov-25 | 2.0 Consent Agenda  | <p>That the Consent Agenda be approved as amended, consisting of:</p> <p>2.1 Open Session Minutes C-572<br/> 2.2 Consulting Engineer Designation (CEDC) Applications<br/> 2.4 Appointments to Governance Committees<br/> 2.5 Councillor Training Protocol for 2026<br/> 2.7 2026 Borrowing Resolution<br/> 2.8 Regional Councillors Committee (RCC) Report<br/> 2.9 30 by 30 Reporting<br/> CARRIED</p>   | Complete |
| 573 | 28-Nov-25 | 1.2 Approval of Agenda  | <p>That:</p> <p>a) the agenda, as presented to the meeting at C-573-1.2, Appendix A as amended be approved; and</p> <p>b) the Chair be authorized to suspend the regular order of business. CARRIED</p>   | Complete |
| 572 | 26-Sep-25 | 11.3 Data Protection Policy Update  | <p>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:</p> <p>“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.”</p>   | Complete |
| 572 | 26-Sep-25 | 9.3 Clarifying the Interpretation and Application of Sections 3(2) and 29 of Regulation 941 | <p>Motion 1<br/> 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</p> <p>Motion 2<br/> 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).<br/> DEFEATED</p> | Complete |
| 572 | 26-Sep-25 | 7.2 Obligation to Cooperate   | <p>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.<br/> (requires two-thirds majority of votes cast) CARRIED WITH UNANIMOUS CONSENT</p>   | Complete |

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| 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<br>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   | Complete |
| 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   | Complete |
| 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   | Complete |
| 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   | Complete |
| 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  | Complete |
| 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  | Complete |
| 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   | Complete |
| 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 | Complete |
| 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  | Complete |

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

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| 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:<br/> 2.4 Guidelines Review: Report and Recommendations<br/> 2.5 Use of AI in Engineering Practice: Recommended Approach</p> <p>This item was moved in camera:<br/> 2.8 Council Evaluation Plan</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>   | Complete    |
| 570 | 20-Jun-25 | 10.2 CESC Matters:<br>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 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);</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 |

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| 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                              | <p>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.</p> <p>CARRIED</p>  | Complete    |

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| 570 | 20-Jun-25 | 5.2 Approval of 2026 Election Documents | <p>That Council, with respect to the 2026 Council election:</p> <p>a) approve the 2026 Nomination and Voting Procedures, as presented to the meeting at C-570-5.1, Appendix A;</p> <p>b) approve the 2026 Election Publicity Procedures, as presented to the meeting at C-570-5.1, Appendix B;</p> <p>c) approve the 2026 Nomination Form as presented to the meeting at C-570-5.1, Appendix C;</p> <p>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;</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.; 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.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p> | Complete    |
| 570 | 20-Jun-25 | 5.1 2025-2026 GNC Work Plan             | <p>That the Work Plan for the Governance and Nominating Committee, as submitted to the meeting at C-570-5.1, Appendix A, be approved.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>   | Complete    |
| 570 | 20-Jun-25 | 4.1 2025-2026 AFC Work Plan             | <p>That the Work Plan for the Audit and Finance Committee, as submitted to the meeting at C-570-4.1, Appendix A, be approved.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>   | 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 |

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| 570 | 20-Jun-25 | 2.4 Changes to 2025 Statutory and Regulatory Committees' Membership List<br>a) Decisions for Approval | That Council approve the changes to Committee Membership as presented.<br>CARRIED WITH CONSENT AGENDA   | Complete    |
| 570 | 20-Jun-25 | 2.3 Council Remuneration Framework & Competency-Based Nominations: Action Plan                        | Original Motion<br>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.<br>CARRIED WITH UNANIMOUS CONSENT<br><br>New Motion<br>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.<br>CARRIED WITH UNANIMOUS CONSENT | In progress |
| 570 | 20-Jun-25 | 2.2 Consulting Engineer Designation Applications  | 1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.<br><br>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.<br>CARRIED WITH CONSENT AGENDA   | Complete    |
| 570 | 20-Jun-25 | 2.1 Open Session Minutes – 568th and 569th Council Meetings   | 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.<br><br>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.<br>CARRIED WITH CONSENT AGENDA   | Complete    |

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| 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<br/>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.<br/>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;<br/>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;<br/>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 |

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| 569 | 02-May-25 | 8 Appointment of Governance Committee Chairs                        | <p>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.</p> <p>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.</p> <p>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.</p> <p>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</p>   | 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.<br/>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.<br/>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 |

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| 569 | 02-May-25 | 4 Appointment of Council Meeting Chair                             | That Gregory Wowchuk, P.Eng., be appointed the Council Meeting Chair for the 2025-2026 Council year or until his successor is appointed.<br>CARRIED WITH UNANIMOUS<br><br>That the secret ballots be destroyed following the meeting. CARRIED WITH UNANIMOUS CONSENT  | 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.<br>CARRIED WITH UNANIMOUS CONSENT   | Complete |
| 569 | 02-May-25 | 2 Approval of Agenda   | That:<br>a) the agenda, as presented to the meeting at C-569-2, Appendix A be approved; and<br><br>b) the Chair be authorized to suspend the regular order of business.<br>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<br>Whereas the content of the submission is substantially opposed by Council,<br><br>Now therefore be it resolved,<br><br>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.<br>CARRIED<br><br>That the above motion be moved into open session.<br>CARRIED | Complete |
| 568 | 04-Apr-25 | 11.1a Engineers Canada Director Withdrawal and Replacement         | That,<br>a) Nick Colucci, P.Eng., be nominated for the vacant position on the board of Engineers Canada, and<br><br>b) The results be moved into open session.<br>CARRIED WITH UNANIMOUS CONSENT  | Complete |

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| 568 | 04-Apr-25 | 9.1b) Engineers Canada: Candidate for President-Elect       | <p>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.<br/>CARRIED</p> <p>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.<br/>CARRIED WITH UNANIMOUS CONSENT</p> | Complete    |
| 568 | 04-Apr-25 | 7.1 Engineering Intern (EIT) Program: Policy Options        | <p>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.<br/>CARRIED WITH UNANIMOUS CONSENT</p>  | 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)<br/>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)<br/>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.<br/>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.<br/>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.<br/>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.<br/>CARRIED WITH UNANIMOUS CONSENT</p>  | Complete    |

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

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| 567 | 21-Feb-25 | 5.1 Council Remuneration Framework  | <p>Council:</p> <ol style="list-style-type: none"> <li>1. <ol style="list-style-type: none"> <li>a) endorses development of a competitive remuneration structure,</li> <li>b) endorses development of a skills- and competency-based nomination model, and</li> <li>c) agrees to define Councillor role expectations.</li> </ol> </li> <li>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.</li> </ol> <p>CARRIED</p> | In progress |
| 567 | 21-Feb-25 | 4.1 Nomination of Two (2) PEO Representatives for Appointment to Engineers Canada Board | <p>That Christopher Chahine, P.Eng., and Roydon Fraser, P.Eng., be nominated as PEO Directors to the Engineers Canada Board of Directors, each for a three-year term effective as of the 2025 Engineers Canada Annual Meeting of Members.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>   | Complete    |
| 567 | 21-Feb-25 | 3.3 Strategic Plan Update   | <p>That the 2026+ Strategic Plan be made a 5-Year Plan, with a hard reset at 3 years. CARRIED WITH UNANIMOUS CONSENT</p>  | Complete    |
| 567 | 21-Feb-25 | 2.3 2025 PEO Council Governance Scorecard Review  | <p>That Council reviews and accepts the proposed changes to the indicators reported in the PEO Council Governance Scorecard, while retaining the 30 x 30 Licensure Rate Indicator. CARRIED WITH UNANIMOUS CONSENT</p>   | Complete    |
| 567 | 21-Feb-25 | 2.2a) Approval of Committee Membership Changes  | <p>That Council approve the committee membership changes as presented.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>  | Complete    |
| 567 | 21-Feb-25 | 2.1 Open Session Minutes – 566th Council Meeting  | <p>That the minutes of the 566th meeting of Council, held November 29, 2024, as presented to the meeting at C-567-2.1, Appendix A, accurately reflect the business transacted at this meeting. CARRIED WITH CONSENT AGENDA</p>  | Complete    |
| 566 | 29-Nov-24 | 9.1 Councillor Questions - Minimum Academic Requirement                                 | <p>That PEO request to Engineers Canada that the Future of Engineering Accreditation next steps includes an explicit commitment to the licensure academic standard of a “minimum academic depth and breadth requirement for individuals.”</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>   | Complete    |
| 566 | 29-Nov-24 | 7.1 Future Direction of the EIT Program   | <p>That Council:</p> <ol style="list-style-type: none"> <li>1. Commits to the reinstatement of the Engineering Intern (EIT) Program.</li> <li>2. Directs the CEO/Registrar to initiate targeted engagement with relevant stakeholders to ensure inclusive and comprehensive input into the program's redevelopment.</li> <li>3. Directs the Regulatory Policy and Legislation Committee (RPLC) to provide a policy proposal to Council no later than April 2025. CARRIED</li> </ol>   | In progress |

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| 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:<br>a) approve the borrowing of money upon the credit of the association by way of:<br>i) an operating overdraft up to an amount not to exceed CAD\$250,000; and<br><br>ii) use of corporate credit cards with an aggregate limit not to exceed CAD\$120,000.<br><br>b) in compliance with PEO’s Internal Control Banking Policy, hereby confirms that this Borrowing Resolution is to expire on January 31, 2026.<br>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.<br>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.<br>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.<br>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.<br><br>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.<br>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.<br>CARRIED WITH CONSENT AGENDA  | Complete |

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| 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.<br>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.<br><br>That Council approves the Conflict of Interest Policy and Procedure for PEO Council at C-565-10.2, Appendix B.<br><br>That Council approves the Anti-Workplace Violence, Harassment, and Discrimination Policy at C-565-10.2, Appendix C.<br><br>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.<br><br>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,<br><br>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 |

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| 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    |

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| 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.<br>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.<br>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.<br>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.<br>CARRIED WITH UNANIMOUS CONSENT   | Complete |
| 564 | 21-Jun-24 | 5.2 Election Matters   | <p><u>Original Motion</u><br/>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><br/>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."<br/>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.<br>CARRIED WITH UNANIMOUS CONSENT   | Complete |

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| 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.<br>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.<br>CARRIED WITH CONSENT AGENDA  | Complete |
| 564 | 21-Jun-24 | 2.3(a) 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.<br><br>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.<br>CARRIED WITH CONSENT AGENDA   | Complete |
| 564 | 21-Jun-24 | 2.2(a) Approval of Committee Membership Changes              | That Council approve the changes to Committee Membership as presented.<br>CARRIED WITH CONSENT AGENDA  | Complete |
| 564 | 21-Jun-24 | 2.1 Open Session Minutes – 562nd and 563rd Council Meetings  | 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.<br>CARRIED WITH CONSENT AGENDA  | Complete |
| 563 | 03-May-24 | 10 Appointment of Elected Councillor to Discipline Committee | 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   | Complete |
| 563 | 03-May-24 | 9 Appointment of Councillors to Executive Committee          | 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<br><br>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<br><br>New Motion: That the electronic ballots used for all secret voting be deleted following the meeting. CARRIED WITH UNANIMOUS CONSENT | Complete |

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| 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 |

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| 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.<br>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:<br>1. That Council create a Past Presidents Advisory Group (PPAG) that meets at least 2x. per year chaired by the immediate past president?<br>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.<br>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.<br>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<br>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           | 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<br><br>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<br><br>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   | Complete |

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| 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    |

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| 562 | 05-Apr-24 | 4.2 Engineers Canada National Statement of Collaboration           | <p>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.</p> <p>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.</p> <p>Amendment That the definition of "harmonization" should include the concept of "equitable" as in the main document. DEFEATED</p> <p>MAIN MOTION CARRIED</p> | Complete |
| 562 | 05-Apr-24 | 4.1 Engineers Canada 2025-2029 Strategic Plan                      | <p>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.</p> <p>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</p>   | Complete |
| 562 | 05-Apr-24 | 2.3b CEDC Applications - Decline                                   | <p>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</p>  | Complete |
| 562 | 05-Apr-24 | 2.3a CEDC Applications - Approve                                   | <p>1. That Council approve the exemption from examination and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as presented to the meeting at C-562-2.3(a), Appendix A, Section 3. CARRIED WITH CONSENT AGENDA</p>                        | Complete |
| 562 | 05-Apr-24 | 2.2(a) Approval of Committee Membership Changes                    | <p>That Council approve the changes to Committee Membership as presented. CARRIED WITH CONSENT AGENDA</p>  | Complete |
| 562 | 05-Apr-24 | 2.1 Open Session Minutes – 561 Council Meeting – February 23, 2024 | <p>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</p>  | Complete |

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| 562 | 05-Apr-24 | 2.0 Consent Agenda   | <p>That the Consent Agenda be approved as amended, consisting of:</p> <p>2.2 – Changes to 2024 Statutory and Regulatory Committees' Membership List</p> <p>a) Approval of Committee Membership Changes</p> <p>b) Committee Membership Changes</p> <p>2.3 – Consulting Engineer Designation Applications a) Approving b) Declining</p> <p>The following items were pulled for individual consideration: 2.1 Open Session Minutes C-561, February 23, 2024 2.4 – Regional Councillors Committee (RCC) Report</p> <p>CARRIED BY UNANIMOUS CONSENT</p>   | Complete    |
| 561 | 23-Feb-24 | 11.4 Safe Disclosure (Whistle-blower Policy)                   | <p>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.</p> <p>CARRIED (Moved into open Session)</p>  | In progress |
| 561 | 23-Feb-24 | 10.2(b) Emerging and Emerged Engineering Disciplines Committee | <p>Original Motion</p> <p>That PEO Council direct the RPLC to create the "Emerging Disciplines Working Group".</p> <p>The terms of reference for this Working Group shall:</p> <ul style="list-style-type: none"> <li>- Review and recognize emerging and emerged engineering disciplines; and,</li> <li>- Establish a process for producing rights to practice (equivalent to those of traditional practices)</li> </ul> <p>Amendment</p> <p>That PEO Council direct the RPLC to add "Emerging Disciplines" to the RPLC 2024-2025 Work Plan.</p> <p><del>The terms of reference for this Working Group shall:</del></p> <p><del>- Review and recognize emerging and emerged engineering disciplines; and,</del></p> <p><del>- Establish a process for producing rights to practice (equivalent to those of traditional practices)</del></p> <p>AMENDMENT CARRIED WITH UNANIMOUS CONSENT</p> | Complete    |
| 561 | 23-Feb-24 | 10.2(a) Caretaker Convention Working Group                     | <p>Original Motion</p> <p>That a working group of three members, appointed by the President, provide recommendations to Council on what aspects of a Caretaker Convention PEO should adopt with recommendations provided, or an update on progress, at the June 2024 Council meeting.</p> <p>Amendment</p> <p>To remove "of three members, appointed by the President."</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>  | Complete    |

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| 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.<br>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.<br><br>Correction to Guide<br>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.”<br><br>Friendly Amendment to Guide<br>That all references to number of days be referenced as calendar days as needed.<br><br>Amendment to Guide<br>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.<br>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.<br>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.<br>CARRIED   | Complete |
| 561 | 23-Feb-24 | 2.2(a) Approval of Committee Membership Changes   | That Council approve the changes to Committee Membership as presented.<br>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 |

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| 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.<br><br>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.<br><br>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.<br><br>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.<br><br>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.<br><br>CARRIED   | Complete    |
| 560 | 16-Nov-23 | 5.4 Nomination Process for PEO Representatives on Engineers Canada Board   | Original Motion<br>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.<br><br>It was agreed without objection to change references to "50% + 1 majority" in the document to "a majority of votes cast."<br><br>Amended Motion<br>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.<br><br>CARRIED AS AMENDED BY UNANIMOUS CONSENT | Complete    |
| 560 | 16-Nov-23 | 5.3 Director Conduct: Code   | That Council receives the good practices report and directs staff, by February 2024, to propose a plan to Council for a Code of Conduct to confirm Council's  | Complete    |

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| 560 | 16-Nov-23 | 3.2 2024 AGM. Place and Time  | That Council selects Darnie, ON and Saturday, 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:<br>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<br>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:<br>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.<br>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.<br>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 |

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| 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.<br>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<br>(a) consider introducing an apprentice/intern pathway to engineering experience as an alternative to CBA; and<br>(b) consider reducing the 4-year experience requirement for all experience pathways to licensure.<br>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:<br><br>8.3 (Eng Can Director Report, delivered earlier in meeting)<br>8.4a) Reducing 4-year Eng. Experience Time Requirement<br><br>to the next Council meeting.<br>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.<br>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.<br>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.<br>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.<br>CARRIED WITH CONSENT AGENDA  | Complete    |

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| 559 | 22-Sep-23 | 4.2 2024 AGM   | <p>Original Motion<br/>That Council endorse a [ ] format for PEO's 2024 Annual General Meeting.</p> <p>Vote #1<br/>That "in-person" be inserted as the choice of format for PEO's 2024 Annual General Meeting.<br/>DEFEATED</p> <p>Vote #2<br/>That "hybrid" be inserted as the choice of format for PEO's 2024 Annual General Meeting.</p> <p>Final Motion<br/>That Council endorse a hybrid format for PEO's 2024 Annual General Meeting.<br/>CARRIED</p>  | Complete |
| 559 | 22-Sep-23 | 2.2 Consulting Engineer Designation Applications                 | <p>That:</p> <p>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as presented to the meeting at C-558, Appendix A, Section 5.<br/>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.<br/>CARRIED WITH CONSENT AGENDA</p>   | Complete |
| 558 | 23-Jun-23 | 3.10 Policy Development Framework                                | <p>Original Motion<br/>That Council adopts the Policy Development Framework as presented.</p> <p>Amendment<br/>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.<br/>CARRIED</p>  | Complete |

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| 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 |

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| 558 | 23-Jun-23 | 3.7 2024 Council Election Matters | <p>Original Motion<br/>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<br/>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<br/>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.<br/>CARRIED</p> <p>Friendly Amendment<br/>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 |

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| 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<br>1. That Council approve the exemption from examinations and the applications  | Complete |
| 557 | 05-May-23 | 15. Appointment of Interim Deputy Registrar                   | 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<br><br>That, if Mr. Dixit is appointed, this decision be moved out of in-camera into open session in order to permit a public announcement.<br>CARRIED | Complete |
| 557 | 05-May-23 | 12. 2023 - 2024 P. Appointment                                | That Council approve the CEO/Registrar goals as presented at C-557-12, Appendix A ("CEO/Registrar, 2023-2024 Goals Review Form")   | Complete |
| 557 | 05-May-23 | 16. Appointments to the Executive Committee for the 2023-2024 | That the further 2023-2024 positions to be appointed with a 27/1/23 of the number of Conway, P.Eng., be appointed Penalties and Finance (4) and in   | Complete |
| 557 | 05-May-23 | 9. Appointment of C. Appointment of Councillors to            | That the further 2023-2024 Committee be composed of council members<br>Lorne Cutler, P.Eng., Tim Kirkby, P.Eng., Paul Mendel, George Nikelev, P.Eng.   | Complete |
| 557 | 05-May-23 | 7. Appointment of Vice-President                              | That Leila Notash, P.Eng., be appointed as Vice President for the 2023-2024 Council year.<br>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<br><br>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 |

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| 556 | 31-Mar-23 | 3.9<br>IMPLEMENTATI<br>ON OF<br>GOVERNANCE<br>DIRECTIONS RE:<br>NON-<br>GOVERNANCE<br>COMMITTEES        | <p>New Motion #1<br/>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.</p> <p>New Motion #2<br/>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 &amp; B.</p>  | In progress |
| 556 | 31-Mar-23 | 3.8<br>GOVERNANCE<br>MANUAL:<br>INCORPORATI<br>G<br>CHARTERS/PRO<br>TOCOLS &<br>MAKING OTHER<br>CHANGES | <p>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.</p> <p>CARRIED</p>   | Complete    |
| 556 | 31-Mar-23 | 3.7 ELIMINATION<br>OF CANADIAN<br>EXPERIENCE<br>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 (FARPACTA) with the intent of initiating a further study to explore and address any unintended consequences of this change.</p> <p>CARRIED</p> |             |

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| 556 | 31-Mar-23 | 3.6b CHAPTER ACTIVITIES IN "NEITHER" CATEGORY              | <p>That:<br/>Council approves to support the following types of chapter activities:</p> <ul style="list-style-type: none"> <li>•Chapter AGMs</li> <li>•Technical seminars/tours</li> <li>•Networking events</li> <li>•30x30 events</li> <li>•Scholarships</li> </ul> <p>Council approves to support with modifications the following types of chapter activities:</p> <ul style="list-style-type: none"> <li>•Licence certificate presentations</li> <li>•Education/school outreach activities</li> <li>•Licensure Assistance Program</li> <li>•Chapter social media</li> <li>•GLP chapter activities</li> <li>•Chapter support of community organizations</li> </ul> <p>Council approves to re-assign the following types of chapter activities:</p> <ul style="list-style-type: none"> <li>•Regulatory seminars</li> <li>•Chapter websites</li> </ul> <p>and</p> <p>Council approves to suspend the following type of chapter activity:</p> <ul style="list-style-type: none"> <li>•Chapter event sponsorship from external sources</li> </ul> <p>CARRIED</p> | Complete |
| 556 | 31-Mar-23 | 3.6a ORDER OF HONOUR REVIEW                                | <p>That:</p> <p>Effective immediately, Council hereby approves the revised nomination and selection criteria for the Order of Honour, as proposed by AWC and as presented, Appendix A.</p> <p>Effective immediately, Council hereby approves the change of the AWC name to the Order of Honour Selection Committee (OSC), as proposed by AWC.</p>   |          |
| 556 | 31-Mar-23 | 3.5 RECOMMENDATION OF THE APPOINTMENT OF AUDITORS FOR 2023 | <p>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.</p> <p>CARRIED</p>  | Complete |
| 556 | 31-Mar-23 | 3.4 2022 AUDITED FINANCIAL STATEMENTS                      | <p>That Council:</p> <p>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</p> <p>b) Authorize the President and President-elect to sign the audited financial statements on Council's behalf.</p>   | Complete |

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| 556       | 31-Mar-23 | 3.3 ENGINEERS CANADA ANNUAL MEETING OF MEMBERS: DIRECTION TO PEO MEMBER REPRESENTATIVE | <p>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:</p> <p>(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."</p> <p>(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".</p> <p>Amendment</p> <p>2. That Council appoint <b>Nick Colucci, P.Eng., Past President</b>, as proxy holder to vote for and on behalf of the PEO President at the Engineers Canada Annual Meeting of Members on May 27, 2023, and at any and all adjournments thereof, with full power of substitution in the premises.</p> | Complete    |
| 556       | 31-Mar-23 | 2.2 CONSULTING ENGINEER DESIGNATION APPLICATIONS                                       | <p>That:</p> <p>Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-556-2.2, Appendix A, Section 1.</p> <p>Council approve the applications for redesignation as Consulting Engineer as set out in C-556-2.2, Appendix A, Section 2.</p> <p>Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as set out in C-556-2.2, Appendix A, Section 3.</p> <p>CARRIED</p>  | Complete    |
| 556       | 31-Mar-23 | 2.1 OPEN SESSION MINUTES – 555th Council Meeting                                       | <p>That:</p> <p>a) 555th meeting of Council, held February 24, 2023, as amended at C-556-2.1, Appendix A, accurately reflect the business transacted at that meeting.</p>   | Complete    |
| 556       | 31-Mar-23 | 2.0 Consent Agenda   | <p>That the Consent Agenda be approved as amended, consisting of:</p> <p>2.2 Consulting Engineer Designation Applications</p>   | Complete    |
| 555-3.11b | 24-Feb-23 | Supporting Evolutionary Improvements to FARPACTA Admissions                            | <p>Original Motion:</p> <p>That ARC and ERC be asked to provide, capacity permitting, Council with demonstrations of, and principles and constraints behind, admissions models that maintain compliance with FARPACTA while removing barriers in the initial "P.Eng. only if you have B.Eng." admissions model.</p> <p>New Motion:</p> <p>That the original motion be deferred to the March 2023 Council meeting.</p> <p>CARRIED</p>  | In progress |

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| 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.<br>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.<br>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 | Original Motion:<br>That, effective immediately, Council hereby stands down the following committees and subcommittees:<br><ul style="list-style-type: none"> <li>• Advisory Committee on Volunteers (ACV),</li> <li>• Education Committee (EDU) and Education Conference Planning Subcommittee,</li> <li>• Equity and Diversity Committee (EDC),</li> <li>• External Honours Subcommittee (of the Awards Committee),</li> <li>• Gala Advisory Committee (subcommittee of the Awards Committee),</li> <li>• PEO-OAA Joint Liaison Committee (PEO-OAA JLC),</li> <li>• PEO-OSPE Joint Relations Committee (PEO-OSPE JRC),</li> <li>• Volunteer Leadership Conference Planning Committee (VLCPC).</li> </ul> That Council approves to transfer the President's Award (for non-engineers) to OSPE, renamed as the Engineering Ally Award.<br>That Council approves to suspend the following programs: V.G. Smith Award and S.E. Wolfe Thesis Award, until further review.<br><br>New Motion:<br>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.<br>DEFEATED.<br><br>ORIGINAL MOTION CARRIED | Complete    |

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| 555-3.4a | 24-Feb-23 | 3.4a Governance Roadmap – Phase 4: Order of Honour Review                 | Original Motion:<br>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.<br>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.<br>New Motion:<br>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.<br>CARRIED             | In progress |
| 555-3.3  | 24-Feb-23 | Nomination of PEO Director to Engineers' Canada Board                     | That Tim Kirkby, P.Eng., be nominated as a PEO Director to the Engineers Canada Board of Directors, for a three-year term effective as of the 2023 Engineers Canada Annual General Meeting.<br>CARRIED   | Complete    |
| 555-2.4  | 24-Feb-23 | Changes to the 2023 Statutory and Regulatory Committees' Membership Lists | That Council appoint chairs to the Academic Requirements Committee (ARC) and Consulting Engineers Designation Committee (CEDC) as presented to the meeting at C-553-2.4, Appendix A.<br>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.<br>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   | 2.2 Council Approves Appointment of members to PEO's statutory and regulatory committees   | Complete    |
| 552-3.2  | 25-Nov-22 | Consulting Engineer   | That Council approve the presentation of C-552-3.2 Applications and the applications for designation as Consulting Engineers as set out in C-552-3.2   | Complete    |
| 552-3.1  | 25-Nov-22 | Open Session Minutes – 549th Council Meeting                              | That the minutes of the 549th meeting of Council, held September 23rd 2022, as presented to the meeting at C-552-3.1, Appendix A, accurately reflect the business transacted at that meeting.<br>CARRIED   | Complete    |
| 552-3.0  | 25-Nov-22 | Consent Agenda  | That the consent agenda be approved, consisting of:<br>2.1 Minutes – 549th Council Meeting – September 23, 2022  | Complete    |
| 552-2.10 | 25-Nov-22 | Referendum on   | 2.2 Council Approves Appointment of members to PEO's statutory and regulatory committees   | 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"<br><br>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   | That Council:  | Complete    |
| 552-2.5  | 25-Nov-22 | Resolution Policy 2023 Capital Budget                                     | That Council approve the of an 2023 capital budget reviewed by the Audit and Finance Committee and as presented to the meeting at C-552-2.5  | Complete    |

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

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| 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:<br>3.1 Minutes – 549th Council meeting – June 24, 2022<br>3.2 Consulting Engineer Designation Applications<br>3.3 Engineers Canada Directors Report<br>3.4 Governance Committee Reports and 2022-2023 Workplans<br>CARRIED<br><br><b>For: 19</b><br>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<br><b>Against: 0</b><br><b>Abstain: 0</b>   | 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.<br><br>Move to refer the motion back to the Regional Congress Committee for further review. DEFEATED<br><br><b>For: 2</b><br>T. Kirkby P. Shankar<br><b>Against: 21</b><br>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<br><b>Against: 0</b><br><br>Council then voted on the original motion. CARRIED<br><br>For: 18<br>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<br>Against: 2<br>R. Brunet T. Kirkby<br>Abstain: 2<br>G. Nikolov S. Sung | In progress |

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| 549-2.13 | 23-Sep-22 | Recommendations on AGM Submissions              | <p>That a regulatory impact assessment be conducted as per AGM 2022 Submission #3: Climate Change. DEFEATED</p> <p><b>For: 6</b><br/>V. Banday C. Chahine J. Chisholm R. Fraser V. Hilborn P. Shankar</p> <p><b>Against: 13</b><br/>A. Arenja C. Bellini R. Brunet C. Chiddle C. Cutler A. Dryland S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Sung R. Walker</p> <p><b>Abstain: 3</b><br/>D. Kiguel T. Kirkby S. Schelske</p>   | Complete    |
| 549-2.11 | 23-Sep-22 | Data Protection Policy                          | <p>1. That Council adopts the data protection policy as outlined in the Draft Position Statement presented at C-549, 2.11 Appendix A, to reduce PEO's risks and ensure PEO conforms with all applicable privacy obligations; and</p> <p>2. That Council instructs the CEO/Registrar and/or President to work with impacted parties to examine existing data-sharing activities and ensure they comply with the new policy and provide an information report to Council at its November 2022 meeting. CARRIED</p> <p><b>For: 21</b><br/>A. Arenja C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm C. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p><b>Against: 0</b><br/><b>Abstain: 0</b></p> | In progress |
| 549-2.10 | 23-Sep-22 | Workplace Violence and Harassment Policy Update | <p>That Council direct staff to conduct a holistic review of best practices in governance controls vis-à-vis expectations for director behaviour and conduct, forms of director misconduct, and options available to a regulatory board to address director misconduct. This work will be conducted under the oversight of the Human Resources and Compensation Committee (HRCC) and the Governance and Nominating Committee (GNC) in accordance with their respective mandates. CARRIED</p> <p><b>For: 21</b><br/>A. Arenja C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm C. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p><b>Against: 1</b><br/>V. Banday</p> <p><b>Abstain: 0</b></p>    | In progress |

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| 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.<br/>CARRIED</p> <p><b>For: 14</b><br/>A. Arenja C. Bellini R. Brunet C. Chiddle A. Dryland V. Hilborn S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske S. Sung R. Walker</p> <p><b>Against: 6</b><br/>V. Banday C. Chahine C. Cutler R. Fraser D. Kiguel T. Kirkby</p> <p><b>Abstain: 1</b><br/>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<br/>CARRIED</p> <p><b>For: 15</b><br/>A. Arenja C. Bellini R. Brunet C. Chiddle C. Cutler A. Dryland V. Hilborn S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske S. Sung R. Walker</p> <p><b>Against: 5</b><br/>V. Banday C. Chahine R. Fraser D. Kiguel T. Kirkby</p> <p><b>Abstain: 1</b><br/>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<br/>CARRIED</p> <p><b>For: 19</b><br/>A. Arenja C. Bellini R. Brunet C. Chahine C. Chiddle L. Cutler A. Dryland V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p><b>Against: 3</b><br/>V. Banday J. Chisholm R. Fraser</p> <p><b>Abstain: 0</b></p>       | Complete |

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| 548-2.3 | 24-Jun-22 | Signing Authority:<br>Policy Direction<br>Regarding By-law<br>Amendment –<br>Recommendation<br>From Audit And<br>Finance<br>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.<br>CARRIED  | Complete |
| 548-2.4 | 24-Jun-22 | 2023 Elections –<br>Recommendation<br>From Governance<br>And Nominating<br>Committee (GNC)  | That Council defer the recommendations from the Governance and Nominating Committee (GNC) regarding the 2023 elections back to GNC.<br>DEFEATED<br><br>Recorded Vote<br><b>For: 7</b><br>V. Banday R. Fraser D. Kiguel T. Kirkby L. Notash S. Sung G. Wowchuk<br><b>Against: 15</b><br>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<br><b>Abstain: 1</b><br>P. Shankar | Complete |

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|  |  | <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.”<br/>CARRIED</p> <p>Council then voted on the original motion as amended.</p> <p>That Council, with respect to the 2023 Council election:<br/> a) approve the 2023 Voting Procedures, as presented to the meeting at C-548-2.4, Appendix A;<br/> b) approve the 2023 Election Publicity Procedures, as presented to the meeting at C-548-2.4, Appendix B<br/> c) approve the 2023 Nomination Form as presented to the meeting at C-548-2.4, Appendix C;<br/> 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;<br/> e) appoint the Regional Election and Search Committees (RESC) for each Region;<br/> 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.<br/> g) include Equity, Diversity and Inclusion (EDI) improvement changes as defined at Council meeting C-548.<br/>CARRIED</p> | <p>Complete</p> |
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| 548-2.5 | 24-Jun-22 | Strategic Planning Goals | <p>That Council vote on each of the four strategic planning goals separately.<br/>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<br/>Had the opportunity to confirm these elements by survey,<br/>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.<br/>We will do this by:</p> <ul style="list-style-type: none"> <li>•Creating a fair, transparent, accessible and efficient application process that maintains competency and complies with FARPACTA by July 1, 2023</li> <li>•Reviewing licensing business processes and implementing changes to improve efficiency without sacrificing public safety or information security by January 1, 2025</li> <li>•Ensuring all licensing activities reflect the values of equity, diversity and inclusion</li> </ul> <p>Goal 2: Optimize organizational performance.<br/>We will initiate this by:</p> <ul style="list-style-type: none"> <li>•Updating and developing standards and practice guidelines</li> <li>•Ensuring adequate IT infrastructure, improving our capacity to collect and manage data</li> <li>•Reviewing and improving communication and business processes, including ensuring they reflect the values of equity, diversity and inclusion</li> </ul> | Complete |
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|         |           |   | <p>Goal 3: Implement a continuous governance improvement program.<br/>We will do this by:</p> <ul style="list-style-type: none"> <li>•Ensuring orientation for Councillors and PEO’s Executive Leadership Team</li> <li>•Ensuring Committees and Council have the necessary evidence to support quality decision-making</li> <li>•Establishing metrics for governance performance, which include principles of equity, diversity and inclusion by spring 2023 and implementing an annual review</li> </ul> <p>Goal 4: Refresh PEO’s vision to ensure all stakeholders see relevance and value in PEO.<br/>We will do this by:</p> <ul style="list-style-type: none"> <li>•facilitating meaningful dialogue with members and other stakeholders</li> <li>•undertaking required research</li> <li>•developing a proposed vision for consultation</li> </ul> <p>CARRIED<br/>Recorded Vote</p> <p><b>For: 19</b><br/>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><b>Against: 3</b><br/>V. Banday T. Kirkby G. Wowchuk</p> <p><b>Abstain: 1</b> 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  | <p>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-548-3.2, Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-548-3.2, Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title “Consulting Engineers” (or variations thereof) to the firms as set out in C-548-3.2, Appendix A, Section 3.</p> <p>CARRIED</p>   | Complete |

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

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

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| 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 |

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| 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<br/> <b>For: 7</b><br/> V. Banday, C. Chahine, J. Chisholm, R. Fraser, D. Kiguel, L. Notash, G. Wowchuk<br/> <b>Against: 12</b><br/> C. Bellini, C. Chiddle, L. Cutler, S. MacFarlane, P. Mandel, D. Montgomery, G. Nikolov, L. Roberge, S. Schelske, P. Sankar, S. Sung, R. Walker<br/> <b>Abstain: 1</b><br/> 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<br/> <b>For: 12</b><br/> 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<br/> <b>Against: 0</b><br/> <b>Abstain: 3</b><br/> 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 |

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| 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 |

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| 546-2.11 | 08-Apr-22 | Anti-racism and Anti-discrimination Exploratory Working Group (AREWG) Update | <p>1. That Council approves the Anti-racism &amp; Equity (ARE) Code v.1.1. – included in the Council package –and commits PEO to abide by it and ensure that: (i) its final form is prominently posted as an official PEO policy on PEO’s website, and easily accessible by the public and PEO’s licence holders; and (ii) PEO prominently announces to the public before the 2022 AGM that Council has approved the ARE Code.</p> <p>2. That Council tasks the AREWG to: (i) collaborate with PEO’s staff, committees, initiatives, and/or people resources to deal appropriately with the supplementary feedback obtained in the February-March 2022 consultations; and (ii) ensure that it focuses on public policy in Ontario, with a prioritized focus on viewing policy through racial context lenses, and a subsequent focus on viewing policy through gender lenses.</p> <p>3. That Council tasks the AREWG, with the allocation of appropriate people and financial resources, to complete the remaining AREWG Phase 3 steps that Council approved in November 2021 and report the related progress and any recommendations to Council.</p> <p>4. That Council – recognizing Indigenous Peoples’ constitutionally protected right of self-determination – tasks the AREWG with the allocation of appropriate people, finances, resources and time to evaluate PEO’s role in Truth and Reconciliation and accountabilities to answer the Calls to Action through meaningful engagement with Indigenous Peoples, members, and Communities in Ontario; to work towards developing policy approaches led by Indigenous Peoples; and to regularly provide updates to Council throughout the year and to the membership at every AGM. CARRIED</p> | In progress |
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| 546-2.12 | 08-Apr-22 | Process for Filling Councillor Vacancies     | <p>That the process for filling Councillor vacancies be deferred to the next meeting of Council in order to provide a more detailed briefing note that would include issues related to the amount of time remaining in a term. DEFEATED</p> <p>That Council instruct the Governance and Nominating Committee to adopt the following process for recruiting potential candidates for vacant elected positions:</p> <ul style="list-style-type: none"> <li>- Contact the first runner-up from the most recent Council election for the position where the vacancy has arisen to determine if they are interested in serving the unexpired portion of the Council member's term and if so recommend that Council appoint that person at the earliest opportunity; or</li> <li>- In the event the first runner-up for a position declines, contact the next runner-up in the most recent election and, if that person is willing, recommend them for appointment as above; and if that runner-up declines, continue this process in sequence with additional runners-up, as applicable; or</li> <li>- In the event that all runners-up decline, or where there were no runners-up because of an acclamation at the time of the last election, invite expressions of interest from those PEO Members eligible to fill the vacancy, consider candidates and make a recommendation to Council at an appropriate time. and</li> </ul> <p>That Council further instruct the Regulatory Policy and Legislation Committee to consider and make appropriate recommendations to Council with respect to setting out the above process in a regulation or by-law. CARRIED</p> | In progress |
| 546      | 08-Apr-22 | Gender Neutral Language and Gender Pronouns  | <p>That Council directs the CEO/Registrar to develop – for Council's approval – a policy regarding gender-neutral and gender inclusive language, in alignment with current best practices in the public interest, and directs the RPLC to help ensure the most current gender-neutral language is used in all PEO documents. CARRIED</p>  | In progress |
| 546-3.2  | 08-Apr-22 | Consulting Engineer Designation Applications | <ol style="list-style-type: none"> <li>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.</li> <li>2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-546-3.2, Appendix A, Section 2.</li> <li>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</li> </ol>   | Complete    |

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| 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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