



MINUTES

The 573rd MEETING of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was a hybrid meeting held at 40 Sheppard Avenue West, 8th Floor, Toronto, on Friday, November 28, 2025 at 8:30 am.

Present:

(In-Person)

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

Present:

(Virtual)

S. J. Shi, P.Eng., Eastern Region Councillor

Absent:

F. Saghezchi, P.Eng., President

Staff

(In-Person):

J. Quaglietta, P.Eng., CEO/Registrar
D. Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer
A. Dixit, P.Eng., VP, Corporate Operations and Digital Transformation
N. Shah, Senior Director, Finance
M. Solakhyan, Senior Director, Governance
K. Praljak, Director, Communications (to minute 12956)
M. Rusek, Director, Investigations and Prosecutions
C. Sampson, Acting Director, Human Resources
D. Smith, Director, External Relations
J. Vera, P.Eng., Director, Licensing
M. Feres, Manager, Council Operations (Secretariat)



E. Chor, Research Analyst (Secretariat)
G. Pedregosa, Council and Committee Coordinator (Secretariat)
A. Vijayanathan, Lead, Governance Events and Special Projects (Secretariat)

Staff

(Virtual): N. Brown, Director, Tribunals and Legal Counsel
A. Kwiatkowski, Director, Digital Transformation & Information Technology
K. Praljak, Director, Communications (from minute 12957)
J. Schembri, Director, Volunteer Engagement
N. Axworthy, Managing Editor and Communications Specialist
M. Soepiter, Controller, Finance

Guests

(In-Person): A. Arenja, P.Eng., Ontario Director, Engineers Canada
N. Colucci, P.Eng., Ontario Director, Engineers Canada
T. Kirkby, P.Eng., Ontario Director, Engineers Canada
M. Sterling, P.Eng., Ontario Director, Engineers Canada
L. Lukinuk, Parliamentary Services

Guests

(Virtual): C. Chahine, P.Eng., Ontario Director, Engineers Canada
S. Perruzza, CEO, Ontario Society of Professional Engineers (OSPE)

Council convened at 8:32 am on Friday, November 28, 2025.

CALL TO ORDER

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

A moment of silence was observed to honour the 14 women whose lives were taken in the mass killing at Ecole Polytechnique in Montréal on December 6, 1989.

The Chair welcomed Lorraine Fraser and Cosimo Casale Lieutenant-Governor-in-Council appointees since October 2025. Councillors Fraser and Casale thanked the Chair and presented their credentials and experience to Council.

[N. Lwin left the meeting at 8:41 a.m.]

12946 – APPROVAL OF AGENDA

The Chair reviewed the draft agenda.

The following requests were made:

- Remove items 2.3 (Approval of Committee Membership Changes) and 2.6 (Plenary Protocol) from the consent agenda for further discussion.
Remove item 11.6 (Board Culture Review) from the agenda as no further discussion is required.

Moved by Councillor Elshaer, seconded by Councillor MacFarlane:

That Council approves the removal of items 2.3 and 2.6 from the Consent Agenda for individual discussion ; and the removal of item 11.6 from the agenda.

CARRIED



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

Council then voted on the main motion.

Moved by Councillor Panesar, seconded by Councillor Schelske:

That:

- a) the agenda, as presented to the meeting at C-573-1.2, Appendix A as amended be approved; and**
- b) the Chair be authorized to suspend the regular order of business.**

CARRIED
Unanimous consent

<u>For: 26</u>	<u>Against: 0</u>	<u>Abstain: 1</u>	<u>Absent: 2</u>
C. Casale		G. Wowchuk	N. Lwin
C. Chiddle			F. Saghezchi
L. Cutler			
S. Decloux			
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
L. Fraser			
V. Hilborn			
S. A. Khan			
P. Klink			
S. MacFarlane			
P. Mandel			
S. Markel			
A. Mastroianni			
A. Naassan			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
S. Schelske			
U. Senaratne			
P. Shankar			
S. Shi			
S. Sung			
R. Walker			

12947 – DECLARATION OF CONFLICTS OF INTEREST

Councillor Hilborn declared a perceived conflict of interest due to her employment with the Government of Ontario and noted that participation in the meeting is representative of herself and not the councillor’s employer. Councillor Shi declared a conflict related to item 2.2 (Consulting Engineer Designation (CEDC) Applications) and will abstain from voting on that item, noting a working relationship with a person who has an active application to the CEDC.

12948 – CONSENT AGENDA

The Chair reviewed the Consent Agenda.



Moved by Vice President Khan, seconded by Councillor Klink:

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

- 2.1 Open Session Minutes C-572**
- 2.2 Consulting Engineer Designation (CEDC) Applications**
- 2.4 Appointments to Governance Committees**
- 2.5 Councillor Training Protocol for 2026**
- 2.7 2026 Borrowing Resolution**
- 2.8 Regional Councillors Committee (RCC) Report**
- 2.9 30 by 30 Reporting**

CARRIED
Unanimous consent

<u>For: 26</u>	<u>Against: 0</u>	<u>Abstain: 1</u>	<u>Absent: 2</u>
C. Casale		G. Wowchuk	N. Lwin
C. Chiddle			F. Saghezchi
L. Cutler			
S. Decloux			
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
L. Fraser			
V. Hilborn			
S. A. Khan			
P. Klink			
S. MacFarlane			
P. Mandel			
S. Markel			
A. Mastroianni			
A. Naassan			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
S. Schelske			
U. Senaratne			
P. Shankar			
S. Shi			
<i>(abstained on</i>			
<i>2.2)</i>			
S. Sung			
R. Walker			

[N. Lwin re-joined the meeting at 8:49 am]

12949 – APPROVAL OF COMMITTEE MEMBERSHIP CHANGES

The Director of Volunteer Engagement presented the list of committee member changes and reappointments to the statutory and non-statutory committees of PEO. Staff answered questions related to members who are being



cross appointed to both the Registration Committee and the Discipline Committee, noting that members who have experience and skills in adjudicating cases, and have subject matter expertise, will assist in both committees' functions, especially with an anticipated increased workload for both committees in the upcoming year.

Moved by Councillor Klink, seconded by Councillor Roberge:

That Council approves the changes to Committee Membership as presented.

CARRIED
Unanimous consent

For: 27

Against: 0

Abstain: 1

Absent: 1

C. Casale

G. Wowchuk

F. Saghezchi

C. Chiddle

L. Cutler

S. Decloux

A. Dryland

S. H. Ehtemam

A. Elshaer

L. Fraser

V. Hilborn

S. A. Khan

P. Klink

N. Lwin

S. MacFarlane

P. Mandel

S. Markel

A. Mastroianni

A. Naassan

L. Notash

R. Panesar

R. Prudhomme

L. Roberge

S. Schelske

U. Senaratne

P. Shankar

S. Shi

S. Sung

R. Walker

12950 – PLENARY PROTOCOL

Staff answered questions on the role of the President-elect and Past President as part of consultation in convening a plenary session. As part of the proposed protocol, the Council Chair may convene a plenary consultation with the CEO/Registrar and any pertinent committee chair, as appropriate. It was noted that the President-elect and Past President can provide feedback to the Council Chair on the need for a plenary to be convened and that the proposed protocol provides flexibility for members of the Executive, committee chairs, and councillors to work with the Council Chair in convening appropriate plenary sessions.

Moved by Councillor Chiddle, seconded by Councillor MacFarlane:



That Council approves the Plenary Protocol as presented in C-573-2.6, Appendix A.

CARRIED
Unanimous consent

For: 26

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

Against: 0

Abstain: 2

C. Chiddle
G. Wowchuk

Absent: 1

F. Saghezchi

12951 – PRESIDENT’S REPORT

The Chair presented a report, noting a sharing of duties with the President, including attendance at a licensing ceremony in Etobicoke and gathering Chapter feedback on the improvement of communications between Chapters and PEO headquarters.

12952 – CEO/REGISTRAR’S REPORT

CEO/Registrar Quaglietta provided highlights from the CEO/Registrar’s Report, noting that the adopted 2026-2030 strategic plan will be published on the PEO website. An update of the Governance Scorecard noted that all objectives are currently on track except for the 30 x 30 goal. However, more positively, during a recent 22-month period PEO has licensed over 5,000 women to the profession, a historic high for the organization.

An update was also provided on labour mobility and it was noted that transfer applications have shortened and decisions are being made in compliance with the 10-business day timeline stipulated in the regulations made under the *Ontario Labour Mobility Act*.

[S. Shi left the meeting at 9:15 am]



The CEO/Registrar answered questions related to legacy applicants and FARPACTA inventory management to prioritize further resources to lower the outstanding number of applicants as quickly as possible. There were also questions related to the PEAK program and the number of current suspensions, warnings, and compliance rates.

Other key data points and updates on areas of the business are summarized below:

- Status of operational plan and projects/initiatives
- pre-licensing outreach data
- remissions and resignations
- customer service metrics and inquiry resolutions
- revenue and expenses for the nine months ending September 30, 2025

12953 – 2026 FINAL BUDGETS

The Audit and Finance Committee (AFC) Chair presented the final draft of PEO’s 2026 budget, consisting of the operating, capital, and strategic plan budgets. It was noted that the budget was presented at Council’s September meeting for review and feedback.

Members of the AFC and staff answered questions from councillors related to the projected deficit; membership fees and potential increases to at least keep up with inflationary pressures; investment in cybersecurity and the use of A.I. to improve operational costs; a breakdown of the costs of the EIT 2.0 project; and increased costs for CPD.

[S. Shi re-joined the meeting at 9:45 am]

Moved by Councillor Cutler, seconded by Councillor Mandel:

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.

CARRIED
Unanimous consent

For: 26

- C. Casale
- C. Chiddle
- L. Cutler
- S. Decloux
- A. Dryland
- S. H. Ehtemam
- A. Elshaer
- L. Fraser
- V. Hilborn
- S. A. Khan
- P. Klink
- N. Lwin
- S. MacFarlane
- P. Mandel
- S. Markel
- A. Mastroianni
- A. Naassan
- R. Panesar

Against: 0

Abstain: 2

- L. Notash
- G. Wowchuk

Absent: 1

- F. Saghezchi



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

[G. Mastroianni left the meeting at 9:54 am]

12954 – ANTI-WORKPLACE VIOLENCE, HARASSMENT, AND DISCRIMINATION POLICY

The Governance and Nominating Committee (GNC) Chair presented an updated Anti-Workplace Violence, Harassment and Discrimination Policy that enhances its accessibility, usability, clarity, and equity. The updates proposed also align the policy with legislative changes which have taken effect since the policy was last approved.

Moved by Councillor MacFarlane, seconded by Councillor Klink:

That Council approves the updates to the Anti-Workplace Violence, Harassment and Discrimination Policy set out at C-573-5.1, Appendix A.

CARRIED
Unanimous consent

For: 26

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

Against: 0

Abstain: 1

- G. Wowchuk

Absent: 2

- A. Mastroianni
- F. Saghezchi



R. Walker

12955 – GNC SUMMARY REPORT

The GNC Chair informed Council that the committee intends to develop formal protocols, including on internal communication, before the end of this Council term. This need emerged during the November 27, 2025 plenary session.

[G. Mastroianni re-joined the meeting at 10:00 am]

Staff confirmed that there is capacity to develop the protocols during the 2025-2026 term. While no formal vote was proposed, Council expressed general agreement that the GNC should develop protocols to support clear and consistent communication.

12956 – GOVERNMENT LIAISON PROGRAM: NEXT STEPS

The GNC Chair presented a recommendation to centralize and reform the Government Liaison Program to increase accountability and reporting requirements for participants. It was noted that members of the committee and volunteers who participate in the Government Liaison Program were consulted throughout 2025 at the Volunteer Symposium regarding a centralized approach to the GLP to ensure alignment, consistency and accountability while engaging the current GLP representatives throughout the process.

Staff answered questions related to the external advisors, Wellington Advocacy, and their experience in working with regulators and the government and how they will ensure the GLP will clearly identify the roles and responsibilities between Wellington staff, and volunteers to improve PEO’s government relations. In particular, it was noted that clarity is needed regarding the role of the Ontario Society of Professional Engineers (OSPE) as part of implementation of the new program.

Moved by Councillor MacFarlane, seconded by Councillor Senaratne:

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.

CARRIED
Unanimous consent

- | | | | |
|-----------------------|--------------------------|--------------------------|-------------------------|
| <u>For: 25</u> | <u>Against: 0</u> | <u>Abstain: 3</u> | <u>Absent: 1</u> |
| C. Casale | | S. A. Khan | F. Saghezchi |
| C. Chiddle | | R. Panesar | |
| L. Cutler | | G. Wowchuk | |
| S. Decloux | | | |
| A. Dryland | | | |
| S. H. Ehtemam | | | |
| A. Elshaer | | | |
| L. Fraser | | | |
| V. Hilborn | | | |
| P. Klink | | | |
| N. Lwin | | | |
| S. MacFarlane | | | |
| P. Mandel | | | |
| S. Markel | | | |
| A. Mastroianni | | | |



- A. Naassan
- L. Notash
- R. Prudhomme
- L. Roberge
- S. Schelske
- U. Senaratne
- P. Shankar
- S. Shi
- S. Sung
- R. Walker

12957 – CEO/REGISTRAR GOALS FOR 2026

The Human Resources and Compensation Committee (HRCC) Chair presented the proposed 2026 CEO/Registrar performance goals which are tied to Strategic Planning process and PEO’s strategy. The Chair noted that an initial draft of the goals was reviewed in September 2025 and the committee provided feedback and additional comments; and after the next review in early November 2025, the committee unanimously recommended the goals for Council approval.

The CEO/Registrar outlined how HRCC selected the 2026 goals using the 2026-2030 strategic plan, and presented three pillars related to the strategic summary with key activities and goals that HRCC will use for the CEO/Registrar’s mid-year and annual performance evaluations:

1. **Model Excellence in regulating the practice of engineering and governing the engineering profession in order that the public may be served and protected** – which includes a comprehensive review of the Professional Engineers Act Roadmap, and the development of the Continuing Professional Development (CPD) program 2.0.
2. **Enhance governance structures to champion effective leadership and decision-making to deliver on PEO’s statutory mandate** – which includes an evaluation on the development of the new Engineering in Training (EIT) 2.0 program.
3. **Nurture a high-performing organization through its people, processes, and systems** – which includes two goals: i) Customer Service Model Enhancements that will continue to meet the needs of future and current members; and ii) improving Organizational Culture which evaluates staff to ensure PEO staff are engaged in their work, understand their purpose, and will provide feedback through staff engagement surveys.

The CEO/Registrar also raised that activities that are related to the 2026-2030 strategic plan that are not part of the CEO/Registrar goals will still be reported through one of the five CEO/Registrar reports that Council receives at every Council meeting.

The CEO/Registrar thanked the HRCC and the external HR advisor who helped in guiding the draft 2026 CEO/Registrar goals and developing the evaluation process.

Moved by Councillor Roberge, seconded by Councillor Dryland:

That Council approve the CEO/Registrar 2026 Goals as presented to the meeting at C-573-6.1, Appendix A.

CARRIED

Unanimous consent

For: 27 Against: 0 Abstain: 1 Absent: 1



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

12958 – TIME-BASED EXPERIENCE REVIEW

The Regulatory Policy and Legislation Committee (RPLC) Chair presented a report of the review of the time-based experience requirements for those seeking P.Eng. licensure and the associated policy direction.

The report outlined the findings of the review, considered options for maintaining or changing the requirement, and offered a recommendation for consideration by Council that the following policy changes be made to Regulation 941 in order to require that candidates for licensure complete both a minimum of 24 months of experience and complete a competency-based assessment (CBA) as conditions for licensure (all other conditions for licensure, such as the academic requirement, NPPE, good character, remain unchanged):

- Changing the requirement for 48 months of experience to 24 months of experience, to be acquired after the applicant has acquired their degree or equivalent education qualifications are obtained.
- Adding an explicit, additional requirement that candidates for licensure successfully complete a CBA as the mechanism for determining that a candidate for licensure has sufficient experience to enable them to meet the generally accepted standards of practical skill required to engage in the practice of professional engineering.

Staff answered questions related to the proposed regulatory language for discussion with the Ministry of the Attorney General; as well as the advantages and risks of reducing the time-based experience requirement.



Moved by Councillor Hilborn, seconded by Councillor Elshaer:

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*.

CARRIED
2/3 majority required

For: 24

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

Against: 1

P. Shankar

Abstain: 3

V. Hilborn
R. Panesar
G. Wowchuk

Absent: 1

F. Saghezchi

12959 – FITNESS TO PRACTISE PROGRAM

The RPLC Chair introduced two motions to endorse the establishment of a formal Fitness to Practise program specifically to address practitioner incapacity and public protection. Even with Council’s approval, the timeline for implementation of this proposal is uncertain, as establishing the program will require changes to the *Professional Engineers Act*, which is within the purview of the provincial government.

The Chief Legal Officer answered questions related to legal and health support for practitioners going through the Fitness to Practise process noting that these supports and associated costs will be considered as part of the development of the program.

Moved by Councillor Hilborn, seconded by Councillor Chiddle:

That Council endorses the establishment of the Fitness to Practise program detailed at Appendix A.

CARRIED
Unanimous consent



<u>For: 27</u>	<u>Against: 0</u>	<u>Abstain: 1</u>	<u>Absent: 1</u>
C. Casale		G. Wowchuk	F. Saghezchi
C. Chiddle			
L. Cutler			
S. Decloux			
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
L. Fraser			
V. Hilborn			
S. A. Khan			
P. Klink			
N. Lwin			
S. MacFarlane			
P. Mandel			
S. Markel			
A. Mastroianni			
A. Naassan			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
S. Schelske			
U. Senaratne			
P. Shankar			
S. Shi			
S. Sung			
R. Walker			

Moved by Councillor Hilborn, seconded by Council Chiddle:

That Council directs staff to work with the Ministry of the Attorney General to prepare changes to the Professional Engineers Act and regulations as set out at Appendix B to implement Council’s policy direction for a Fitness to Practise program.

CARRIED
Unanimous consent
2/3 majority required

<u>For: 26</u>	<u>Against: 0</u>	<u>Abstain: 2</u>	<u>Absent: 1</u>
C. Casale		V. Hilborn	F. Saghezchi
C. Chiddle		G. Wowchuk	
L. Cutler			
S. Decloux			
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
L. Fraser			
S. A. Khan			
P. Klink			



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

12960 – REVIEW OF CPD PROGRAM: FINDINGS AND THEMES

Council received a report summarizing the key findings and common themes identified thus far through stakeholder consultations on the Continuing Professional Development (CPD) program review. Over the past two months staff have conducted 17 focus groups, with nearly 2,000 engineers and licence holders and substantive engagements have been made to review the CPD. Most respondents are largely supportive of the current CPD program.

12961 – TRIBUNAL ACTIVITY REPORT

No discussion of this item took place.

[N. Brown left the meeting at 11:36 am]

12962 – ENGINEERS CANADA DIRECTORS REPORT

Marisa Sterling, Ontario Director, presented the Engineer Canada (EC) Directors Report, providing updates on accrediting engineering students from abroad; improvements with the accreditation process; Canada's submission for the International Engineering Alliance, which is up for renewal in 2026; and the Pathways to Engineering program promoting the engineering profession to young Canadians.

Questions were answered relating to the future of engineering and artificial intelligence; potential reductions of international students through government policy and its effect on applications to engineering programs; and further clarification to include "inspecting", "observing", and reviewing" as part of defining the practice of engineering. The CEO/Registrar added that PEO will be working with Engineers Canada and other regulators as part of national harmonization to better align the practice of the engineering definition in the licensure process.

12963 – COUNCILLOR QUESTIONS

Councillor Hilborn thanked Council and staff for their hard work in preparing and contributing complex and detailed briefing notes for Council's decisions.



12964 – APPOINTMENT OF INTERIM DEPUTY REGISTRAR

The following in camera decision from the November 28, 2025 Council meeting was moved into open session.

Moved by Vice President Khan, seconded by Councillor Klink:

That Council formally confirms the removal of Americo Viola, P.Eng., as Deputy Registrar, and appoints José Vera, P.Eng., as interim Deputy Registrar effective November 28, 2025 until such time as Council appoints a permanent Deputy Registrar; and

That, if Mr. Vera is appointed, this decision be moved out of in camera into open session and recorded in the public minutes.

CARRIED
Unanimous consent

For: 24

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

Against: 0

Abstain: 1

- G. Wowchuk

Absent: 4

- C. Chiddle
- S. MacFarlane
- S. Markel
- F. Saghezchi

12965 – 2026 ORDER OF HONOUR INDUCTEES

The following is an in camera decision from the November 28, 2025 Council meeting. As of December 1, 2025, all Order of Honour recipients acknowledged acceptance of this recognition and the information can now be shared publicly.

Moved by Councillor Lwin, seconded by Councillor Roberge:

That Council approve the list of inductees into the Professional Engineers Ontario 2026 Order of Honour as recommended by the Order of Honour Selection Committee and as presented prior to the meeting at C-573-11.2, Appendix A.



CARRIED
Unanimous consent

<u>For: 27</u>	<u>Against: 0</u>	<u>Abstain: 1</u>	<u>Absent: 1</u>
C. Casale		G. Wowchuk	F. Saghezchi
C. Chiddle			
L. Cutler			
S. Decloux			
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
L. Fraser			
V. Hilborn			
S. A. Khan			
P. Klink			
N. Lwin			
S. MacFarlane			
P. Mandel			
S. Markel			
A. Mastroianni			
A. Naassan			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
S. Schelske			
U. Senaratne			
P. Shankar			
S. Shi			
S. Sung			
R. Walker			

12966 – MOTION TO MOVE IN CAMERA

Moved by Councillor Mandel, seconded by Councillor Schelske:

That Council move in camera at 11:57 am.

CARRIED
Unanimous consent

<u>For: 27</u>	<u>Against: 0</u>	<u>Abstain: 1</u>	<u>Absent: 1</u>
C. Casale		G. Wowchuk	F. Saghezchi
C. Chiddle			
L. Cutler			
S. Decloux			
A. Dryland			
S. H. Ehtemam			
A. Elshaer			
L. Fraser			
V. Hilborn			
S. A. Khan			



P. Klink
N. Lwin
S. MacFarlane
P. Mandel
S. Markel
A. Mastroianni
A. Naassan
L. Notash
R. Panesar
R. Prudhomme
L. Roberge
S. Schelske
U. Senaratne
P. Shankar
S. Shi
S. Sung
R. Walker

[The following individuals left the meeting at 11:57 am: C. Chiddle; S. MacFarlane; S. Markel; and all guests, except L. Lukinuk].

There being no further business, the meeting concluded at approximately 4:40 pm. These minutes consist of 17 pages and minutes 12946 to 12966 inclusive.

“Gregory P. Wowchuk”

Gregory P. Wowchuk, P.Eng., Chair