

MINUTES

The 575th MEETING of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was a hybrid meeting held at 40 Sheppard Avenue West, 8th Floor, Toronto, on Friday, February 20, 2026 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. 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
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. Naassan, P.Eng., Lieutenant Governor-in-Council Appointee
R. Panesar, P.Eng., West Central Region Councillor
L. Roberge, P.Eng., Northern Region Councillor
S. Schelske, P.Eng., Lieutenant Governor-in-Council Appointee
U. Senaratne, P.Eng., Lieutenant Governor-in-Council Appointee
S. J. Shi, P.Eng., Eastern Region Councillor
S. Sung, Lieutenant Governor-in-Council Appointee

Present: A. Dryland, CET, Lieutenant Governor-in-Council Appointee
(Virtual) H. Ehtemam, P.Eng., East Central Region Councillor
N. Lwin, P.Eng., East Central Region Councillor
R. Prudhomme, P.Eng., Lieutenant Governor-in-Council Appointee
P. Shankar, P.Eng., West Central 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
M. Rusek, Director, Investigations and Prosecutions
C. Sampson, Acting Director, Human Resources
J. Schembri, Director, Volunteer Engagement
D. Smith, Director, External Relations



J. Vera, P.Eng., Director, Licensing
M. Feres, Manager, Council Operations (Secretariat)
E. Chor, Research Analyst (Secretariat)
A. Anowar, Council and Committee Coordinator (Secretariat)
G. Pedregosa, Council and Committee Coordinator (Secretariat)

Staff

(Virtual): N. Brown, Director, Tribunals and Legal Counsel
P. Habas, Director, Program Management Office
A. Kwiatkowski, Director, Digital Transformation & Information Technology
N. Axworthy, Managing Editor and Communications Specialist
A. Vijayanathan, Lead, Governance Events and Special Projects (Secretariat)

Guests

(In-Person): A. Arenja, P.Eng., Ontario Director, Engineers Canada
C. Bellini, P.Eng., Chair, Governance Review Task Force, Engineers Canada
T. Kirkby, P.Eng., Ontario Director, Engineers Canada
L. Lukinuk, Parliamentary Services
S. Perruzza, CEO, Ontario Society of Professional Engineers (OSPE)
P. Rizcallah, CEO, Engineers Canada
M. Sterling, P.Eng., Ontario Director, Engineers Canada

Guests

(Virtual): C. Chahine, P.Eng., Ontario Director, Engineers Canada
N. Colucci, P.Eng., Ontario Director, Engineers Canada

Council convened at 8:30 am on Friday, February 20, 2026.

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.

The Chair announced the passing of David Kiguel, P.Eng., FEC, highlighting his service in various volunteer capacities at PEO for over 20 years, including Council and the Experience Requirements Committee. On behalf of PEO, the Chair expressed condolences to Mr. Kiguel's family and friends.

12981 – APPROVAL OF AGENDA

The Chair reviewed the draft agenda.

Moved by Vice President Walker, seconded by Councillor Elshaer:

That:

- a) the agenda, as presented to the meeting at C-575-1.2, Appendix A be approved as presented; and
- b) the Chair be authorized to suspend the regular order of business.

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
R. Walker

Against: 0

Abstain: 1

G. Wowchuk

Absent: 1

F. Saghezchi

12982 – DECLARATION OF CONFLICTS OF INTEREST

No conflicts of interest were declared.

12983 – CONSENT AGENDA

The Chair reviewed the Consent Agenda.

Moved by Councillor MacFarlane, seconded by Councillor Schelske:

That the Consent Agenda be approved, consisting of:

2.1 Open Session Minutes C-573 and C-574

2.2a Approval of Committee Chairs

2.2b Committee Membership Changes

2.3 Regional Councillors Committee (RCC) Report

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

Against: 0**Abstain: 1**

G. Wowchuk

Absent: 1

F. Saghezchi

12984 – PRESIDENT’S REPORT

The Chair noted a sharing of duties with the President and reported that since the last report to Council, he has attended several events on PEO’s behalf including a panel discussion related to the public consultation on Toronto- Quebec City High Speed Rail Network project; and the Annual General Meeting and licensing ceremonies of Brampton and Lake Ontario Chapters.

12985 – CEO/REGISTRAR’S REPORT

The CEO/Registrar highlighted that PEO was recognized as one of Greater Toronto’s Top Employers and acknowledged staff for their contributions to this achievement. A summary was provided of several speaking engagements and conferences. The CEO/Registrar further reported on the addition of a new reporting column to track the status and timelines of operational plans and initiatives and provided an update on the Governance Scorecard KPIs.

The CEO/Registrar answered questions related to mobility project timelines, statistics on prospective applicants, measures taken to address volumes increased Notice of Proposals, roles of complaints and discipline committees, and the recent public confidence study. There were also questions related to the EIT 2.0 program and volunteer engagement with chapters.

12986 – ANNUAL REVIEW OF THE GOVERNANCE SCORECARD

The Governance and Nominating Committee (GNC) Chair presented the annual review of the governance scorecard with a recommendation to remove two indicators and add two more indicators:

Remove

- (i) Updated Standards and Guidelines Indicator
- (ii) 30 by 30 Licensure Rate Indicator

Add

- (i) Licensed Practice Complaint Resolution Time within Target Indicator
- (ii) Unlicensed Practice Enforcement Resolution Time with Target-Reduced Cases Indicator.

Staff answered various questions related to the recommendation to remove the Standards and Guidelines indicator, mandatory CPD compliance rate, and additional resources. Staff further noted that the Standards and Guidelines will continue to be reported through the Regulatory Policy and Legislation Committee (RPLC) while the 30 by 30 Licensure Rate Indicator will be captured in the CEO/Registrar's report.

Moved by Councillor MacFarlane, seconded by Vice President Khan:

That Council accepts the proposed changes to the indicators reported to Council in the PEO Corporate Strategic Scorecard as presented at C-575-4.1, 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. Naassan
L. Notash
R. Panesar
R. Prudhomme
L. Roberge
S. Schelske
U. Senaratne
P. Shankar

Against: 0**Abstain: 1**

G. Wowchuk

Absent: 1

F. Saghezchi



S. Shi
S. Sung
R. Walker

12987 – NOMINATION PROCESS FOR PEO APPOINTMENTS TO ENGINEERS CANADA COMMITTEES

The GNC Chair presented the nomination process for PEO appointments to the committees of Engineers Canada (EC) including the Canadian Engineering Accreditation Board (CEAB) and the Canadian Engineering Qualifications Board (CEQB).

Staff responded to questions regarding Council’s role and oversight in the nomination process, noting that Engineers Canada retains final authority over appointments and that its competency matrix can guide Council when proposing PEO candidates to EC committees.

Moved by Councillor MacFarlane, seconded by Councillor Klink:

That Council approves the *Nomination Process for Appointments to Engineers Canada Committees* as presented at C-575-4.2, Appendix A.

CARRIED
Unanimous consent

<u>For: 26</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. Naassan			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
S. Schelske			
U. Senaratne			
P. Shankar			
S. Shi			
S. Sung			
R. Walker			



12988 – 2026 ANNUAL GENERAL MEETING: MEMBER SUBMISSIONS GUIDE

The GNC Chair presented the proposed revised Member Submissions Guide for the upcoming Annual General Meeting (AGM).

Moved by Councillor MacFarlane, seconded by Councillor Chiddle:

That Council approves the revised “Guide for Member Submissions at the Annual General Meeting” as presented at C-575-4.3, Appendix A.

CARRIED
Unanimous consent

For: 26

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

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A. Naassan

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R. Panesar

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L. Roberge

S. Schelske

U. Senaratne

P. Shankar

S. Shi

S. Sung

R. Walker

12989 – TRIBUNAL ACTIVITY REPORT

No discussion of this item took place.

12990 – NOMINATION OF PEO REPRESENTATIVE FOR APPOINTMENT TO ENGINEERS CANADA BOARD OF DIRECTORS

The term of one Ontario representative on the Engineers Canada (EC) Board of Director expires at EC’s Annual Meeting of Members in May 2026. Council has been asked to nominate one (1) PEO representative to the Board

of Directors in accordance with the *Expectations and Process to Nominate PEO Representative for Appointment to Engineers Canada Board of Directors*.

On January 16, 2026, a Call for Nominations was issued to eligible current members of Council, recent past Councillors, and Engineers Canada Directors. Eligible candidates were invited to submit their names for nomination by February 2, 2026. Listed below, in alphabetical order, are the individuals who submitted their names and met the requirements for nomination:

1. Lorne Cutler
2. Vicki Hilborn
3. Tim Kirkby
4. Paula Klink
5. Pappur Shankar

Councillor Hilborn withdrew her candidacy, leaving the remaining candidates for the nomination of PEO representatives for EC Board of Directors as:

1. Lorne Cutler
2. Tim Kirkby
3. Paula Klink
4. Pappur Shankar

Each of the four candidates was invited to speak to their candidacy. Following candidates' remarks, the candidates and guests were placed in the virtual waiting room to ensure only those councillors eligible to vote remained in the virtual meeting room. Voting by secret ballot on the Zoom platform was then held.

At the conclusion of the first round, it was announced that the top two candidates were Lorne Cutler and Paula Klink. The Chair announced a run-off between the top two candidates. Pappur Shankar was re-admitted to the virtual meeting room to vote. At the conclusion of the second round of secret ballot voting, Lorne Cutler was announced as the successful candidate, having received a majority of the votes cast.

[A. Khan left the meeting at 10:12 am]

Council ratified the nomination for PEO representative for EC Board of Directors.

Moved by Councillor Klink, seconded by Councillor Shi:

That Lorne Cutler, P.Eng., be nominated as PEO Director to the Engineers Canada Board of Directors for a three-year term effective as of the 2026 Engineers Canada Annual Meeting of Members.

CARRIED
Unanimous consent

For: 25

C. Casale
C. Chiddle
L. Cutler
S. Decloux
A. Dryland
S. H. Ehtemam

Against: 0

Abstain: 1

G. Wowchuk

Absent: 2

S.A. Khan
F. Saghezchi

A. Elshaer
L. Fraser
V. Hilborn
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
R. Walker

[N. Brown left the meeting at 10:15 am]

12991 – REGIONAL COUNCILLORS COMMITTEE (RCC): CHAPTER BYLAW

The Regional Councillors Committee (RCC) Chair presented a proposal for Council to direct the CEO/Registrar to evaluate the existing Chapter bylaws to ensure that it aligns with the Chapter Manual. It was noted that each Chapter maintains their own bylaws and that they may differ from one another and not be fully aligned with the Chapter Manual which is the primary, up-to-date framework governing Chapter operations.

Staff answered queries related to the Chapter Manual and existing Chapter Bylaws.

Moved by Councillor Chiddle, seconded by Councillor MacFarlane:

That Council direct the CEO/Registrar to undertake an evaluation of the Chapter bylaws and present recommendations to Council no later than the October 2026 Council meeting.

CARRIED
Unanimous consent

For: 25

C. Casale
C. Chiddle
L. Cutler
S. Decloux
A. Dryland
S. H. Ehtemam
A. Elshaer
L. Fraser
V. Hilborn
P. Klink

Against: 0

Abstain: 1

G. Wowchuk

Absent: 2

S.A. Khan
F. Saghezchi



N. Lwin
S. MacFarlane
P. Mandel
S. Markel
A. Naassan
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12992 – ENGINEERS CANADA (EC) MATTERS

EC DIRECTORS REPORT

C. Chahine, Engineers Canada Director, noted that the EC Board will meet on February 27, 2026, and will provide an update at the next PEO Council meeting.

EC GOVERNANCE REVIEW UPDATE

C. Bellini, Chair, Governance Review Task force and P. Rizcallah, CEO from Engineers Canada presented an update on the organization's current governance review project. Bellini noted the review is following a process of three (3) rounds engaging with members at all stages. The review is currently in Round 2, during which an external consultant has been engaged to gather member input. Based on feedback from both Rounds 1 and 2, a virtual workshop has been scheduled for member representatives to further examine the consultant's recommendations. Members of Council were invited to attend the workshop.

[A. Khan re-joined the meeting at 10:55 am]

C. Bellini answered various questions related to recommended and current board size, weighted votes, competency models for board members, and finance related matters of Engineers Canada.

12993 – COUNCILLOR QUESTIONS: DEFINITION OF PROFESSIONAL MISCONDUCT

President-elect Notash reported that the definition of "professional misconduct" in Regulation 941 is being amended to include failing to cooperate in a PEO investigation and failing to provide requested information in a complete, accurate, and timely manner. In the councillor submission, it was emphasised there should be clarity or development of policies to outline the regulator's responsibilities in ensuring natural justice and procedural fairness, including the need for clear communication with licence holders and potential access to legal guidance when investigative requests carry significant implications.

In response to questions, several areas were addressed, including:



- if an individual is accused of not properly cooperating with a PEO investigation, and who is subsequently subjected to an improper investigation or malicious prosecution by PEO, they may seek an order requiring PEO to reimburse their costs.
- no other regulators provide such assistance, with some offering insurance coverage related to legal costs.

Staff also answered questions related to criminal proceedings versus professional misconduct and workplace harassment.

The Chair noted that there is no formal motion attached to the councillor submission and recommended that further discussions take place at the committee level.

12994 – COUNCILLOR RECOGNITION

The Chair presented Councillor Ahmed Elshaer with a pin in recognition of five years of service as a volunteer at PEO; and also presented Councillor Lorraine Fraser with a Fellow of Engineers Canada (FEC) certificate and pin in recognition of ten years of service as a volunteer at PEO.

12995 – MOTION TO MOVE IN CAMERA

Moved by Councillor Chiddle, seconded by Councillor Shi:

That Council move in camera at 11:33 am.

**CARRIED
Unanimous consent**

<u>For: 26</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			
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A. Naassan			
L. Notash			
R. Panesar			
R. Prudhomme			
L. Roberge			
S. Schelske			
U. Senaratne			



P. Shankar
S. Shi
S. Sung
R. Walker

[The following attendees left the meeting at 11:33 am: all guests and observers (except L. Lukinuk); and PEO staff N. Axworthy, P. Habas, A. Kwiatkowski, K. Praljak, C. Sampson, and D. Smith].

There being no further business, the meeting concluded at approximately 5:20 pm. These minutes consist of 12 pages and minutes 12981 to 12995 inclusive.

“Gregory P. Wowchuk”

Gregory P. Wowchuk, P.Eng., Chair