



# Minutes

The 25<sup>th</sup> Meeting of the **AUDIT AND FINANCE COMMITTEE (AFC)** of **PROFESSIONAL ENGINEERS ONTARIO** was held in the Virtual format via **ZOOM** Videoconference on **Wednesday, March 18, 2026 at 1:00 pm**

**Present:** Lorne Cutler, P.Eng., MBA, Committee Chair, Lieutenant Governor-in-Council Appointee  
Greg Wowchuk, P.Eng., Past President (ex officio)  
Randy Walker, P.Eng., Vice President (appointed) and Councillor-at-Large  
Paul Mandel, MBA, CPA, CA, CBV, CFF, Lieutenant Governor-in-Council Appointee  
Susan J. Shi, P.Eng., Eastern Region Councillor  
Sherlock Sung, B.A.Sc., Lieutenant Governor-in-Council Appointee

**Regrets:** Leila Notash, P.Eng., President-elect (ex officio)

**Staff:** Arun Dixit, P.Eng., VP, Digital Transformation & Corporate Operations  
Nikesh Shah, Senior Director, Finance  
Marina Solakhyan, Senior Director, Governance  
Avril Kwiatkowski, Director, Digital Transformation and Information Technology  
Youssef Jaber, Controller & Senior Manager, Finance  
Grace Groves, Manager, Facilities & Office Services  
Meg Feres, Manager, Council Operations  
Antora Anowar, Council & Committee Coordinator  
Graham Pedregosa, Council & Committee Coordinator

**Guest:** Steve Stewart, Partner and Auditor, Deloitte

**Observer:** Lorraine Fraser, P.Eng., Lieutenant Governor-in-Council Appointee

---

## Call to Order

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

## Approval of Agenda

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

- To remove item 4.5 *“Engineers Canada 2028 Per Capita Assessment Fee”* from the consent agenda for individual discussion.
- To add item *“Expense Request”* to the in camera portion of the meeting.

Moved by Councillor Mandel, seconded by Councillor Shi:

**That the agenda for the March 18, 2026 Audit and Finance Committee meeting be approved as amended.**

**CARRIED**

## **Conflicts of Interest**

The Chair declared a potential conflict of interest and therefore will not be participating in discussions related to the item “*Engineers Canada 2028 Per Capita Assessment Fee*”.

S. Sung declared a perceived conflict of interest with respect to item 4.4, “Update on Investment Pooled Funds” and will not participate in any discussion of that item.

## **Consent Agenda: Previous Minutes**

Moved by Councillor Mandel, seconded by Past President Wowchuk:

**That the open session minutes of the Audit and Finance Committee meeting held on November 5, 2025, accurately reflect the business transacted at that meeting, as presented.**

**CARRIED**

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

No discussion of this item took place.

## **Consent Agenda: Update on Pension Plan**

No discussion of this item took place.

## **Consent Agenda: Update on Investment Pooled Funds**

No discussion of this item took place.

## **Engineers Canada 2028 Per Capita Assessment Fee**

The committee reviewed the Engineers Canada (EC) 2028 Per Capita Assessment Fee (PCAF). On December 8, 2025 the EC Board agreed to recommend to the provincial and territorial members that the 2028 PCAF would be \$12 per registrant, an increase from \$11 per registrant in 2027. Council is required to direct PEO’s Member Representative (President or his designate) at the 2026 Engineers Canada Annual Meeting of Members taking place on May 23, 2026 to vote on the 2028 Per Capita Assessment Fee increase approved by the Engineers Canada Board.

Moved by Councillor Mandel, seconded by Vice President Walker:

**That AFC recommends to Councils direct PEO’s Member Representative at the 2026 Engineers Canada Annual Meeting of Members to vote in favour regarding the approval of the 2028 Per Capita Assessment Fee increase and approved by the Engineers Canada Board on December 8, 2025.**

**CARRIED**

**(Abstain: Cutler)**

## **2025 Audited Financial Statements**

Staff presented highlights of the 2025 year-end financial results, noting that the highlights in Appendix A reflect the actual results in comparison to the Council approved budget.

Staff highlighted the following:

- PEO’s 2025 revenue totalled \$38.9 million, exceeding the approved budget by \$1.2 million, primarily due to higher investment income, increased examination and regulatory revenues, and improved building occupancy.

- The total expenses for the year were \$38.0 million, which was slightly below budget, reflecting savings in technology costs and underspending on special projects and strategic initiatives, partially offset by higher staff-related and examination-related cost.
- As of December 31, 2025, PEO ended the year with a \$1.0 million surplus of revenues over expenses, which was \$1.4 million dollars better than planned.
- A new “Council Expenses” line was introduced in 2025 to reclassify Council and statutory related costs. It was noted that 2024 figures were reclassified for consistency.
- A \$25,000 variance threshold is used for detailed committee review, while a \$100,000 threshold is proposed for reporting to Council.

Staff addressed questions on legal costs and advised that the higher costs were offset by revenue generated.

### **Presentation of 2025 Audit Report and 2025 Audited Financial Statements by Auditor**

The committee received a presentation of the 2025 Audit Report by the auditor from Deloitte who provided an overview of the audit scope and terms of engagement; significant audit risks; other audit risks and significant events; significant accounting practices, judgements, and estimates; and communication requirements and other reportable matters. It was also noted that the financial statements were prepared in accordance with the accounting standards for NPO’s (Not-for-Profit Organizations) for the year ending December 31, 2025 and audited in accordance with Canadian Generally Accepted Auditing Standards (GAAS).

S. Stewart confirmed that Deloitte has reported no material issues or concerns and would be issuing an unmodified audit opinion for 2025 after the completion of a few pending items which are listed in the audit report.

The committee reviewed aspects of the draft audited financial statements and suggested to the auditor to highlight that PEO demonstrated favorable outcomes in all risk categories.

Staff and S. Stewart answered various queries relating to the draft audited financial statements on legacy employee pension plans and liabilities, expense reimbursement policy, and materiality thresholds.

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

Moved by Councillor Sung, seconded by Councillor Shi:

**That the committee move in camera at 2:06 pm.**

**CARRIED**

[All staff left the meeting at 2:06 pm]

### **In Camera Session**

The committee met in camera with the auditor.

[S. Stewart left, and all staff returned to the meeting at 2:29 pm]

### **Recommendation to Council on 2025 Audited Financial Statements**

Members of the committee expressed support for presenting the draft audited financial statements to Council for approval.

Moved by Councillor Mandel, seconded Councillor Sung:

**That the AFC recommends to Council that:**

- a) the draft annual audit results report by Deloitte (Appendix A), and the draft annual audited financial statements for the year ended December 31, 2025 (Appendix B and C), be approved; and**
- b) the Council Chair and President-elect be authorized to sign the audited financial statements on Council's behalf, if required.**

**CARRIED**

[G. Pedregosa left the meeting at 2:35 pm]

### **Auditor for the Fiscal Year 2026**

Staff informed the committee that Deloitte was re-appointed as PEO's auditor after a tendering process in 2021 for a five-year term from 2022 to 2026 (both years inclusive), with the appointment to be confirmed/approved each year.

As part of this agreement, the AFC is being requested to recommend to Council the appointment of Deloitte LLP as PEO's auditor for the financial year 2026.

It was noted that the appointment of the auditor is approved by the membership at the Annual General Meeting, upon Council's recommendation.

Moved by Councillor Shi, seconded Councillor Sung:

**That the AFC recommends that Council recommend to members at the April 2026 Annual General Meeting that Deloitte LLP be appointed as PEO's auditor for 2026 and hold office until the next annual general meeting or until a successor is appointed.**

**CARRIED**

[G. Groves and A. Kwiatkowski joined the meeting at 2:42 pm]

### **Temporary Staff in Consequence of Mobility Increases**

Staff informed the committee that due to the implementation of the Canadian P.Eng. Mobility Application process on January 1, 2026, mobility application volumes increased significantly. Approvals rose from an average of approximately 100 applications per month in 2025 to 215 approvals in January 2026 alone, exceeding both historical volumes and the projected 30% increase for 2026. While Licensing & Registration met the 10-business-day decision timeline required under the *Ontario Labour Mobility Act*, this level of output is not sustainable with existing resources. Therefore, two temporary staff will be contracted for Licensing & Registration to ensure continued timely processing of applications. Staff noted that associated hiring costs would be offset by the additional revenue. Further, application volumes will be monitored, resourcing will be adjusted as necessary throughout the year, and the need for permanent resources will be regularly assessed.

Staff addressed questions regarding the staffing period and budgeting. It was noted that the temporary staff would work in a hybrid model, consistent with PEO practice.

### **Office Refresh**

Staff provided an update on the proposed refresh of PEO's office space at 40 Sheppard Avenue West. A workplace design strategy was conducted to assess requirements, including facility reviews, surveys, and stakeholder consultations. The proposed refresh addresses identified needs through improved acoustical privacy, dedicated workstations, and enhanced space for in-person and hybrid meetings, aligned with corporate modernization and employee well-being objectives.

The proposal also includes refreshing the Council Chamber, with an option to relocate it to the first floor. A preliminary 2025 Class D budget was presented to the Committee for information. Staff informed that the budget will be further refined and be presented to the committee for feedback and discussion.

Staff answered various queries related to budgeting, parking, workspace capacity, phases of the planning, and procurement process for external advisors. Staff advised that an options analysis including relocation versus renovation will be presented, and that an accessibility audit will be conducted to ensure compliance with the *Accessibility for Ontarians with Disabilities Act (AODA)*.

[G. Groves left the meeting at 3:03 pm]

### **AI Roadmap**

The committee received an interim update on PEO's Strategic Initiative 3.1.4 regarding the development of an organizational Artificial Intelligence (AI) roadmap. Staff reported that preparations are underway for the rollout of a generative AI platform (Copilot) for staff use, including the implementation of appropriate technical safeguards and the development of staff communications and training materials, with training anticipated in April. Staff informed the committee that for the initial phase, permitted use cases will be limited to low-risk, productivity-focused applications, such as scheduling meetings, summarizing non-confidential documents, brainstorming, and document editing. The rollout will proceed in a phased and controlled manner. Copilot will not be used for decision-making purposes, and human oversight will be maintained to ensure accountability. Staff also confirmed that permitted use cases will be reviewed regularly, and the AFC and Council will be kept informed of any future expansion.

Staff answered various questions related to compatibility of Copilot with other applications, security risks, and implementation training for staff. Staff noted that regular updates will be provided to the committee as work progresses, and that testing is currently being conducted internally in small groups prior to a broader rollout to staff and Council.

[Y. Jaber left the meeting at 3:10 pm]

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

Moved by Councillor Shi, seconded by Vice President Walker:

**That the committee move in camera at 3:11 pm.**

**CARRIED**

### **Return to Open Session**

The committee returned to open session at 3:47 pm.

---

There being no further business, the meeting concluded at 3:50 pm. These open session minutes consist of 5 pages.

Lorne Cutler

---

L. Cutler, P.Eng., Committee Chair

---

# Minutes

**The 40<sup>th</sup> Meeting of the GOVERNANCE AND NOMINATING COMMITTEE (GNC) of PROFESSIONAL ENGINEERS ONTARIO was held via ZOOM Videoconference on Tuesday, March 10, 2026 at 1:00 pm**

**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  
Shelly Markel, Lieutenant Governor-in-Council Appointee  
Andrew Naassan, P.Eng., Lieutenant Governor-in-Council Appointee  
Rachel Prudhomme, P.Eng., Lieutenant Governor-in-Council Appointee

**Regrets:** Nanda Lwin, P.Eng., East Central Region Councillor  
Ravinder Panesar, P.Eng., West 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  
James Schembri, Director, Volunteer Engagement  
Sheetal Rawal, Policy Counsel  
Meg Feres, Manager, Council Operations  
Antora Anowar, Council and Committee Coordinator  
Graham Pedregosa, Council and Committee Coordinator

**Guests:** Vicki Hilborn, P.Eng., Western Region Councillor  
Annabella Hu, Consultant, Watson Board Advisors  
Geoff Schoenberg, Consultant, Watson Board Advisors  
Pappur Shankar, P.Eng., West Central Region Councillor

---

## 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

Moved by Councillor Prudhomme, seconded by Councillor Klink:

**That the agenda for the March 10, 2026 GNC meeting be approved.**

**CARRIED**

## Conflicts of Interest

No conflicts were declared.

## Consent Agenda: Previous Minutes

Moved by Councillor Prudhomme, seconded by Councillor Naassan:

**That the minutes of the 39<sup>th</sup> open session and in camera meeting of the Governance and Nominating Committee, held on February 3, 2026, accurately reflect the business transacted at that meeting.**

**CARRIED**

**Consent Agenda: Updated 2025-2026 GNC Work Plan**

No discussion of this item took place.

**Motion to Move In Camera**

Moved by Councillor Klink, seconded by Councillor Decloux:

**That the committee move in camera at 1:05 pm.**

**CARRIED**

[P. Shankar joined at 1:46 pm while the meeting was in camera]

**Return to Open Session**

The committee returned to open session at 1:53 pm.

**Council Remuneration Framework & Competency Based Nomination: Final Proposal**

The committee reviewed the proposed Council Remuneration Framework and Competency Based Nomination, which Council tasked staff to develop in February 2025. The Framework is summarized in three parts a proposed Competency Matrix and Gap Analysis, the Nomination and Election Process, and Remuneration Structure. Once the framework endorsed by Council, staff will work in developing further bylaw changes, detailed policies as well as financial analysis.

[V. Hilborn joined the meeting at 2:09 pm]

Key points from the committee's discussion include:

- Whether Council remuneration should be tied to a nomination process based on the skills and competencies required for Council to function as an effective governing body.
- The role of the GNC in screening potential Council candidates, including reviewing regulatory eligibility, confirming good standing, and assessing nominee packages.
- Whether an external consultant may be needed to support the GNC in shortlisting candidates as part of a competency-based nomination process.
- The importance of providing guidance to candidates to limit electoral promises or individual policy agendas and instead encourage candidates to highlight their competencies, experience, and ability to contribute to Council's regulatory and strategic responsibilities.
- Subject to Council approval of the proposal, it will be important to consider the appropriate timing of communication to licence holders of the significant change in the nominations process.

By a roll call, a majority of the committee agreed to recommend the Council Remuneration Framework & Competency Based Nomination Framework for approval at the March 27, 2026 Council meeting.

[A. Hu and G. Schoenberg joined the meeting at 2:57 pm]

## **2025-2026 Council Evaluation Report**

Watson Board Advisors (Watson) presented the 2026 Council Evaluation after receiving confidential feedback from councillors through an online survey. The objective of the survey was to identify Council strengths, areas for enhancements, and opportunities to further strengthen governance practices.

Watson identified several themes from respondents which are summarized below:

- Respondents acknowledged a positive working relationship between PEO staff and the Board, noting strong alignment on strategic priorities and the ability to jointly advance the objectives of PEO's strategic plan. However, Watson observed a need for clearer definitions of the respective roles of staff, management, and councillors to streamline decision-making and prevent councillors from becoming involved in operational matters.
- Respondents from the survey indicated that further clarification is needed regarding the role of a councillor on the Board. Watson noted differing views among councillors, particularly around whether their obligations lie with serving constituents rather than the profession, which may impede regulatory decision-making. This perspective was noted as being closely tied to PEO elections and the chapter system.
- Watson highlighted that the current size of Council is perceived as a barrier to effectiveness. The large number of councillors limits speaking time, results in repetitive comments, encourages informal back-and-forth discussion, and can contribute to councillor disengagement.
- Watson also noted a wide spectrum of views regarding the Board's culture. Some respondents reported that discussions can become heated during Board meetings, while others described Council debate as professional, respectful, and collaborative.

The advisors responded to questions related to the identified themes. They noted that the evaluation results are intended to guide staff and Council in further discussions on how to address issues such as Council size and Board culture.

Watson will prepare the written Councillor Evaluation Report and present it at the March Council meeting.

[A. Hu and G. Schoenberg left the meeting at 3:35 pm]

## **Regional Councillors Committee (RCC) Mandate**

The committee discussed options for the future of the Regional Councillors Committee and how the RCC aligns with PEO's governance principles and organizational needs. Two options were presented to either stand down the committee and distribute its work to existing governance committees or to establish the RCC as a governance committee.

The Chair noted the need for further input from members of the RCC, the chapter office, and the GNC to discuss the needs of RCC members and how the RCC can more effectively communicate regional issues to Council. It was also noted that shifting the RCC toward an operational committee and distributing its policy work to existing committees could help reduce the workload for Council members who currently serve on the RCC.

Staff clarified that realigning the RCC's mandate does not change the role of regional councillors or their ability to attend regional congresses. The purpose of clarifying the mandate is to ensure that issues raised at the RCC are directed to the appropriate governance committees and staff channels for proper consideration.

The committee directed staff to gather additional feedback and continue discussions with the RCC, with the intention of returning to a future GNC meeting with options informed by that feedback.

### **Statutory Committee Recruitment and Evaluation Matrix**

The committee reviewed the Statutory Committee Recruitment and Evaluation Matrix for committee appointments and how the statutory committees are evaluated. The aim of the initiative is for a structured, competency-based and transparent recruitment and evaluation process for statutory committees to help ensure optimal performance of their roles going forward. It was identified by staff that certain gaps in PEO's existing appointment and reappointment practices included the absence of a standardized framework and consistent criteria for appointments and reappointments.

[A. Naassan left the meeting at 4:00 pm]

Staff presented the preliminary recommendation to establish consistent term limits across statutory committees in alignment with approaches at other organizations, with committee members to serve up to three 3-year terms. Furthermore, with the adoption of the new appointment and evaluation process, staff and committee members will work together to propose amended terms of references to reflect those processes and standardized formats and language across all statutory committee terms of references.

Staff responded to questions regarding term limits for members of statutory committees, noting that once Council approves the recommendation, staff will review the proposed revisions and update the statutory committee terms of reference to reflect the new recruitment and evaluation process. Staff clarified that, as part of establishing the updated terms of reference, the goal is to introduce consistent term limits across committees. The committee also advised staff to consider accommodations or exemptions for certain statutory committees or members when developing the proposal.

The committee agreed by general consensus to recommend the proposed Statutory Committee Recruitment and Evaluation Matrix for Council approval at the March 27, 2026 meeting (L. Notash abstained).

---

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

"S. MacFarlane"

S. MacFarlane, P.Eng., Committee Chair

---

# Minutes

The 41<sup>st</sup> Meeting of the **GOVERNANCE AND NOMINATING COMMITTEE (GNC)** of **PROFESSIONAL ENGINEERS ONTARIO** was held via **ZOOM** Videoconference on **Wednesday, April 15, 2026 at 1:00 pm**

**Present:** Susan MacFarlane, P.Eng., Committee Chair and Western Region Councillor  
Leila Notash, P.Eng., President-elect  
Greg Wowchuck, P.Eng., Past President  
Sean Decloux, P.Eng., Councillor-at-Large  
Paula Klink, P.Eng., Councillor-at-Large  
Nanda Lwin, P.Eng., East Central Region Councillor  
Shelly Markel, Lieutenant Governor-in-Council Appointee  
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

**Staff:** Jennifer Quaglietta, P.Eng., CEO/Registrar  
Dan Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer  
Marina Solakhyan, Senior Director, Governance  
Sheetal Rawal, Policy Counsel  
Meg Feres, Manager, Council Operations  
Antora Anowar, Council and Committee Coordinator  
Graham Pedregosa, Council and Committee Coordinator

**Observers:** Vicki Hilborn, P.Eng., Western Region Councillor  
Pappur Shankar, P.Eng., West Central Region Councillor

---

## 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

Moved by Councillor Prudhomme, seconded by Councillor Klink:

**That the agenda for the April 15, 2026 GNC meeting be approved.**

**CARRIED**

## Conflicts of Interest

A potential conflict of interest was noted for all councillors in general under Item 5.0, *“Recommendations for Appointments to Committee and Other Board Positions for the 2026-2027 Term”*. The Committee reaffirmed that members are required to declare any actual or potential conflicts of interest as they arise.

## Consent Agenda: Previous Minutes

Moved by Councillor Panesar, seconded by Councillor Decloux:

**That the minutes of the 40<sup>th</sup> open session meeting of the Governance and Nominating Committee, held on March 10, 2026, accurately reflect the business transacted at that meeting.**

**CARRIED**

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

No discussion of this item took place.

### **Recommendations for Appointments to Committee and Other Board Positions for the 2026-2027 Term**

During the period of March 9 to 25, 2026, Councillors were invited to respond to an Expression of Interest Survey to specify preferences for serving on governance committees, Executive Committee (EXE), Discipline Committee (DIC), and to indicate interest in appointment to other positions for the 2026-2027 term.

[S. Markel joined the meeting at 1:08 pm]

The committee reviewed information to assist with making appointment recommendations to Council for the 2026-2027 governance committees and to consider whether to make recommendations with respect to other Board committees and positions.

The Committee noted, based on the survey results, that the Audit and Finance Committee (AFC) had the lowest number of Council members assigned. The Committee confirmed that the AFC has met its minimum membership requirements and noted that additional Council members may be appointed to the AFC at the April Council meeting.

By consensus, committee members agreed to recommend a slate of candidates for governance committee appointments based on each councillor's first choice. The committee declined to make recommendations for Chair and Vice President positions, or appointments to the Executive and Discipline committees. It was noted that changes to the recommended candidates may be made at Council's April 25, 2026, meeting.

[G. Wowchuk and N. Lwin joined the meeting at 1:19 pm]

### **Council Communications Protocol**

The committee reviewed the proposed Council Communications Protocol that establishes clear and consistent protocols for communications amongst Councillors and between Councillor and staff in relation to PEO governance.

Staff incorporated feedback from the February 2026 GNC meeting to further clarify expectations around communications between meetings among Councillors, as well as protocols for directing inquiries to the CEO/Registrar and the Secretariat. In addition, staff incorporated recommendations from Watson Board Advisors, including the introduction of an informal mechanism that allows Councillors to raise questions on matters in advance of Committee or Council meetings.

The committee discussed the role of governance committees, noting that they do not have independent decision-making authority but provide input that informs recommendations to Council. It was confirmed that the protocol is a governance tool intended to guide councillors and discussed appropriate channels for councillor inquiries, emphasizing that substantive discussions should occur at formal Council or committee meetings. Committee members also noted the role of the Council Chair and governance leads in managing communications.

Via general consensus, the committee agreed that the proposed Council Communications Protocol should be presented to Council for final review and approval at its June 19, 2026 meeting.

### **Revisions to Councillor Training Protocol**

The Committee reviewed the revised Councillor Training Protocol, which proposes aligning the councillor training allowance with the Council term (April to April) rather than the calendar year. Training expenses will continue to be charged to the fiscal year in which they are incurred, with no carryover or pre-allocation between years.

The Committee discussed the training limit of \$3,000 and considered suggestions related to an increased proportionate amount for a one-time 16-month cycle to account for the transition from a January–December cycle and the fact that the proposed policy changes are being introduced mid-year, after some councillors had already completed training prior to April. Staff agreed to take the suggestion away for further formal consideration.

After discussion, the committee agreed to confirm their endorsement of the \$3,000 annual limit to be tied to course registration (booking) within the Council term rather than course completion. Staff noted the direction to update the wording for clarity to ensure councillors understand that the allowance is aligned with the Council term and not the calendar year. The committee also requested revisions to the “Documentation” section to clarify that course completion documentation is required from all councillors who used their training allowance, regardless of the payment mode.

The committee agreed via general consensus to re-visit the final proposed version of the revised Protocol at the committee’s June 2 meeting ahead of anticipated approval by Council at its June 19, 2026 meeting.

### **Election Issues: 2026 Reports**

The Chair of the Central Election and Search Committee (CESC), Past President Greg Wowchuk, presented a summary of issues and recommendations from the Chief Elections Officer from the 2026 PEO elections for the GNC to consider for future elections, including:

- Clarification on term limits for appointed Vice-Presidents to address the existing uncertainty as to whether the term limits set out in the regulation apply to both elected and appointed Vice-Presidents.
- Moving all successful candidate’s names posted on the PEO website by end of day on the day nominations close to ensure fairness for candidates to collect signatures, and avoiding candidates waiting until the last minute to submit to avoid others knowing if they are running or for what position.
- Additional language to the election guide dealing with election interference and the consequences thereof
- Deadline for orientation date to be moved outside the holiday season and require the orientation to be a requirement for successful nomination or completed within one week of nomination close.
- Removal of paper and phone ballots as usage of both forms are becoming rarer.

The committee discussed recommendations arising from the Chief Elections Officer’s report, including the approach to publishing candidate names during the nomination period; however, the committee did not reach consensus on the latter point.

It was noted that any changes to the existing election procedural documents will need to take into account Council’s endorsement of the competency-based nomination process. As discussed at the March Council meeting, further details on the new nominations process will be shared with the GNC at its June meeting.

The GNC will meet on June 2, 2026 to review the updated nominations and elections procedures for the 2027 PEO elections and make its recommendations to Council. Given the new competency-based nominations process (and remuneration framework) and the amount of work required to develop the necessary policy directions, by-law amendments, procedural rules and other related documents, the elections materials will need to be considered by GNC and Council in two phases, in June and September/October respectively.

## **Councillor Submission: Oversight of Artificial Intelligence (AI) Issues**

The committee reviewed a Councillor Submission from President-elect Notash on oversight of Artificial Intelligence within PEO.

The CEO/Registrar outlined a phased and cautious approach to AI implementation as part of the Strategic Plan, beginning with the launch of Copilot training for staff, starting with people managers and expanding organization wide. It was noted that access to AI tools is controlled through mandatory training which will include employees to be trained and licenced to use AI in the workplace. Staff also raised that AI and cybersecurity are being managed as risks under the Enterprise Risk Management Program, with oversight reported through the Audit and Finance Committee (AFC).

## **Board Culture Project**

Staff provided a brief update on the Board Culture project and the key themes emerging from that work, noting that the Watson Report on Council performance was presented to Council at the February 2026 meeting. The Watson Report includes additional recommendations, which staff are currently reviewing, with a consolidated update and proposed action plan arising from both initiatives will be presented to GNC at its June meeting.

## **Motion to Move In Camera**

Moved by Councillor Lwin, seconded by Councillor Klink:

**That the committee move in camera at 2:30 pm.**

**CARRIED**

## **Return to Open Session**

The committee returned to open session at 3:22 pm.

## **Adjournment**

The meeting adjourned at 3:23 pm.

---

There being no further business, the meeting concluded 3:23 pm. These minutes consist of 4 pages.

“S. MacFarlane”

S. MacFarlane, P.Eng., Committee Chair



# Minutes

The 35<sup>th</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, March 11, 2026, at 1:00 pm.

**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)  
Cosimo Casale, P.Eng., Lieutenant Governor-in-Council Appointee  
Chantal Chiddle, P.Eng., Eastern Region Councillor  
Hannah Ehtemam, P.Eng., East Central Region Councillor  
Ahmed Elshaer, P.Eng., Northern Region Councillor  
Susan MacFarlane, P.Eng., Western 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  
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

---

## 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.

## Approval of Agenda

The Chair reviewed the agenda.

Moved by Councillor Chiddle, seconded by Councillor Elshaer:

**That the agenda for March 11, 2026 RPLC meeting agenda be approved as presented.**

**CARRIED**

## Conflicts of Interest

No conflicts were declared.

## Consent Agenda: Previous Minutes

Moved by Councillor Elshaer, seconded by Vice President Khan:

**That the open session minutes of February 5, 2026 accurately reflect the business transacted at that meeting.**

**CARRIED**

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

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

### Item 2.5: Engineering Intern Program (EIT)

Staff advised that they continue to work with the Ministry of the Attorney General regarding the required legislative and regulatory changes and to reinforce the significance of advancing the initiative; however, the government timeline remains uncertain. The current focus continues to be on operational preparations required to support implementation once the Ministry signals its readiness to proceed with the necessary legislative changes. The Chair noted that regular operational updates continue to be provided through the CEO/Registrar's report to Council, along with verbal updates as appropriate.

### Item 3.5: Councillor Submission

Staff noted a request to reflect that the item's status remain "in progress" and that it will be covered in the Professional Engineers Act (PEA) review which will be part of the 2026-2027 RPLC work plan.

### Item 4.2: Code of Ethics

Committee members asked for an update on the item. Staff advised that a progress update was provided at the February meeting and noted that the item will continue to be on the RPLC agenda during the 2026–2027 Council term.

## **Review of Continuing Professional Development (CPD) Program: Policy Proposal**

Staff presented proposed policy options to the committee based on the committee's feedback at its February meeting for a revised Continuing Professional Development (CPD) program.

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

### Program Name

Staff proposed rebranding the program as the "Continuing Professional Development Program", noting that the proposed name is clear and self-explanatory, accurately reflects the program's objectives, and is consistent with terminology used by other engineering and professional regulators.

### Practice Declaration

As discussed at its February meeting, staff proposed to separate the requirement to report practice status information to PEO from the CPD program.

### Program Component: Professional Practice Module (PPM)

Staff recommended no changes and noted that the PPM will continue to deliver a self-paced learning module covering key regulatory topics.

### Program Component: Self-Assessment and Hours Requirements

#### Self-Assessment

Staff proposed replacing the Professional Practice Questionnaire with a Professional Development Self-Assessment as the program's initial step and confirmed that the proposal remains unchanged since its presentation at the February meeting.

#### Hours

Based on committee feedback, staff refined the three policy options presented at the February meeting:

Option A: Self Assessment and Hours Assignment Based on Work Category

Option B: Self Assessment and Assignment of Same Number of Hours (12) for all Non-Exempt Licence Holders

Option C: Self Assessment and No Minimum Hours Requirement

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

- The committee noted that Option B was recommended by staff. Staff noted that assigning the same number of hours for all licence holders who are not exempt from the requirements of the program is the approach taken by most other Canadian engineering regulators. This approach is simpler to administer and recognizes that there are risks inherent in all professional work and that CPD is an important professional expectation.
- Committee members discussed qualitative and quantitative approaches, including the option of no minimum hours. Staff noted that all three options align with the objectives of the program.
- The Chair noted consensus in support of Option B.

#### Program Component: Eligible CPD Activities

Staff presented an additional policy option, in addition to the two options presented at the February meeting.

Option A: Continue to require a minimum portion of "priority" CPD

Option B: Recommend a minimum portion of "priority" CPD (new option)

Option C: Remove minimum requirement for "priority" CPD

[L. Notash left the meeting at 1:55 pm]

The committee noted that Option C was recommended by staff and noted consensus support. There was a suggestion that all three options could be considered by Council for discussion.

#### Program Component: Documentation Requirements

A list of documents to show proofs has been added based on committee's feedback at its last meeting. There were no proposed changes to the current documentation requirements.

#### Program Component: Reporting and Auditing Requirements

Staff reminded the committee that any recommended changes to this section will be informed by discussions related to other program components, as those components and any associated changes become clearer.

#### Exemptions

##### *Full Exemptions*

Staff proposed replacing fee remission status as a proxy for CPD exemptions with a defined set of CPD-specific exemption criteria. Proposed automatic exemptions would apply to licence holders in their first year of licensure, with the exemption extending to the subsequent reporting cycle where necessary, and to licence holders on fee remission, including retirees. Staff further advised that exemptions requiring an application could be granted by the Registrar in specified circumstances, including where required by law, for equitable reasons (such as parental responsibilities, illness, or caregiving responsibilities), on compassionate grounds (including bereavement or family crisis), or for any other reason consistent with PEO's public interest mandate.

##### *Partial Exemptions*

Staff proposed licence holders who hold a licence in another Canadian jurisdiction and have completed the CPD requirements in that jurisdiction will be only required to complete the Professional Practice Module in Ontario.

Committee members discussed CPD components which are common across all or most jurisdictions. Staff answered questions regarding paper accessibility of the module materials.

## Enhanced Mandatory Reporting

Following discussions at the November 2024 meeting, staff presented proposed information reporting requirements for holders of licences and certificates of authorization based on committee feedback and initial stakeholder engagement. The proposed reporting framework groups required information into four categories:

1. Core information to identify licence and certificate holders and support communication
2. Regulatory oversight information to understand who is practising and under what circumstances
3. Suitability to practise information for licence holders
4. Suitability to provide services information for certificate holders

Staff noted that, as a right-touch regulator, PEO would limit reporting requirements to what is necessary to support its public protection mandate and a proactive, risk-based regulatory approach. PEO will ensure appropriate data security measures and clear communication regarding the use of collected information. Licence and certificate holders would be required to maintain accurate and current information, with regulatory consequences for non-compliance.

[A. Khan left the meeting at 2:19 pm]

Staff answered various questions related to information security and timeframe of reporting period. Committee members suggested that additional details be provided on the organizational risks associated with not collecting this information and the rationale for including bankruptcy-related reporting.

It was noted that there will be further stakeholder engagement and public consultation on the proposal and after refinement it will be presented to the committee during the 2026-2027 Council term.

## Motion to Move In Camera

Moved by Councillor Chiddle, seconded by Past President Wowchuk:

**That the committee move in camera at 2:32 pm.**

**CARRIED**

[J. Vera left the meeting at 2:32. A. Khan returned to the meeting at 2:34 pm during the in camera portion]

## Return to Open Session

The committee returned to open session at 3:05 pm.

## Review of Outstanding Initiatives for 2025/2026 Council Term & Priorities for the Next Council Term

Staff reviewed policy initiatives from the 2025-2026 that will continue to appear in the 2026-2027 work plan, including Continuing Professional Development (CPD), Code of Ethics, and Enhanced Mandatory Reporting.

A draft 2026–2027 Work Plan will be presented to the committee at its June 2026 meeting, with the comprehensive review of the *Professional Engineers Act* and its regulations identified as the priority. Staff noted that Council and committee agendas are at capacity and recommended that any additional items be carefully considered before being added to the Work Plan.

---

There being no further business, the meeting concluded at 3:10 pm. These open session minutes consist of 4 pages.

Vicki Hilborn

Vicki Hilborn, P.Eng., Committee Chair

Council Decision Log Open Motions

Mtg	Date	Title	Motion	Status
577	25-Apr-26	10 Appointment of Elected Councillor to Discipline Committee	<p>Note: Council will re-visit the matter of the Discipline Committee appointment at its June meeting.</p> <p>That Lorraine Fraser, P.Eng., be appointed as a member of the Discipline Committee for the 2026-2027 Council year, in accordance with s.27(1)1 of the</p>	Complete
577	25-Apr-26	9b) Appointment of Chair of Executive Committee	<p>New Motion</p> <p>That Rachel Prudhomme, P.Eng., be appointed Chair of the Executive Committee for the 2026-2027 Council year, or until her successor is appointed.</p> <p>CARRIED</p>	Complete
577	25-Apr-26	9a) Appointment of Councillors to Executive Committee	<p>1a) 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), at least one of whom is a member appointed by the Lieutenant Governor in Council.</p> <p>1b) That Rachel Prudhomme, P.Eng., Council Chair, be appointed to the Executive Committee for the 2026-2027 Council year, satisfying the requirement of one member appointed by the Lieutenant Governor in Council.</p> <p>2. That Shahandeh Hannah Ehtemam, P.Eng., be appointed a member of the Executive Committee for the 2026-2027 Council year, in accordance with ss.28(1)(e) and 28(1.1) of Regulation 941.</p> <p>CARRIED</p>	Complete

577	25-Apr-26	8 Appointment of Governance Committee Chairs	<p>1. That Susan Jingmiao Shi, P.Eng., be appointed Chair of the Audit and Finance Committee for the 2026-2027 Council year or until her successor is appointed.</p> <p>2. That Susan MacFarlane, P.Eng., be appointed Chair of the Governance and Nominating Committee for the 2026-2027 Council year or until her successor is appointed.</p> <p>3. That Uditha Senaratne, P.Eng., be appointed Chair of the Human Resources and Compensation Committee for the 2026-2027 Council year or until his successor is appointed.</p> <p>4. That Ahmed Elshaer, P.Eng., be appointed Chair of the Regulatory Policy and Legislation Committee for the 2026-2027 Council year or until his successor is appointed.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
-----	-----------	--	---	----------

577	25-Apr-26	7 Appointment of Councillors to Governance Committees for 2026-2027	<p>1. That the Audit and Finance Committee be composed of Council members Lorne Cutler, P.Eng., Tim Kirkby, P.Eng., Paul Mandel, Pappur Shankar, P.Eng., Susan Jingmiao Shi, P.Eng., and Sherlock Sung, appointed for the 2026-2027 Council year.</p> <p>2. That the Governance and Nominating Committee be composed of Council members Sean Decloux, P.Eng., Shahandeh Hannah Ehtemam, P.Eng., Paula Klink, P.Eng., Nanda Lwin, P.Eng., Susan MacFarlane, P.Eng., Shelly Markel, Andrew Naassan, P.Eng., and Ravinder Panesar, P.Eng., appointed for the 2026-2027 Council year.</p> <p>3. That the Human Resources and Compensation Committee be composed of Council members W. Andrew Dryland, Lorraine Fraser, P.Eng., Tim Kirkby, P.Eng., Rachel Prudhomme, P.Eng., Scott Schelske, P.Eng., Uditha Senaratne, P.Eng., and Pappur Shankar, P.Eng., appointed for the 2026-2027 Council year.</p> <p>4. That the Regulatory Policy and Legislation Committee be composed of Council members Cosimo Casale, P.Eng., Ahmed Elshaer, P.Eng., Tom Granat, P.Eng., Vicki Hilborn, P.Eng., and Luc Roberge, P.Eng., appointed for the 2026-2027 Council year.</p>	Complete
577	25-Apr-26	6 Appointment of Vice President	<p>That Paula Klink, P.Eng., be appointed as Vice President for the 2026-2027 Council year.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
577	25-Apr-26	5 Appointment of Regional Councillor Committee (RCC) Chair	<p>That Luc Roberge, P.Eng., be appointed as Chair of the Regional Councillors Committee, effective immediately and to hold office until the close of business at the 2027 Annual General meeting.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
577	25-Apr-26	4 Appointment of Council Chair	<p>That Rachel Prudhomme, P.Eng., be appointed the Council Chair for the 2026-2027 Council year or until her successor is appointed.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete

577	25-Apr-26	2 Approval of Agenda	<p>That:</p> <p>a) the agenda, as presented to the meeting at C-577-1.2, Appendix A as amended be approved; and</p> <p>b) the Chair be authorized to suspend the regular order of business.</p>	Complete
576	27-Mar-26	10.2 Councillor Code of Conduct: Process Improvements	<p>Original Motions</p> <p>1. That Council approves the changes to Council's Code of Conduct and the Safe Workplace Policy presented at C-576-10.2, Appendices A through D (requires simple majority).</p> <p>2. That Council directs staff to work with the Ministry of the Attorney General to amend Regulation 941 to update the reference to Council's Code of Conduct at clause 10.1(g). (requires two-thirds majority of the votes cast)</p> <p>3. That Council directs that all in camera resolutions and special resolutions for this item be brought into open session. (requires simple majority)</p> <p>Addition to Motion #1</p> <p>That the President, where the President is a different member from the Chair of Council, be added to the Code of Conduct's chain of authority, as applicable. CARRIED WITH UNANIMOUS CONSENT</p> <p>1. That Council approves the changes to Council's Code of Conduct and the Safe Workplace Policy presented at C-576-10.2, Appendices A through D; and that the President, where the President is a different member from the Chair of Council, be added to the Code of Conduct's chain of authority, as applicable. (requires simple majority)</p> <p>2. That Council directs staff to work with the Ministry of the Attorney General to amend Regulation 941 to update the reference to Council's Code of Conduct at clause 10.1(g). (requires two-thirds majority of the votes cast)</p>	Complete

576	27-Mar-26	8.3 Engineers Canada Governance Review	<p>Original Motions</p> <p>That Council directs PEO’s Member Representative at the 2026 Engineers Canada Annual Meeting of Members, if the matter is brought forward, and with the understanding that any specific bylaw amendments requiring Member approval would be brought forward at a later Special Meeting of Members, to vote [in favour, in principle] OR [against] OR [abstain] regarding reductions to the Engineers Canada Board size to reflect a ‘one Regulator, one seat’ model, phased in over three years.</p> <p>That Council directs PEO’s Member Representative at the 2026 Engineers Canada Annual Meeting of Members, if the matter is brought forward, and with the understanding that any specific bylaw amendments requiring Member approval would be brought forward at a later Special Meeting of Members, to vote [in favour, in principle] OR [against] OR [abstain] regarding the inclusion of independent directors selected by an Engineers Canada nominating committee.</p> <p>Motions with Specific Voting Direction</p> <p>Council agreed without objection to strike out “and with the understanding that any specific bylaw amendments requiring Member approval would be brought forward at a later Special Meeting of Members,” from both motions.</p> <p>That Council directs PEO’s Member Representative at the 2026 Engineers Canada Annual Meeting of Members, if the matter is brought forward, to vote in favour, in principle regarding reductions to the Engineers Canada Board size to reflect a ‘one Regulator, one seat’ model, phased in over three years.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	In progress
-----	-----------	---	---	-------------

576	27-Mar-26	8.1 Engineers Canada: Candidates for President-Elect	<p>That Council agrees to:</p> <p>Re-nominate Nick Colucci, P.Eng., to serve an additional one-year term from 2028 to 2029 as an Engineers Canada Director from Ontario, conditional on being chosen as President-Elect at the May 2026 EC Board Meeting; and</p> <p>Re-nominate Arjan Arenja, P.Eng. and Marisa Sterling, P.Eng., to each serve a further two-year term from 2027 to 2029 as an Engineers Canada Director from Ontario, conditional on one of them being chosen as President-Elect at the May 2026 EC Board Meeting</p>	Complete
576	27-Mar-26	5.3 Competency-Based Nomination and Remuneration Framework	<p>New Motion</p> <p>Following Discussion, the proposed motion included with the original Decision item was moved:</p> <p>That Council endorses the establishment of the Competency-Based Nomination and Remuneration Framework detailed at C-576-5.3, Appendix A.</p>	Complete
576	27-Mar-26	5.2 Statutory Committee Recruitment and Evaluation Matrix	<p>That Council approves the Statutory Committee Competencies and Attributes Profile set out in C-576-5.2, Appendix A and the Committee Appointments and Reappointments Process set out in C-576-5.2, Appendix B.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
576	27-Mar-26	5.1 2026 Council Evaluation Debrief	<p>That Council directs the Governance and Nominations Committee in conjunction with staff to assess the recommendations in the Council Evaluation report and submit a recommended action plan to Council for the 2026-2027 Council term.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	In progress
576	27-Mar-26	4.3 Engineers Canada 2028 Per Capita Assessment Fee	<p>That Council directs PEO's Member Representative at the 2026 Engineers Canada Annual Meeting of Members to vote "in favour" regarding the approval of the 2028 Per Capita Assessment Fee increase, as outlined in C-576-4.3, Appendix A and approved by the Engineers Canada Board on December 8, 2025.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
576	27-Mar-26	4.2 Approval of Auditor for 2026	<p>That Council recommends to members at the April 2026 Annual General Meeting that Deloitte LLP be appointed as PEO's auditor for 2026 and hold office until the next annual general meeting.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete

576	27-Mar-26	4.1 2025 Audited Financial Statements	As recommended by AFC, that:  a) the draft annual audit results report by Deloitte (C-576-4.1, Appendix A), and the draft annual audited financial statements for the year ended December 31, 2025 (C-576-4.1, Appendices B and C), be approved; and  b) the Council Chair and President-elect be authorized to sign the audited financial statements on Council's behalf.	Complete
576	27-Mar-26	2.3a Approval of Committee Chairs	That Council approves the changes to Committee Membership as presented at C-575-2.3a).  CARRIED WITH CONSENT AGEN	Complete
576	27-Mar-26	2.2 CEDC Applications	That Council approves the exemption of examinations and the applications for designation as Consulting Engineer as set out in C-576-2.2, Appendix A, Section 1.  That Council approves the applications for redesignation as Consulting Engineer as set out in C-576-2.2, Appendix A, Section 2.	Complete
576	27-Mar-26	2.0 Consent Agenda	That the Consent Agenda be approved, consisting of:  2.1 Open Session Minutes C-575 2.2 CEDC Applications 2.3 a) Approval of Committee Chairs b) Membership Changes 2.4 Regional Councillors Committee (RCC) Summary Report  CARRIED WITH UNANIMOUS CONSI	Complete
576	27-Mar-26	1.2 Approval of Agenda	That:  a) the agenda, as presented to the meeting at C-576-1.2, Appendix A as amended be approved as amended; and  b) the Chair be authorized to suspend the regular order of business.  Agenda Amendment That Item 5.3 "Council Remuneration Framework and Competency-Based	Complete



575	20-Feb-26	2.1 Open Session Minutes – 573rd and 574th Council Meetings	<p>That the minutes of the 573rd meeting of Council, held November 28, 2025, as presented to the meeting at C-575-2.1, Appendix A, accurately reflect the business transacted at that meeting.</p> <p>That the minutes of the 574th meeting of Council, held December 18, 2025, as presented to the meeting at C-575-2.1, Appendix B, accurately reflect the business transacted at that meeting.</p>	Complete
575	20-Feb-26	2.0 Consent Agenda	<p>That the consent agenda be approved, consisting of:</p> <p>2.1 Open Session Minutes C-573 and C-574</p> <p>2.2 Approval of Committee Chairs</p> <p>2.3 Regional Councillors Committee (RCC) Report</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
575	20-Feb-26	1.2 Approval of Agenda	<p>That:</p> <p>a) the agenda, as presented to the meeting at C-575-1.2, Appendix A be approved; and</p> <p>b) the Chair be authorized to suspend the regular order of business.</p>	Complete
574	18-Dec-25	5 Appointments to Complaints Committee	<p>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.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
573	28-Nov-25	7.2 Fitness to Practise Program	<p>That Council endorses the establishment of the Fitness to Practise program detailed at 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 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)</p>	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.  (requires two-thirds majority of votes cast to carry)	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. 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. CARRIED	In progress
573	28-Nov-25	5.1 Annual Review of Anti-Workplace Violence, Harassment and Discrimination	That Council approves the updates to the Anti-Workplace Violence, Harassment and Discrimination Policy set out at C-573-5.1, Appendix A. 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. CARRIED	Complete

573	28-Nov-25	2.7 2026 Borrowing Resolution	<p>As reviewed by the Audit and Finance Committee (AFC), That Council:</p> <p>1. Approve the borrowing of money upon the credit of the association by way of:</p> <p>a.an operating overdraft up to an amount not to exceed CAD\$250,000; and b.use of corporate credit cards with an aggregate limit not to exceed CAD\$120,000.</p> <p>2. Confirm that this Borrowing resolution is renewed to expire on January 31, 2027.</p>	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	<p>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.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
573	28-Nov-25	2.4 Appointments to Governance Committees	<p>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.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
573	28-Nov-25	2.3 Approval of Committee Membership Changes	<p>That Council approve the changes to Committee Membership as presented.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete

573	28-Nov-25	2.2 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>CARRIED WITH 2.0 CONSENT AGENDA</p>	Complete
573	28-Nov-25	2.1 Open Session Minutes – 572nd Council Meeting	<p>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.</p> <p>CARRIED WITH 2.0 CONSENT AGENDA</p>	Complete
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</p> <p>2.2 Consulting Engineer Designation (CEDC) Applications</p> <p>2.4 Appointments to Governance Committees</p> <p>2.5 Councillor Training Protocol for 2026</p> <p>2.7 2026 Borrowing Resolution</p> <p>2.8 Regional Councillors Committee (RCC) Report</p> <p>2.9 30 by 30 Reporting</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 amend the agenda and 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</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 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 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)</p>	Complete
572	26-Sep-25	7.2 Obligation to Cooperate	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. (requires two-thirds majority of votes cast) CARRIED WITH UNANIMOUS CONSENT	Complete
572	26-Sep-25	7.1 EIT Program: Outstanding Policy Questions	<p>1. That Council approves the EIT 2.0 policy directions regarding ethical conduct presented at C-572-7.1, Appendix A. CARRIED</p> <p>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</p>	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
572	26-Sep-25	2.3 Changes to 2025 Statutory and Regulatory Committees' Membership List a) Decisions for	That Council approve the changes to Committee Membership as presented. CARRIED WITH CONSENT AGENDA	Complete
572	26-Sep-25	2.2b) Consulting Engineer Designation Applications - Redesignation	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. CARRIED WITH CONSENT AGENDA	Complete

572	26-Sep-25	2.2a) 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-572-2.2a), Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-572-2.2a), Appendix A, Section 2.</p>	Complete
572	26-Sep-25	2.1 Open Session Minutes – 570th and 571st Council Meetings	<p>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.</p> <p>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.</p>	Complete
572	26-Sep-25	2.0 Consent Agenda	<p>That the Consent Agenda be approved as amended, consisting of:</p> <p>2.1 Open Session Minutes – C-570 and C-571</p> <p>2.2 CEDC Applications</p> <p>2.3 Changes to 2025 Statutory and Regulatory Committees’ Membership List</p> <p>a) Decisions for Approval</p> <p>b) Other Changes</p> <p>2.6 Appointments to Governance and Nominating Committee</p> <p>2.7 2026-2027 Council and Committee Calendar</p> <p>2.9 RCC Report</p> <p>2.10 Staff Report on 2025 AGM Member Submissions</p> <p>2.11 CPD Stakeholder Engagement Strategy and Milestones</p>	Complete

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:</p> <p>2.4 Guidelines Review: Report and Recommendations</p> <p>2.5 Use of AI in Engineering Practice: Recommended Approach</p> <p>This item was moved in camera:</p> <p>2.8 Council Evaluation Plan</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

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> <ol style="list-style-type: none"> <li>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</li> <li>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</li> </ol>	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>	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><b>CARRIED WITH UNANIMOUS CONSENT</b></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. (requires two-thirds majority)</p> <p><b>CARRIED</b></p>	In progress

570	20-Jun-25	7.1 2025-2026 RPLC Work Plan	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. CARRIED WITH UNANIMOUS CONSENT	Complete
570	20-Jun-25	6.1 2025-2026 HRCC Work Plan	That the Work Plan for the Human Resources and Compensation Committee, as submitted to the meeting at C-570-6.1, Appendix A, be approved. CARRIED WITH UNANIMOUS CONSENT	Complete
570	20-Jun-25	5.3 Communications Policies Review	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. CARRIED WITH UNANIMOUS CONSENT	Complete
570	20-Jun-25	5.2 Approval of 2026 Election Documents	That Council, with respect to the 2026 Council election: a) approve the 2026 Nomination and Voting Procedures, as presented to the meeting at C-570-5.1, Appendix A;  b) approve the 2026 Election Publicity Procedures, as presented to the meeting at C-570-5.1, Appendix B;  c) approve the 2026 Nomination Form as presented to the meeting at C-570-5.1 Appendix C;  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;  e) appoint the Regional Election and Search Committees (RESC) for each Region;  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	Complete
570	20-Jun-25	5.1 2025-2026 GNC Work Plan	That the Work Plan for the Governance and Nominating Committee, as submitted to the meeting at C-570-5.1, Appendix A, be approved. CARRIED WITH UNANIMOUS CONSENT	Complete
570	20-Jun-25	4.1 2025-2026 AFC Work Plan	That the Work Plan for the Audit and Finance Committee, as submitted to the meeting at C-570-4.1, Appendix A, be approved. CARRIED WITH UNANIMOUS CONSENT	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
570	20-Jun-25	2.4 Changes to 2025 Statutory and Regulatory Committees' Membership List a) Decisions for	<p>That Council approve the changes to Committee Membership as presented.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
570	20-Jun-25	2.3 Council Remuneration Framework & Competency-Based Nominations: Action Plan	<p>Original Motion</p> <p>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.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p> <p>New Motion</p> <p>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</p>	In progress

570	20-Jun-25	2.2 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>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
570	20-Jun-25	2.1 Open Session Minutes – 568th and 569th Council Meetings	<p>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.</p> <p>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.</p>	Complete
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</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.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
569	02-May-25	Destruction of Remaining Secret Ballots	<p>That the remaining secret ballots cast at the May 2, 2025 Council meeting be destroyed following the meeting. CARRIED WITH UNANIMOUS CONSENT</p>	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; 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; 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</p>	Complete
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</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.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p> <p>That Susan MacFarlane, P.Eng. also be appointed a member of the Regulatory</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

569	02-May-25	4 Appointment of Council Meeting Chair	<p>That Gregory Wowchuk, P.Eng., be appointed the Council Meeting Chair for the 2025-2026 Council year or until his successor is appointed. CARRIED WITH UNANIMOUS</p> <p>That the secret ballots be destroyed following the meeting. CARRIED WITH UNANIMOUS CONSENT</p>	Complete
569	02-May-25	Vote Counters and Scrutineers	<p>That Marina Solakhyan and Graham Pedregosa be appointed vote counters and scrutineers for secret ballots cast at the May 2, 2025 Council Meeting. CARRIED WITH UNANIMOUS CONSENT</p>	Complete
569	02-May-25	2 Approval of Agenda	<p>That:</p> <p>a) the agenda, as presented to the meeting at C-569-2, Appendix A be approved; and</p> <p>b) the Chair be authorized to suspend the regular order of business. CARRIED WITH UNANIMOUS CONSENT</p>	Complete
568	04-Apr-25	11.2 Councillor Questions – Potential Councillor Submission at AGM	<p>Whereas Council and its governance committees have on numerous occasions discussed the matters set out in AGM Submission #1; and</p> <p>Whereas the content of the submission is substantially opposed by Council,</p> <p>Now therefore be it resolved,</p> <p>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. CARRIED</p> <p>That the above motion be moved into open session.</p>	Complete
568	04-Apr-25	11.1a Engineers Canada Director Withdrawal and Replacement	<p>That,</p> <p>a) Nick Colucci, P.Eng., be nominated for the vacant position on the board of Engineers Canada, and</p> <p>b) The results be moved into open session. CARRIED WITH UNANIMOUS CONSENT</p>	Complete

568	04-Apr-25	9.1b) Engineers Canada: Candidate for President-Elect	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. CARRIED	Complete
			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. CARRIED WITH UNANIMOUS CONSENT	
568	04-Apr-25	7.1 Engineering Intern (EIT) Program: Policy Options	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. CARRIED WITH UNANIMOUS CONSENT	In progress
568	04-Apr-25	5.1 Roles of President and Chair	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) CARRIED	Complete
			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)	
568	04-Apr-25	4.3 Engineers Canada 2027 Per Capita Assessment Fee	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. CARRIED WITH UNANIMOUS CONSENT	Complete
568	04-Apr-25	4.2 Approval of Auditor for 2025	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. CARRIED	Complete

568	04-Apr-25	4.1 Approval of 2024 Audited Financial Statements	That Council: 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 b) authorize the President and President-elect to sign the audited financial statements on Council's behalf.	Complete
568	04-Apr-25	2.5 Special Rules of Order: Councillor Submissions	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. CARRIED WITH UNANIMOUS CONSENT	Complete
568	04-Apr-25	2.3 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.  2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.  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.	Complete
568	04-Apr-25	2.1 Open Session Minutes – 567th Council Meeting	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. CARRIED WITH UNANIMOUS CONSENT	Complete
567	21-Feb-25	9.1 Councillor Questions – Roles of President and Chair	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	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>	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. CARRIED WITH UNANIMOUS CONSENT.</p>	In progress
567	21-Feb-25	5.1 Council Remuneration Framework	<p>Council:</p> <p>1.</p> <p>a)endorses development of a competitive remuneration structure,</p> <p>b)endorses development of a skills- and competency-based nomination model, and</p> <p>c)agrees to define Councillor role expectations.</p> <p>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.</p>	In progress

567	21-Feb-25	4.1 Nomination of Two (2) PEO Representatives for Appointment to Engineers	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. CARRIED WITH UNANIMOUS CONSENT	Complete
567	21-Feb-25	3.3 Strategic Plan Update	That the 2026+ Strategic Plan be made a 5-Year Plan, with a hard reset at 3 years. CARRIED WITH UNANIMOUS CONSENT	Complete
567	21-Feb-25	2.3 2025 PEO Council Governance Scorecard	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	Complete
567	21-Feb-25	2.2a) Approval of Committee Membership Changes	That Council approve the committee membership changes as presented. CARRIED WITH UNANIMOUS CONSENT	Complete
567	21-Feb-25	2.1 Open Session Minutes – 566th Council Meeting	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 UNANIMOUS CONSENT	Complete
566	29-Nov-24	9.1 Councillor Questions - Minimum Academic Review	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.” CARRIED WITH UNANIMOUS CONSENT	Complete
566	29-Nov-24	7.1 Future Direction of the EIT Program	That Council: 1. Commits to the reinstatement of the Engineering Intern (EIT) Program. 2. Directs the CEO/Registrar to initiate targeted engagement with relevant stakeholders to ensure inclusive and comprehensive input into the program’s redevelopment. 3. Directs the Regulatory Policy and Legislation Committee (RPLC) to provide a	In progress

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: a) approve the borrowing of money upon the credit of the association by way of: i) an operating overdraft up to an amount not to exceed CAD\$250,000; and  ii) use of corporate credit cards with an aggregate limit not to exceed CAD\$120,000.  b) in compliance with PEO’s Internal Control Banking Policy, hereby confirms that this Borrowing Resolution is to expire on January 31, 2026	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”	That RPLC recommends to Council that PEO’s practice guideline titled 'Services of the Engineer Acting Under the Drainage Act' be discontinued. 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. 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. CARRIED WITH CONSENT AGENDA	Complete

566	29-Nov-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><del>CARRIED WITH CONSENT AGENDA</del></p>	Complete
566	29-Nov-24	2.2 Approval of Committee Membership Changes	<p>That Council approve the committee membership renewals for 2025.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
566	29-Nov-24	2.1 Open Session Minutes – 564th Council Meeting	<p>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.</p> <p><del>CARRIED WITH CONSENT AGENDA</del></p>	Complete
565	27-Sep-24	10.2 Director Accountability Framework	<p>That Council approves the Councillor Code of Conduct at C-565-10.2, Appendix A.</p> <p>That Council approves the Conflict of Interest Policy and Procedure for PEO Council at C-565-10.2, Appendix B.</p> <p>That Council approves the Anti-Workplace Violence, Harassment, and Discrimination Policy at C-565-10.2, Appendix C.</p> <p>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.</p> <p>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</p>	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,  That Council directs staff to review whether PEO’s regulatory and non-regulatory measures adequately address human rights issues within its	In progress
565	27-Sep-24	7.1 Practice Standard Revision: Tower Crane Inspections & Request for Regulation Change To 0.Reg. 260/08	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  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.	In progress
565	27-Sep-24	5.2 Appointment to GNC	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.	Complete
565	27-Sep-24	5.1 Annual General Meeting 3 Year Plan	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	Complete
565	27-Sep-24	4.1 IT Policy for Council and Volunteers	That Council approve the revised information technology (IT) policy.	Complete

565	27-Sep-24	2.4(a) RCC Work Plan for 2024-2025	That Council approve the Work Plan for the Regional Councillors Committee (RCC), as recommended by RCC, and as submitted to the meeting at C-565-2.4 Appendix A. CARRIED WITH CONSENT AGEN	Complete
565	27-Sep-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.  2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.  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. CARRIED WITH CONSENT AGEN	Complete
565	27-Sep-24	2.2(a) Approval of Committee Membership Changes	That Council approve the changes to Committee Membership as presented. CARRIED WITH CONSENT AGENDA	Complete
565	27-Sep-24	2.1 Open Session Minutes – 564th Council Meeting	That the minutes of the 564th meeting of Council held June 21, 2024, a presented to the meeting at C-565-2.1, Appendix A, accurately reflect the business transacted at that meeting. CARRIED WITH CONSENT AGEN	Complete
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. 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. 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. 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. CARRIED WITH UNANIMOUS CONSENT	Complete

564	21-Jun-24	5.2 Election Matters	<p><u>Original Motion</u></p> <p>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></p> <p>That the Nomination Acceptance Forms be amended to remove the phrase “I understand that a false statement or misrepresentation could result in</p>	Complete
564	21-Jun-24	5.1 GNC Work Plan for 2024-2025	<p>That the Work Plan for the Governance and Nominating Committee, as submitted to the meeting at C-564-5.1, Appendix A, be approved.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
564	21-Jun-24	4.1 AFC Work Plan for 2024-2025	<p>That the Work Plan for the Audit and Finance Committee, as submitted to the meeting at C-564-4.1, Appendix A, be approved.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
564	21-Jun-24	2.3(b) CEDC Applications - Decline	<p>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.</p> <p>CARRIED WITH CONSENT AGEN</p>	Complete

564	21-Jun-24	2.3(a) 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>CARRIED WITH CONSENT AGENDA</p>	Complete
564	21-Jun-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
564	21-Jun-24	2.1 Open Session Minutes – 562nd and 563rd Council Meetings	<p>That the minutes of the 562nd meeting of Council, held April 5, 2024, and 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.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
563	03-May-24	10 Appointment of Elected Councillor to Discipline Committee	<p>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</p>	Complete
563	03-May-24	9 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 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</p> <p>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</p> <p>New Motion: That the electronic ballots used for all secret voting be deleted</p>	Complete

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</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 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 Nott, P.Eng., appointed for the 2024-2025 Council year.</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 CONS	Complete
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 th 2024-2025 Council year or until his successor is appointed. CARRIED WITH UNANIMOUS CONSEN	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. 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: 1. That Council create a Past Presidents Advisory Group (PPAG) that meets at least 2x. per year chaired by the immediate past president? 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. 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. 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	Complete
562	05-Apr-24	8.2 Future of Engineer-in-Training (EIT) Update	New Motion 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  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  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)	Complete

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 expense 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

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>	Complete
562	05-Apr-24	4.1 Engineers Canada 2025-2029 Strategic Plan	<p>That Council endorses the 2025-2029 Strategic Plan – Realizing Tomorrow: 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 redesignation 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 2. 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	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	Complete
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 a) Approval of Committee Membership Changes 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>	Complete
561	23-Feb-24	11.4 Safe Disclosure (Whistle-blower Policy)	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. CARRIED (Moved into open Session)	In progress

561	23-Feb-24	10.2(b) Emerging and Emerged Engineering Disciplines Committee	<p>Original motion That PEO Council direct the RPLC to create the "Emerging Disciplines Working Group".</p> <p>The terms of reference for this Working Group shall: - Review and recognize emerging and emerged engineering disciplines; and, - Establish a process for producing rights to practice (equivalent to those of traditional practices)</p> <p>Amendment That PEO Council direct the RPLC to add "Emerging Disciplines" to the RPLC 2025 Work Plan.</p> <p><del>The terms of reference for this Working Group shall: - Review and recognize emerging and emerged engineering disciplines; and, - Establish a process for producing rights to practice (equivalent to those of traditional practices)</del></p>	Complete
561	23-Feb-24	10.2(a) Caretaker Convention Working Group	<p>Original motion 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 To remove "of three members, appointed by the President." CARRIED WITH UNANIMOUS CONSENT</p>	Complete
561	23-Feb-24	7.1 2024 Performance Goals for the CEO/Registrar	<p>That Council approve the CEO/Registrar 2024 Goals Review Form as presented to the meeting at C-561-7.1, Appendix A. CARRIED</p>	Complete
561	23-Feb-24	6.5 In-Camera Sessions Protocol	<p>That the In-Camera Sessions Protocol be approved as presented to the meeting at C-561-6.5, Appendix A.</p>	Complete

561	23-Feb-24	6.4 2024 Annual General Meeting: Guide for Member Submissions	<p>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.</p> <p>Correction to Guide 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.”</p> <p>Friendly Amendment to Guide That all references to number of days be referenced as calendar days as needed.</p> <p>Amendment to Guide 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.</p>	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. 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. CARRIED	Complete
561	23-Feb-24	2.2(a) Approval of Committee Membership Changes	That Council approve the changes to Committee Membership as presented. 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
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. 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. 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. CARRIED	Complete
560	16-Nov-23	7.1 Direction to Examine the Current Four-Year Experience Requirements	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. 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. CARRIED	Complete

560	16-Nov-23	5.4 Nomination Process for PEO Representatives on Engineers Canada Board	<p>Original Motion</p> <p>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.</p> <p>It was agreed without objection to change references to “50% + 1 majority” in the document to “a majority of votes cast.”</p> <p>Amended Motion</p> <p>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.</p>	Complete
560	16-Nov-23	5.3 Director	That Council receives the good practices report and directs staff, by February	Complete
560	16-Nov-23	5.2 2024 AGM:	That Council selects Barrie, ON and Saturday, April 20, 2024 as the place and	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	That Council	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 a 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 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	mat. 1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1. 2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2. 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
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. 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  (a) consider introducing an apprentice/intern pathway to engineering experience as an alternative to CBA; and  (b) consider reducing the 4-year experience requirement for all experience pathways to licensure.	In progress
559	22-Sep-23	Motion to Defer	Move to defer all items in Section 7 and all items in Section 8 except  8.3 (Eng Can Director Report, delivered earlier in meeting) 8.4a) Reducing 4-year Eng. Experience Time Requirement  to the next Council meeting. 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. 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. 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. 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. CARRIED WITH CONSENT AGEN	Complete

559	22-Sep-23	4.2 2024 AGM	<p>Original Motion That Council endorse a [ ] format for PEO's 2024 Annual General Meeting.</p> <p>Vote #1 That "in-person" be inserted as the choice of format for PEO's 2024 Annual General Meeting. DEFEATED</p> <p>Vote #2 That "hybrid" be inserted as the choice of format for PEO's 2024 Annual General Meeting.</p> <p>Final Motion That Council endorse a hybrid format for PEO's 2024 Annual General Meeting. CARRIED</p>	Complete
559	22-Sep-23	2.2 Consulting Engineer Designation Applications	<p>That:</p> <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 Appendix A, Section 1.</li> <li>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.</li> <li>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.</li> </ol>	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. CARRIED WITH CONSENT AGENDA</p>	Complete

558	23-Jun-23	3.10 Policy Development Framework	<p>Original motion That Council adopts the Policy Development Framework as presented.</p> <p>Amendment 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.</p> <p>CARRIED</p>	Complete
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>	Complete

558	23-Jun-23	3.7 2024 Council Election Matters	<p>Original Motion</p> <p>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</p> <p>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</p> <p>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.</p> <p>CARRIED</p> <p>Friendly Amendment</p> <p>That changes to the Nomination Form be reflected in Procedures 11 and 12 of the <del>Nomination and Voting Procedures in C-558-3.7, App. A. These changes will</del></p>	Complete
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	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	Membership Lists 2.2- Consulting	Original Motior	Complete

557	05-May-23	15. Appointment of Interim Deputy Registrar	That Arun Dixit, P.Eng. be appointed Interim Deputy Registrar, effective May 1, 2023, until such time as Council appoints a permanent Deputy Registrar, and  That, if Mr. Dixit is appointed, this decision be moved out of in-camera into open session in order to permit a public announcement.  CARRIED	Complete
557	05-May-23	12. 2023 – 2024	That Council approve the CEO/Registrar goals as presented at C-557-12	Complete
557	05-May-23	11. Appointment	That Roydon Fraser, P.Eng., be appointed as a member of the Discipline Committee	Complete
557	05-May-23	10. Appointments	1. That the number of Executive positions to be appointed from amongst the Council members be 10.	Complete
557	05-May-23	9. Appointment of	1. That Tim Kirkby, P.Eng., be appointed Chair of the Audit and Finance Committee	Complete
557	05-May-23	8. Appointment of	1. That the Audit and Finance Committee be composed of Council members	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.  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  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.  New Motion #1	Complete
556	31-Mar-23	3.9 IMPLEMENTATION OF GOVERNANCE DIRECTIONS RE: NON-GOVERNANCE COMMITTEES	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.  New Motion #2 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 & B.	In progress

556	31-Mar-23	3.8 GOVERNANCE MANUAL: INCORPORATING CHARTERS/PRO TOCOLS & MAKING OTHER CHANGES	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.  CARRIED	Complete
556	31-Mar-23	3.7 ELIMINATION OF CANADIAN EXPERIENCE REQUIREMENT	That Council directs the CEO/Registrar to begin work with the ministry or 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.  CARRIED	

556	31-Mar-23	3.6b CHAPTER ACTIVITIES IN "NEITHER" CATEGORY	<p>That:  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> <p>That:</p>	Complete
556	31-Mar-23	3.6a ORDER OF HONOUR REVIEW	<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
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.</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>	Complete

556	31-Mar-23	2.1 OPEN SESSION MINUTES – 555th Council Meeting	That: 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.	Complete
556	31-Mar-23	2.0 Consent Agenda	That the Consent Agenda be approved as amended, consisting of  2.2 Consulting Engineer Designation Application Original Motion	Complete
555-3.11b	24-Feb-23	Supporting Evolutionary Improvements to FARPACTA Admissions	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. New Motion: That the original motion be deferred to the March 2023 Council meeting. CARRIED	In progress
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. CARRIED	Complete
555-3.6	24-Feb-23	January to March 2023 Bridge Goals for the CEO/Registrar Council	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	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. CARRIED	In progress

555-3.4b	24-Feb-23	<p>Governance Roadmap – Phase 4: Recommendations for PEO Committee and Task Force Activities Which Are Neither Governance Nor Regulatory</p>	<p>Original Motion</p> <p>That, effective immediately, Council hereby stands down the following committees and subcommittees:</p> <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> <p>That Council approves to transfer the President’s Award (for non-engineers) to OSPE, renamed as the Engineering Ally Award.</p> <p>That Council approves to suspend the following programs: V.G. Smith Award and S.E. Wolfe Thesis Award, until further review.</p> <p>New Motion:</p> <p>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.</p> <p>DEFEATED</p>	Complete
----------	-----------	--	---	----------

555-3.4a	24-Feb-23	3.4a Governance Roadmap – Phase 4: Order of Honour Review	<p>Original Motion</p> <p>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.</p> <p>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.</p> <p>New Motion:</p> <p>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</p>	In progress
555-3.3	24-Feb-23	Nomination of PEO Director to Engineers' Canada Board	<p>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.</p> <p>CARRIED</p>	Complete
555-2.4	24-Feb-23	Changes to the 2023 Statutory and Regulatory Committees' Membership Lists	<p>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.</p> <p>CARRIED</p>	Complete
555-2.1	24-Feb-23	Open Session Minutes – 552nd Council Meeting	<p>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.</p> <p>CARRIED</p>	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	That Council approve re-appointment of members to PEO's statutory ar	Complete
552-3.2	25-Nov-22	Consulting	1. That Council approve the exemption from examinations and th	Complete
552-3.1	25-Nov-22	Open Session Minutes – 549th Council Meeting	<p>That the minutes of the 549th meeting of Council, held September 23 2022, as presented to the meeting at C-552-3.1, Appendix A, accurately reflect the business transacted at that meeting.</p> <p>CARRIED</p>	Complete
552-3.0	25-Nov-22	Consent Agenda	That the consent agenda be approved, consisting of:	Complete
552-2.10	25-Nov-22	Membership	1) That the proposed launch of the mandatory "PEAK" program, schedule	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"  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,	Complete
552-2.6	25-Nov-22	Borrowing	That Council	Complete
552-2.5	25-Nov-22	2023 Capital	That Council approve the draft 2023 capital budget reviewed by the Audi	Complete
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. 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</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>	Complete
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, a 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	<p>That the consent agenda be approved, consisting of:</p> <p>3.1 Minutes – 549th Council meeting – June 24, 2022</p> <p>3.2 Consulting Engineer Designation Applications</p> <p>3.3 Engineers Canada Directors Report</p> <p>3.4 Governance Committee Reports and 2022-2023 Workplans</p> <p>CARRIED</p> <p><b>For: 19</b>  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</p> <p><b>Against: 0</b></p>	Complete

549-2.14	23-Sep-22	Reimbursement Policy: Chapter Volunteers	<p>That Council direct the Audit &amp; Finance Committee to consider the inclusion of chapter-specific appendix in the Reimbursement Policy, to include partner expense reimbursements when a volunteer attends a Regional Congress.</p> <p>Move to refer the motion back to the Regional Congress Committee for further review. DEFEATED</p> <p><b>For: 2</b> T. Kirkby P. Shankar</p> <p><b>Against: 21</b> 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</p> <p><b>Against: 0</b></p> <p>Council then voted on the original motion. CARRIED</p> <p>For: 18 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 Roberge S. Schelske P. Shankar R. Walker</p> <p>Against: 2 R. Brunet T. Kirkby</p>	In progress
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> V. Banday C. Chahine J. Chisholm R. Fraser V. Hilborn P. Shankar</p> <p><b>Against: 13</b> 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></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>  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></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>  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>  V. Banday</p>	In progress

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.</p> <p><b>CARRIED</b></p> <p><b>For: 14</b>  A. Arenja C. Bellini R. Brunet C. Chiddle A. Dryland V. Hilborn S. MacFarlane Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske S. Sung R. Walker</p> <p><b>Against: 6</b>  V. Banday C. Chahine C. Cutler R. Fraser D. Kiguel T. Kirkby</p> <p><b>Abstain: 1</b>  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</p> <p><b>CARRIED</b></p> <p><b>For: 15</b>  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>  V. Banday C. Chahine R. Fraser D. Kiguel T. Kirkby</p> <p><b>Abstain: 1</b></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 CARRIED</p> <p><b>For: 19</b> 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> V. Banday J. Chisholm R. Frase</p>	Complete
548-2.3	24-Jun-22	Signing Authority: Policy Direction Regarding By-law Amendment – Recommendation From Audit And Finance Committee A/E/	<p>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.</p> <p>CARRIED</p>	Complete
548-2.4	24-Jun-22	2023 Elections – Recommendation From Governance And Nominating Committee (GNC)	<p>Nominating Committee (GNC) regarding the 2023 elections back to GNC. DEFEATED</p> <p>Recorded Vote <b>For: 7</b> V. Banday R. Fraser D. Kiguel T. Kirkby L. Notash S. Sung G. Wowchuk <b>Against: 15</b> 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 <b>Abstain: 1</b> P. Shankar</p>	Complete

		<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.”</p> <p>CARRIED</p> <p>Council then voted on the original motion as amended.</p> <p>That Council, with respect to the 2023 Council election:</p> <p>a)approve the 2023 Voting Procedures, as presented to the meeting at C-548-2.4, Appendix A;</p> <p>b)approve the 2023 Election Publicity Procedures, as presented to the meeting at C-548-2.4, Appendix B</p> <p>c)approve the 2023 Nomination Form as presented to the meeting at C-548-2.4, Appendix C;</p> <p>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;</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 (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.</p> <p>g)include Equity, Diversity and Inclusion (EDI) improvement changes as defined</p>	<p>Complete</p>
--	--	--	-----------------

548-2.5	24-Jun-22	Strategic Planning Goals	<p>That Council vote on each of the four strategic planning goals separately 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 Had the opportunity to confirm these elements by survey, 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. 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>•Review ing 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. 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>•Review ing and improving communication and business processes, including</li> </ul>	Complete
---------	-----------	--------------------------	--	----------

			<p>Goal 3: Implement a continuous governance improvement program  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.  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  Recorded Vote</p> <p><b>For: 19</b>  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. Walke</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>	Complete
548-3.3	24-Jun-22	Statutory Committees – Re-appointments Subject To Approval By The Attorney General	<p>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)ii, 25.(1)(b) and 27(1)3ii of the Professional Engineers Act.</p>	Complete
548-3.4	24-Jun-22	Central Election And Search Committee	<p>The following motion, approved in-camera, was moved into open session</p> <p>That:</p> <p>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;</p> <p>b) that the 2021-2022 Central Election and Search Committee be stood down with thanks at the close of this Council meeting; and</p> <p>c) that the 2022-2023 Central Election and Search Committee be constituted at the close of this Council meeting</p> <p>d) Request the CESC to advise Council of decision-making criteria used to recommend the two candidates noted above.</p>	

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>	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	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  THE ORIGINAL MOTION WAS THEN VOTED ON AND CARRIED	Complete
547-7	04-May-22	Recommended Appointment of	That Council appoint Chantal Chiddle, P.Eng., as a Councillor-at-Large and Li	Complete
547-8	04-May-22	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., and D...</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

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

546-2.5	08-Apr-22	2021 Audited Financial Statements	That Council 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 b) authorize the President and President-elect to sign the audited financial statements on Council's behalf. CARRIE	Complete
546-2.6	08-Apr-22	Recommendation of the Appointment of Auditors for 2022	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	Complete
546-2.8	08-Apr-22	Engineers Canada AMM: Direction to PEO Member Representative	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.  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.  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. 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. CARRIE	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. CARRIE	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

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. – Include 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, committee 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</p>	In progress
----------	-----------	--	--	-------------

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 1</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 – 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.</p> <p>CARRIED</p>	In progress

546-3.2	08-Apr-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-546-3.2, Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-546-3.2, 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- 546-3.2 Appendix A, Section 3.</p>	Complete
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