



Professional Engineers
Ontario

**TAKING an INNOVATIVE AND
PERSONALIZED APPROACH
to ACCOUNTABILITY**

ANNUAL REVIEW 2016



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Association staff can provide information about PEO. For general inquiries, simply phone us at 416-224-1100 or 800-339-3716. Or, direct dial 416-840-EXT using the extensions below.

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Recyclable where facilities exist





George Comrie, MEng, P.Eng.,
CMC, FEC

As I assumed the office of PEO president last April, I reflected on three areas of focus that I felt should be priorities for our profession as we continue to build our future: (i) strengthening PEO's core regulatory processes, (ii) expanding exclusive rights to practise, and (iii) leadership development and succession. While I can report progress in each of these areas, much work remains to be done. So I am counting on Council and our entire leadership to continue to hold themselves accountable for completing the important work that has begun and achieving its intended outcomes.

REGULATORY PROCESSES

During this Council term, work has progressed steadily on implementation of PEO's responses to recommendations from the Bélanger inquiry into the 2012 roof collapse at the Algo Centre Mall in Elliot Lake. A draft performance standard for structural adequacy assessments of existing buildings has been prepared under the oversight of the Professional Standards Committee. We are now waiting on Legislative Counsel in the Attorney General's office to draft the necessary act and regulation amendments to give it, and other administrative changes, the force of law.

Work has also continued on development of a pilot program of continuous competence assurance, that is scheduled to roll out at the end of March 2017. This innovative program has two main components:

- An annual report of practising licensees on their scope(s) of engineering practice, their practice environment and what measures they are taking to maintain their competence, to be submitted at the time of licence renewal. Non-practising licensees are exempt from completing this element of PEO's Practice Evaluation and Knowledge (PEAK) program.
- An online ethics refresher module that contains a case study and asks licensees how they would respond to various ethical dilemmas raised in it, to be completed by all licensees at the time of licence renewal.

Each licensee's practising/non-practising status and completion of these components will be recorded on PEO's public directory of practitioners. Council will review the data collected during the first year's operation in June of 2018 to assess the effectiveness of this new program in raising licensees' awareness of their obligations to maintain technical competence and to practise ethically and responsibly.

RIGHTS TO PRACTISE

Late in February, PEO suffered a blow to its attempts to repeal the so-called industrial exception at Section 12.3(a) of the *Professional Engineers Act* when the Ontario legislature voted to remove the repeal wording from the Act as part of the government's *Burden Reduction Act*. The industrial exception is widely misinterpreted to include all engineering activity in industry and commerce, and therefore contributes greatly to the problem of lack of exclusive rights to practise for professional engineers. Council is now considering other measures to expand and improve enforceability of our rights to practise.

On a more positive note, PEO is making progress in capturing a critical mass of practitioners in the emerging scopes of practice referred to as communications infrastructure engineering (CIE), and in ensuring that our admissions processes are ready to process applications for licensure, both as P.Eng. and limited licensees, from CIE practitioners.

LEADERSHIP DEVELOPMENT AND SUCCESSION

Good progress has also been made on the leadership development and succession front. The first two of a series of online learning modules designed to impart PEO-specific domain knowledge and other leadership skills to PEO volunteer leaders were released late in 2016. They covered (i) PEO's mandate, role, authority, and responsibilities, and (ii) how to chair effective meetings. Another five modules are planned for 2017.

We are also taking advantage of three opportunities each year when chapter and/or committee chairs are brought together for workshops to provide hands-on leadership development. The next such opportunity will take place at the Volunteer Leadership Conference to be held in conjunction with our Annual General Meeting in Thunder Bay.

PEO's Council Term Limits Task Force has just reported to Council with recommendations on improving volunteer leadership succession through the imposition of term limits. The overarching goal of these measures is to increase PEO's leadership capacity by ensuring that we have a constant supply of trained and motivated leaders.

People often ask me about the future of our self-regulating profession. Are we making progress, losing ground, or just treading water? To use the familiar metaphor, is the glass half empty, half full, or twice as large as it needs to be? I want to end my term as president on a note of optimism—so I'll say the glass is two-thirds full and needs to be replaced soon with a bigger one to avoid overflow. True, the profession has some serious challenges to overcome, particularly in terms of its influence on governments at all levels. But I believe we are steadily building our organizational capacity to address them and to enable us to respond to future demands on us. PEO is financially sound, has a robust strategic planning process in place, is steadily improving its core business processes, is working to improve its leadership capacity, and is adapting to emerging scopes of engineering practice. If we can sustain a culture of continuous improvement, I believe we can expect to maintain our position of leadership in professional self-regulation.

In conclusion, I would like to express my sincere and deep appreciation to all those who have helped to make my term as president enjoyable and fulfilling:

- To my colleagues on the Executive Leadership Team—Past President Thomas Chong, President-elect Bob Dony, and Registrar Gerard McDonald—for your wisdom and collaborative spirit;
- To the elected and appointed members of PEO Council, for your strong support and encouragement;
- To my many friends in PEO's volunteer leadership—in our chapters, committees, and task forces—for your commitment to your profession and for taking your leadership responsibilities seriously;
- And last, but not least, to our dedicated and talented PEO staff for your patience and perseverance, and for being the glue that holds PEO together.

It has indeed been my pleasure to work with you all in the service of our great profession.



Gerard McDonald, P.Eng., MBA
Registrar

The past year saw PEO Council, volunteers and staff continuing work and progress on the association's 2015-2017 Strategic Plan—our blueprint to successfully leading and regulating Ontario's engineering profession.

Of the 117 strategies identified in the Strategic Plan, 83 were completed by early January 2017, and 34 are in progress.

Further, the overwhelming majority of activities have either been completed or are in progress, with 89.9 per cent of the activities associated with specific strategies complete and 7.3 per cent in progress (the remaining 2.8 per cent are either upcoming or discontinued). I encourage you to follow our progress over 2017 via our website at www.peo.on.ca.

The groundwork is now being laid for a new plan covering the 2018-2020 period. The new plan will provide the direction for Council to set policies and goals to guide the association, and provide a clear focus to myself and staff for program implementation and management.

PRACTICE EVALUATION AND KNOWLEDGE (PEAK) PROGRAM

Arguably PEO's most important work over 2016 was finalizing the implementation of the Practice Evaluation and Knowledge (PEAK) program—a professional competence assurance program that takes an innovative and personalized approach to professional accountability among licence holders and will provide PEO with an accurate regulatory profile of licence holders to ensure it has adequate information to effectively carry out its role as Ontario's engineering regulator.

Passed by Council at its November 2016 meeting (and rebranded as PEAK from the working name (CP)²), the program comes into effect on March 31, 2017. At that time, all current and retired P.Engs, as well as limited licence holders, will be requested to voluntarily complete the program as part of their licence renewal process.

Over 2016, PEO staff and the PEAK task force created the program's online interface (including the practice evaluation questionnaire, continuing knowledge declaration and online ethics module) and invited licence holders to test a beta version of the questionnaire (with member feedback used to fine-tune the questionnaire). PEO also rolled out comprehensive communications about the program, including the www.peopeak.ca microsite, brochures, articles in *Engineering Dimensions* and chapter presentations.

I will provide a report to Council at its June 2018 meeting with data on program participation rates and other analysis, and provide recommendations on next steps.

COLLABORATION WITH OACETT

Following years of collaboration with the Ontario Association of Certified Engineering Technicians and Technologists (OACETT), PEO was delighted to issue its first licensed engineering technologist (LET) designation in May 2016. The LET was established in 2015 as a new class of limited licence for certified engineering technologists and members of OACETT to recognize the wider range of work engineering technologists are qualified to perform.

INDUSTRIAL EXCEPTION

PEO received some unwelcome news regarding the repeal of the industrial exception in June when the Ontario government confirmed its decision to cancel the repeal with the introduction of the *Burden Reduction Act*, 2016. In response, the association stepped up its efforts (at both the chapter GLP and head office levels) to inform government and MPPs from all parties on the public safety risks the cancellation poses from having unlicensed people carry out engineering work on manufacturing equipment. We also released a research report that found links between worker injuries and fatalities and the exception. We believed industry may be interpreting the exception more broadly than it was intended and that repeal of the exception ought to have been proclaimed by the government as soon as possible. PEO's position received strong support from the NDP while the act underwent committee hearings at Queen's Park. Unfortunately, our efforts were not successful and the repeal was eliminated from the *Professional Engineers Act* when the *Burden Reduction Act*, 2016 passed third reading in the legislature on March 2, 2017. Despite the repeal not being implemented, PEO will be pursuing an information-sharing arrangement with the Ministry of Labour and will continue to monitor monthly court bulletins to identify any workplace incidents that may be of interest. We are also seeking copies of relevant investigation reports for review and to take action, as required, to raise awareness of the associated engineering relevant to these incidents.

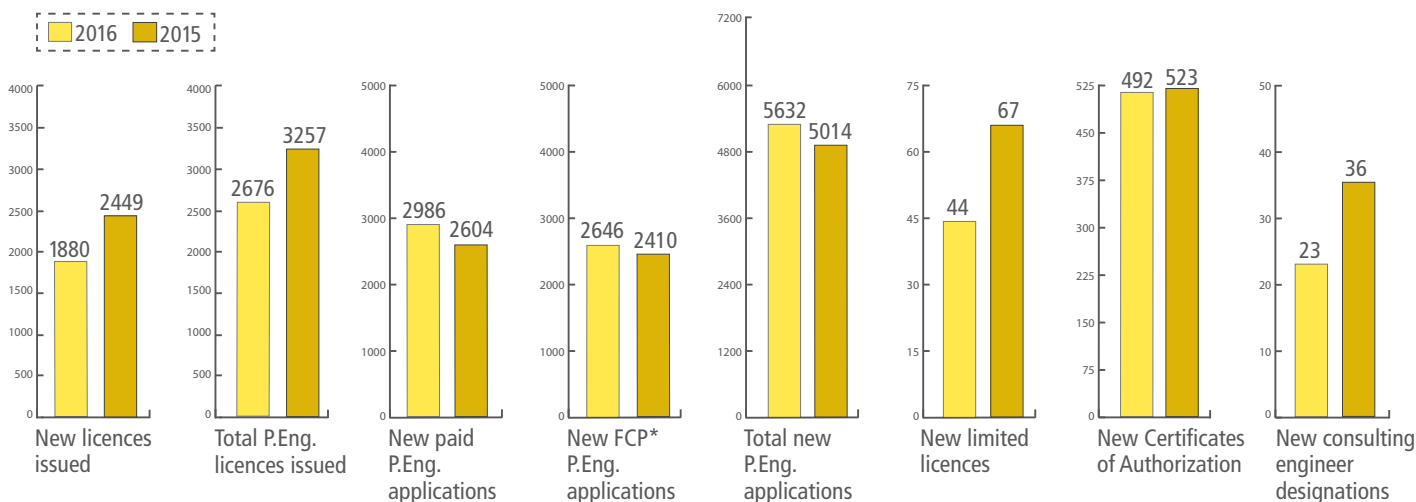
My sincere thanks to all PEO staff and volunteers—councillors, task force and committee members, and chapter volunteers—for their selfless and dedicated work in helping guide and direct the association over the past year.

2016 PEO Committee, Task Force, Task Group Reports

Annual reports of PEO committees, task forces and task groups will be provided at the 2017 PEO Annual General Meeting and posted on the PEO website at www.peo.on.ca.

The Register at December 31, 2016

Total P.Eng. licences	80,576
Certificates of Authorization	5459
Provisional licences	27
Consulting engineer designations	1029
Engineering interns	13,101
Limited licences	290



*Financial Credit Program

COMPLAINTS COMMITTEE

Activity	2016	2015
Complaints filed	64	62
Complaints disposed of by committee	75	81
Referred to Discipline Committee	6	7
Not referred to Discipline Committee and no other action taken	48	56
Not referred to Discipline Committee and other action taken	21	18

COMPLAINTS REVIEW COUNCILLOR (CRC)

Activity	2016	2015
Applications for review	2	8
Dismissals without a review	2	3
Notices to conduct a review	1	9
CRC reports issued	5	2
Caseload	6	9

ENFORCEMENT

Activity	2016	2015
Files carried-over from previous year	291	298
Files opened	403	482
Violation type (%)		
Title	96%	92%
Practice	2%	5%
Both title and practice	2%	3%
Source of inquiry		
PEO staff initiated	65%	71%
Public	35%	29%
Files closed	354	489
Compliance achieved (%)	97%	97%
Court prosecution	5	5
Out of court settlements	1	n/a
Files to carry over at December 31	340	291

DISCIPLINE COMMITTEE

Activity	2016	2015
Matters referred to discipline	6	8
Pre-hearing conferences held	5	6
Matters pending (caseload)	17	17
Hearings completed	6	5
Written final decisions issued	8	5

REGISTRATION COMMITTEE

Activity	2016	2015
Requests for hearings	1	4
Pre-hearing conferences held	0	3
Matters pending (caseload)	8	10
Hearings completed	2	2
Written final decisions issued	2	2



PRACTICE EVALUATION AND KNOWLEDGE (PEAK) PROGRAM

In November, Council approved implementation of the Practice Evaluation and Knowledge (PEAK) program. The program is designed to provide the association with an accurate and up-to-date regulatory profile of its licence holders to help ensure it has sufficient information to effectively carry out its role as regulator of the profession. Beginning March 31, 2017, licence renewal forms to current and retired professional engineers, as well as limited licence holders, will contain a request to complete the PEAK program.

The unique program is the result of three years of extensive research, testing, consultation and communication overseen by two separate task forces with a total of 14 volunteers. It was developed to be unlike any other competence assurance reporting program. The innovative program is not a one-size-fits-all solution as it distinguishes between non-practising and practising licence holders.

Under the program, practising licence holders are asked to complete a practice evaluation questionnaire and an online ethics module prior to their licence renewal date. Based on the results of the questionnaire, practising licence holders are provided with a recommended number of hours for continuing professional knowledge to maintain a level of knowledge commensurate with safeguarding the public interest. They are then asked to report their continuing knowledge activities to PEO prior to their subsequent licence renewal date.

Those who self-identify as non-practising licence holders under the program are only asked to declare they are not practising professional engineering and complete an online ethics module prior to the date of their licence renewal.

While participation in the PEAK program is not mandatory, the completion status for each element of the program will be publicly noted for each licence holder on PEO's online directory of practitioners.

A unique aspect of the program allows practising licence holders to design their own continuing professional knowledge plan by choosing opportunities that align with their specific area of practice—from university/college courses to reading technical journals to attending technical seminars. It focuses only on technical activities relevant to a practising licence holder's work environment.

A complete overview of the PEAK program is available at www.peopeak.ca.

NEW LET CLASS OF LIMITED LICENCE

In May, Lisa Miller, C.E.T., LET, of Toronto, was presented Ontario's first licensed engineering technologist (LET) designation as a result of a successful collaboration between PEO and the Ontario Association of Certified Engineering Technicians and Technologists (OACETT).

The creation of the LET class of limited licence was one of several amendments to Regulation 941/90 of the *Professional*

Engineers Act that were filed on April 2, 2016, by the Registrar of Regulations for Ontario. The amendment, which became effective on July 1, 2015, permits a PEO limited licence holder who is also a certified engineering technologist (C.E.T.) and an OACETT member to apply for this class of limited licence and, if approved, use the protected title of licensed engineering technologist and LET designation. PEO's limited licence allows holders to perform professional engineering work within a defined scope of practice.

The LET designation reflects that a limited licence holder has met additional requirements to obtain and maintain his or her OACETT certification, and his or her willingness to be held professionally accountable by both the licensing and certification bodies.

REPEAL OF THE INDUSTRIAL EXCEPTION



During the year, PEO continued to voice its disappointment with the Ontario government's 2015 decision to halt proclamation of the repeal of section 12(3)(a) of the *Professional Engineers Act*, often referred to as the industrial exception. The industrial exception allows unlicensed people to carry out engineering work on machinery or equipment in manufacturing. The government's decision to cancel the repeal was first announced in the fall of 2015 and confirmed with the June 2016 introduction of Bill 27, the *Burden Reduction Act*, 2016. The bill passed second reading in the legislature in November and was sent to the Standing Committee on General Government.

In response to the decision, PEO undertook a research report to uncover causal links between worker injuries and fatalities in Ontario and the industrial exception. PEO researchers gathered statistics, court prosecutions and reports from Ministry of Labour investigations to analyze workplace incidents resulting from engineering work done by unlicensed employees. The *Repeal of the Industrial Exception Data Gathering and Analysis Research Report* was completed in January 2017 and released publicly in February 2017. Four such incidents were found that resulted in worker injuries, including two fatalities:

- In 2004, a worker at Hamilton's National Steel Car was struck and killed by part of a hydraulic jack assembly that failed during assembly of a gondola rail car. The non-standard tool was designed by unlicensed employees.
- A worker at Excelcon Steel in Stittsville used a cart to move cylindrical columns on November 15, 2006. The columns rolled off and killed the worker. The cart was designed and constructed in-house by non-engineers, and did not have guards to prevent objects from rolling off the cart.

PEO also stepped up its push against the industrial exception to MPPs as it was being debated at Queen's Park. PEO met with all MPPs on the committee in late 2016 and early 2017 to present its position and provide new research data from its report.

Bill 27 was reviewed and debated during government committee hearings in February 2017, at which PEO presented its case.

On March 2, 2017, Bill 27 was presented for third reading and final debate in the legislature. The bill passed and the repeal was cancelled and cannot be proclaimed.

PEO maintains the view that the repeal of the industrial exception is a workplace safety issue and will now work to facilitate the sharing of relevant information between the association and the Ministry of Labour so that PEO may more effectively regulate engineers and the practice of professional engineering in Ontario in the public interest.

NEW MEMBERSHIP DATABASE

PEO introduced a new membership database in 2016 that brings a number of administrative and record-keeping enhancements to its overall operations.

Launched in April, the Aptify licence holder management software also enables the new member portal, where licence holders, engineering interns and, for the first time, applicants, can interact online with PEO. Visitors can update their contact information, download editable applications and register for exams. The new portal incorporates current best practices for system security and data protection. It also provides flexibility for PEO to eventually move to greater member self-service that can be rich, mobile and completely automated.

ENFORCEMENT SUCCESSES

Enforcement is legal action PEO takes against individuals or entities who practise engineering without a licence or lead others to believe they are qualified to do so, or who offer engineering services without holding a Certificate of Authorization (C of A). With only a few exceptions, only PEO licence holders can practise professional engineering, and only people or entities holding Cs of A issued by PEO can offer or provide professional engineering services to the public.

In 2016, five enforcement files resulted in court prosecution and a sixth matter was prepared but was settled at the pre-hearing stage. They were:

- In January, the Ontario Superior Court of Justice ordered Emmanuel de Guzman and Falcon Group International Inc. to cease holding themselves out as being qualified to practise professional engineering, and awarded partial payment to PEO for its application costs.
- In October, de Guzman and Falcon Group were convicted of four counts of breaching the *Professional Engineers Act* and fined \$10,000. Falcon Group was found guilty of two counts for offering professional engineering services through its website and using restricted terms, titles and descriptions in a LinkedIn profile without a C of A. De Guzman, as a director and officer of the corporation, was found guilty of two counts for authorizing, permitting or consenting to the offences. De Guzman has never been licensed as a professional engineer in Ontario.
- Jeff Rubino of Carleton Place was fined by the Ontario Court of Justice in March for using a fabricated engineer's seal and the title "professional engineer" on a report submitted to the Ottawa building department.
- Also in March, the Ontario Court of Justice fined Cosimo Polidoro of the Pickering area for three counts of using the title "P.Eng." in a resume and in email responses to an employment ad.
- In October, PEO reached a settlement with Majid Jowhari, Member of Parliament for Richmond Hill, for his use of the titles "engineer" and "professional engineer" during his 2015 federal election campaign. Jowhari wrote a letter of apology that was subsequently published in *Engineering Dimensions*, and made a voluntary donation to the Ontario Professional Engineers Foundation for Education.
- In November, the Ontario Court of Justice fined Asif Siddiqui of Milton for failing to verify the authenticity of a fabricated engineer's seal on documents he submitted to the Hamilton Building Division.



PEO's 2016-2017 Council

Back row, left to right: Ewald Kuczera, P.Eng.; Rakesh Shreewastav, P.Eng., FEC; Gary Houghton, P.Eng., FEC; Michael Wesa, P.Eng., FEC; Richard Hilton, P.Eng.; David Brown, P.Eng., BDS, C.E.T.; Warren Turnbull, P.Eng.; Dan Preley, P.Eng.; Guy Boone, P.Eng.; Changiz Sadr, P.Eng., FEC; Santosh Gupta, PhD, P.Eng., FEC; Vassilios Kossta. Front row, left to right: Sharon Reid, C.Tech.; Christian Bellini, P.Eng., FEC; Roydon Fraser, PhD, P.Eng., FEC; Roger Jones, P.Eng., FEC; Thomas Chong, P.Eng., FEC; George Comrie, P.Eng., FEC; Bob Dony, PhD, P.Eng., FEC; Patrick Quinn, PhD, P.Eng., C.Eng., FEC; Marilyn Spink, P.Eng.; Danny Chui, P.Eng., FEC; Noubar Takessian, P.Eng., FEC.

PROFESSIONAL STANDARDS

Council approved several practice guidelines for professional engineers, including those for:

- Structural design services in buildings;
- Structural condition assessments for existing buildings; and
- Solid waste management.

These guidelines will be available at www.peo.on.ca/index.php?ci_id=4377&la_id=1.

LEGISLATION CHANGE PROPOSALS

PEO's Legislation Committee completed its review of changes to the *Professional Engineers Act* stemming from recommendations from the Elliot Lake Commission of Inquiry. The changes were presented to Council for approval of policy intents and then forwarded to the attorney general for cabinet review and drafting.

GOVERNMENT LIAISON PROGRAM

The year was a busy one for PEO's Government Liaison Program (GLP) as association volunteers continued to engage politicians through various initiatives. Noteworthy events during the year included the government's proposed cancellation of the repeal of the industrial exception through the *Burden Reduction Act*, the audit of the GLP and the first joint PEO/OSPE Government Relations conference.

Repeal of the Industrial Exception

PEO's efforts to repeal the industrial exception took on intensity in 2016 with the government's decision to cancel it through Bill 27, the *Burden Reduction Act*, 2016. The repeal was discussed at many formal and informal meetings with MPPs throughout the year as PEO sought to have the bill amended. PEO presented its case to the Standing Committee on General Government in February 2017 but, unfortunately, the bill was passed in March 2017, cancelling the repeal.



This year's Queen's Park reception once again featured a tower-building challenge with MPPs, P.Engs and engineering students. Team members Imad Ansari, Ryerson University student; Granville Anderson, MPP (Durham); and Warren Turnbull, P.Eng., PEO West Central Region councillor, huddle together to talk about their tower design and build strategy.

GLP Audit Report

A full review of the GLP was undertaken in 2016 to determine whether the program is operating as designed and achieving the expected results. The audit, conducted by third-party consultant Don Dickson, found that GLP is achieving its objective of raising PEO's profile at Queen's Park. A number of recommendations were made to further improve the program and an implementation program was presented to Council early in 2017.

PEO/OSPE Government Relations Conference

In November, PEO and the Ontario Society of Professional Engineers (OSPE) held a joint Government Relations Conference at the University of Toronto's Hart House. The full-day event was attended by both PEO Government Liaison Program and OSPE Political Action Network representatives, who gathered to learn how regulators and advocates can work together effectively to share messaging and priorities with government decision makers.

The event featured a diverse roster of speakers and panelists including:

- NDP leader Andrea Horwath, who shared her perspectives working with other regulatory and advocacy bodies;
- A special all-party MPP panel, including Arthur Potts, MPP (Beaches-East York), Jim McDonnell, P.Eng., MPP (Stormont-Dundas-South Glengarry), and Catherine Fife, MPP (Kitchener-Waterloo), that provided insights on building relationships with elected officials; and
- A panel of regulatory and advocacy colleagues from the Law Society of Upper Canada, the Ontario Bar Association and Chartered Professional Accountants Ontario, who shared how regulatory and advocacy bodies work together effectively in other professions.

Queen's Park Day reception

Following the PEO/OSPE Government Relations Conference, PEO hosted its 10th annual MPP reception at Queen's Park. Ontario Premier Kathleen Wynne and over 50 MPPs from all parties came out to network with PEO officials, councillors and GLP members.

The reception also featured the second Engineering Games, which saw three teams of MPPs, students and professional engineers competing to build resilient infrastructure using supplied materials. The winning team was led by Peggy Sattler, MPP (London West), NDP critic for Women's Issues; Training, Colleges, Universities; and Research and Innovation. The fourth annual GLP MPP awards were also presented to individual MPPs from each party in recognition of their support for PEO and its



George Comrie, P.Eng., FEC, PEO president, and Jeannette Chau, P.Eng., PEO manager of government liaison programs (right), present a certificate of appreciation to Indira Naidoo-Harris, MPP (Halton), associate minister of education (early years and child care), for her work in helping PEO's government relations efforts.



Rakesh Shreewastav, P.Eng., FEC, PEO lieutenant governor-in-council appointee (left), and Barry Steinberg, P.Eng., C.E.T., CEO of Consulting Engineers of Ontario, talk to Ontario Premier Kathleen Wynne.

work on behalf of the public. The 2016 recipients were Liberal MPP Indira Naidoo-Harris (Halton), PC MPP Jeff Yurek (Elgin-Middlesex-London), and NDP Deputy Leader Jagmeet Singh, MPP (Bramalea-Gore-Malton). The Oakville Chapter received the 2016 PEO Chapter Award for its active role in GLP activities. The Mississauga Chapter received honourable mention.

During his welcome remarks, PEO President George Comrie, P.Eng., FEC, reiterated the association's position on the industrial exception and emphasized that the relationship with government is a reciprocal one: "We professional engineers agree to regulate our profession in the public interest in exchange for exclusive rights to practise engineering. We are working hard to honour our obligations under that agreement," he said.

President Comrie then called on the Government of Ontario to honour its part of the bargain by ensuring that only licensed professional engineers practise engineering in the province—including in Ontario's manufacturing and industrial sector.

PEO hosts six Take Your MPP to Work Days

Introduced in 2013, the Take Your MPP to Work Day program continued to be popular with MPPs in 2016. The initiative allows PEO chapters to invite local MPPs to visit area engineering companies to learn more about the work of professional engineers in their communities and PEO's role as a regulator. PEO chapters hosted six events in 2016, including the first ever joint-chapter event:

- January 25—Peggy Sattler, MPP (London West), NDP Women's Issues, Training, Colleges, Universities, Research and Innovation Critic, and Teresa Armstrong, MPP (London-Fanshawe), NDP Citizenship, Immigration and International Trade and Seniors' Affairs Critic, visited 3M with the London Chapter.
- May 25—Lisa Gretzky, MPP (Windsor West), NDP Education Critic, visited Stantec Consulting with the Windsor Chapter.
- July 20—Labour Minister Kevin Flynn, MPP (Oakville), Associate Finance Minister Indira Naidoo-Harris, MPP (Halton), and Amrit Mangat, MPP (Mississauga-Brampton



South), Parliamentary Assistant to the Minister Responsible for Women's Issues and to the Minister Responsible for Accessibility, visited Credit Valley Conservation Authority with the Oakville and Mississauga Chapters.

Among the student conference delegates were (left to right) ESSCO vice presidents Robert Plant, Katie Arnold and Jocelyn Lee, ESSCO president Mike Lavdas and conference co-chairs Jake Lipohar and Alex Whitlock.

Bill Walker, MPP (Bruce-Grey-Owen Sound), PC Associate Health Critic for Long-Term Care, (second from right), at a Take Your MPP to Work Day event hosted by PEO Georgian Bay Chapter on September 16. With him are (left to right) PEO Georgian Bay Chapter GLP Chair Arjan Arenja, P.Eng., and Tenneco representatives Jeff Kain, Production Manager, Jack Vandenhof, P.Eng., Engineering/Launch Manager and Vivender Adunuri, P.Eng., Chair, Georgian Bay Chapter.

- August 9—Gila Martow, MPP (Thornhill), PC Francophone Affairs, Anti-Racism Secretariat and GTA Issues Critic, visited the Bill Fisch Forest Stewardship and Education Centre in Whitchurch-Stouffville, with the York and Willowdale-Thornhill Chapters.
- August 23—Jeff Yurek, MPP (Elgin-Middlesex-London), PC Health and Long-Term Care Critic, visited Presstran Industries with the London Chapter.
- September 16—Bill Walker, MPP (Bruce-Grey-Owen Sound), PC Associate Health Critic for Long-Term Care, visited Tenneco's Owen Sound Operation with the Georgian Bay Chapter.

ENGINEERING STUDENT SOCIETIES' COUNCIL OF ONTARIO

On November 4-6, the annual Professional Engineers Ontario Student Conference (PEO-SC) was hosted by Carleton University. Approximately 60 delegates from universities across Ontario attended the joint PEO-Engineering Student Societies' Council of Ontario (ESSCO) event. The theme of the conference was The Power of the P.Eng., and speakers inspired delegates on how they can make a change by being effective leaders, the benefits of obtaining a P.Eng. licence and engineers in politics.



Among the student conference delegates were (left to right) ESSCO vice presidents Robert Plant, Katie Arnold and Jocelyn Lee, ESSCO president Mike Lavdas and conference co-chairs Jake Lipohar and Alex Whitlock.

BALANCE SHEET

as at December 31, 2016

BALANCE SHEET as at December 31, 2016			2016	2015
ASSETS	CURRENT	Cash in interest-bearing accounts	\$ 1,449,325	\$ 1,851,432
		Marketable securities at fair value	6,552,646	6,403,767
		Accounts receivable	499,016	527,314
		Prepaid expenses and deposits	265,014	225,778
		Other assets	401,365	390,279
			9,167,366	9,398,570
	Capital assets (Note 3)		37,061,925	37,711,302
	TOTAL ASSETS		46,229,291	47,109,872
LIABILITIES	CURRENT	Accounts payable and accrued liabilities (Note 15)	1,813,785	2,174,710
		Fees in advance and deposits	8,862,418	9,067,119
		Current portion of long-term debt (Note 5)	952,000	928,000
			11,628,203	12,169,829
	LONG TERM	Long-term debt (Note 5)	6,587,000	7,539,000
		Employee future benefits (Note 6)	11,974,500	13,074,900
	TOTAL LIABILITIES		30,189,703	32,783,729
	Net assets (Note 7)		16,039,588	14,326,143
	Total liabilities and net assets		46,229,291	47,109,872

Approved by the Board

STATEMENT OF CASH FLOWS

year ended December 31, 2016

STATEMENT OF CASH FLOWS		2016	2015
year ended December 31, 2016			
OPERATING	Excess of revenue over expenses	\$ 370,625	\$ 931,176
	Add (deduct) items not affecting cash		
	Amortization	2,171,172	1,798,805
	Amortization—other assets	63,914	67,395
	Employee future benefits expensed	1,445,000	1,274,700
	Change in unrealized losses on marketable securities	(23,259)	98,181
	Loss (gain) on disposal of marketable securities	10,736	(22,636)
		4,038,188	4,147,621
	Change in non-cash working capital items (Note 10)	(576,564)	963,043
		3,461,624	5,110,664
FINANCING	Repayment of mortgage	(928,000)	(901,000)
	Contributions to employee future benefit plans	(1,202,580)	(1,489,410)
		(2,130,580)	(2,390,410)
INVESTING	Net change in marketable securities	(136,356)	(147,608)
	Additions to capital assets	(1,521,795)	(2,447,378)
	Additions to other assets	(75,000)	(13,722)
		(1,733,151)	(2,608,708)
(Decrease) increase in cash		(402,107)	111,546
Cash, beginning of year		1,851,432	1,739,886
Cash, end of year		1,449,325	1,851,432

STATEMENT OF REVENUE, EXPENSES AND CHANGES IN NET ASSETS
year ended December 31, 2016

		2016	2015
REVENUE	P.Eng. revenue	\$ 15,300,492	\$ 15,134,271
	Application, registration, examination and other fees	6,186,429	6,064,234
	Building operations (Note 4)	2,044,589	2,127,016
	Advertising income	437,187	292,679
	Investment income	171,538	97,219
		24,140,235	23,715,419
EXPENSES	Staff salaries and benefits/retiree and future benefits	11,262,243	10,708,685
	Building operations (Note 4)	2,485,858	2,444,678
	Purchased services	1,402,475	1,352,825
	Amortization	1,242,064	924,528
	Engineers Canada	977,311	938,579
	Occupancy costs (Note 4)	857,468	765,874
	Chapters (Note 13)	765,181	793,066
	Volunteer expenses	660,736	786,767
	Computers and telephone	628,847	715,813
	Postage and courier	626,926	475,676
	Legal (corporate, prosecution and tribunal)	614,293	567,744
	Transaction fees	500,306	508,253
	Consultants	410,711	362,605
	Contract staff	399,882	496,237
	Recognition, grants and awards	196,051	162,239
	Professional development	168,011	155,251
	Office supplies	132,379	131,955
	Insurance	111,637	105,784
	Advertising	107,711	83,942
	Printing	98,841	128,446
	Staff expenses	83,808	104,307
		23,732,739	22,713,254
	Excess of revenue over expenses before the undernoted	407,496	1,002,165
	Council discretionary reserve expenses (Note 8)	36,871	70,989
	Excess of revenue over expenses	370,625	931,176
	Remeasurement and other items	1,342,820	(2,136,510)
	Net assets, beginning of year	14,326,143	15,531,477
	Net assets, end of year	16,039,588	14,326,143

*The above information is an abbreviated version of PEO's 2016 financial statements. The full report appears in the May/June 2017 issue of *Engineering Dimensions* and on PEO's website.

PEO's 36 chapters—organized into five regions across the province—were formed more than 50 years ago to link members-at-large with PEO Council, and to be a local presence for engineering. In 2016, they organized licence presentation ceremonies, hosted technical seminars and social events, provided a forum for members to exchange knowledge and ideas, and offered professional networking opportunities. Members involved in PEO chapter activities also continued a long-standing tradition of donating their time, energy and expertise to promoting awareness among grade school students of the role of science, technology, engineering and math (STEM) in their daily lives and engineering as a career.

In March, PEO volunteers across Ontario took to local schools, colleges and universities, malls, libraries and community centres to spread the good word about engineers, engineering and the value of an engineering career during **National Engineering Month** (NEM 2016). Under the theme "There's a place for you," NEM 2016 saw many outreach efforts run by PEO chapters, including the **Grand River Chapter's** First Robotics Competition social; the **York Chapter's** Design Challenge 2016, which saw local grade 7 and 8 students compete to design and build the best helicopter rotor; the **Sudbury Chapter's** engineering display and bridge-building contest at the New Sudbury Centre; and the **Niagara Chapter's** second annual Design and Build Challenge, at which local high school students designed and built gantry cranes.

The **Volunteer Leadership Conference**, held on April 29 during PEO's Annual General Meeting weekend in Toronto, focused on how chapters and committees can work together to create "new pathways" to service. The conference was organized in part to discuss how chapter and committee volunteers can work together to help PEO achieve its mandate of regulating and advancing engineering practice to protect the public interest. Featuring keynote speaker Eric Bergman, a corporate communications expert discussing "The Secret Ingredient to Enhanced Consultation," the day included breakout sessions on Experience Requirements Committee (ERC) interviews at local chapters; the future direction of the Licensure Assistance Program; the structured internship program; and succession planning, term limits and continuity for chapters and committees. Delegates also discussed the role of chapters as a training ground for up-and-coming PEO volunteer leaders.

The theme for the 2016 **Chapter Leaders Conference** was "Revitalizing the Brand, Making Connections." The full-day event on November 19 allowed chapter volunteers to share best practices in maximizing the chapter role in strengthening engineering regulation throughout the province. It featured several sessions on PEO's new strategic plan, the chapters' role in promoting the Practice Evaluation and Knowledge (PEAK) program, as well as a keynote address on how chapters can exploit new media and craft communications strategies and messaging to build recognition of engineering and the importance of licensing and regulation. As with previous conferences, the 2016 event included a "people's choice" story contest, in which chapters described their most popular events from the past year and



Digital marketer and client relations expert Erin Bury highlighted branding efforts at the 2016 Chapter Leaders Conference.

delegates voted on the stories. The top prize was awarded to the **Windsor-Essex Chapter** for its October 2015 Innovation Station: Engineering Your Life event at Devonshire Mall.



PEO's Porcupine/Kapuskasing Chapter hosted its annual technical tour at Millson Forestry Service Inc. Attendees toured the seed extraction plant and greenhouse facilities and learned how millions of seedlings are grown and distributed each year.

The **Ottawa Chapter** hosted several tours of local engineering sites in 2016 including:

- Hydro Ottawa's Chaudière expansion project office for a technical presentation on the transformation and expansion of Ottawa's oldest hydroelectric station. Energy Ottawa's Franz Kropp, P.Eng., director of generation, provided a thorough review of the approval process, design and construction of the engineering project;
- A backstage tour of the National Arts Centre, which provided an overview of the technical and artistic requirements to create a national stage for 1300 annual performances; and
- A one-hour guided tour of the Diefenbunker—a four-story, 300-room, 100,000-square foot underground bunker built to house 535 Canadian government officials and military officers in the event of a nuclear war.



In early 2016, the Upper Canada Chapter participated in the local Cornwall Construction competition—an event featuring teams designing and building structures with cans of food. Once built, the structures were left on display for judging. All food used in construction was ultimately donated to local food banks. The chapter team built a model of BB-8, the droid from the latest *Star Wars* movie, out of 1800 cans. They took home prizes for the best use of labels and juror's favourite.

In November, the **Scarborough Chapter** hosted its first-ever Balsa Wood Glider Contest—an educational project that engages volunteers, area schools and the public to enhance the knowledge and interest of local students in science, technology, engineering and math (STEM). The contest, which involves building flight-capable balsa wood gliders and reinforces engineering principles, included participation from 21 students from 10 different schools, 10 parents/teachers, 18 chapter volunteers and four special guests, including PEO President George Comrie, P.Eng., FEC. Greg Merrill, P.Eng., FEC, from the **Muskoka Chapter** and chair of the Air Cadet League—Ontario Provincial Committee, presented educational videos on the gliders used by Canadian Air Cadets trainees.



The Balsa Wood Glider Contest was introduced by the Scarborough Chapter in 2016.

The **Lakehead Chapter** hosted its 55th Annual Engineering and Technology Conference in November at Thunder Bay's Valhalla Inn. The event featured keynote speaker Dwayne Ziebarth, C.E.T., of WSP Canada Inc., discussing the \$2.8 billion PCS Rocanville mine expansion project, and also included plenary sessions on engineering projects from across the province including:

- Noront Mine in the Ring of Fire;
- Update on Twinning Hwy. 11/17 between Thunder Bay and Nipigon;

- Upgrades to Union Station in Toronto;
- Rapid Development in Space-Based Remote Sensing;
- Technologies with a Focus on Civil Infrastructure; and
- Turning an Environmental Problem into an Opportunity.

The conference also honoured Lakehead University engineering student recipients of the Ontario Professional Engineers Foundation for Education (OPEFE) scholarships and awards.

In June, the **Grand River Chapter** held its 3rd Annual Symposium at the Royal Brock Hotel and Conference Center in Guelph. Two technical talks, "Solar Reflection from Structures" and "Rare Earth Elements," were delivered by Ryan Danks, P.Eng., from RWDI and Alireza Shirazi, P.Eng., from Hitachi Truck, respectively. The keynote speech by Neil Dunsmore provided a leadership message to engineers and project managers.



Symposium 2016 speakers (left to right) Neil Dunsmore, Ryan Danks, P.Eng., Alireza Shirazi, P.Eng., and symposium lead Jonathan Velasco, P.Eng.

In partnership with the Toronto Rehabilitation Institute (TRI), the **West Toronto Chapter** co-hosted in June the Women in Engineering Design Competition—a youth outreach program promoting engineering careers to female students. The theme of the 2016 competition was mobile apps and the 11- to 14-year-old participants were tasked with creating an app that would help solve problems that were inspired by some of the real life work done at TRI. The winning team, Para-Sync, developed an app that helps people with spinal cord injury to develop and follow custom exercise programs.



Members of the Ontario engineering community and supporters gathered November 19 at the **Ontario Professional Engineers Awards (OPEA)** gala at Mississauga's International Centre to recognize the achievements of outstanding engineers. Ten professional engineers were honoured with individual awards. Visit PEO's YouTube channel to watch the vignettes of the award recipients: www.youtube.com/PeoOnCa.

The 2016 OPEA recipients (top row, left to right): Vaughn Betz, PhD, P.Eng., John Yeow, PhD, P.Eng., Ted Maulucci, P.Eng., J. Stewart Aitchison, PhD, P.Eng.; and (front row, left to right) George Anders, PhD, P.Eng., Valerie Davidson, PhD, P.Eng., Larry Seeley, PhD, P.Eng., and Susan Tighe, PhD, P.Eng. Missing from the photo are Lin Tan, PhD, P.Eng., and Ebrahim Bagheri, PhD, P.Eng.



Seven individuals were inducted into PEO's **Order of Honour** at the April 29 gala in Toronto for providing exceptional volunteer services to the profession. Recognized were: (bottom row, left to right) Paul Charles DiNovo, P.Eng., FEC, Syd Van Geel, P.Eng., FEC, Angela R. Scott, P.Eng., FEC, Dennis Woo, PhD, P.Eng., Martha Stauch, BA, MEd.,

Stephen Jack, P.Eng., and Raymond Hong, P.Eng., FEC. PEO Awards Committee members are, top row, left to right: Michael Ball, P.Eng., FEC, Daniel Couture, P.Eng., FEC, Helen Wojcinski, P.Eng., FEC, Rakesh Shreewastav, P.Eng., FEC, Clare Morris, P.Eng., FEC, Ross Gillett, P.Eng., FEC, Nancy Hill, P.Eng., LLB, FEC, and John Severino, P.Eng., FEC.



George Crouch, EIT, was presented the 2016 **G. Gordon M. Sterling Engineering Intern Award**, which celebrates professional leadership achievements of engineering interns and funds leadership development training. Crouch received the award to recognize his commitment to the profession through extensive volunteer work.



The 2016 **President's Award** was presented to Carol Layton, former deputy minister of transportation. The award is presented to non-engineers who have demonstrated extraordinary support for the engineering profession.

Throughout its history, PEO has relied heavily on the participation and contributions of volunteers in both its governance and operation. In 2016, nearly 1000 professional engineers, engineering interns and non-engineers volunteered their time to work on behalf of the association. This list includes those who have served on PEO committees and their subcommittees, task forces, chapter executives and the Government Liaison Program, as well as those who have represented PEO on external

boards and advisory groups and volunteered for chapter-sponsored programs. PEO is fortunate to have so many individuals with a strong desire to serve and improve the profession. PEO Council gratefully recognizes and thanks all those who have served the profession in a wide variety of activities and events throughout the year. For more information on the many opportunities available to participate in PEO, contact Viktoria Aleksandrova, MEd, committee coordinator, at valeksandrova@peo.on.ca.

A

Samuel Abd el Malek, P.Eng.
Galal Abdelmessih, P.Eng.
Sawsan Abdul-Majid, P.Eng.
Md Abul Azad, EIT
Sarah Ackert-Ferguson, P.Eng.
Urszula Adach, P.Eng.
David (Dave) Adams, P.Eng.
Joseph Adams, P.Eng.
Steve Adema, P.Eng.
Vivender Adunuri, P.Eng.
Nanda Affonso, P.Eng.
Ali Afshar, P.Eng.
Ankit Agrawal, EIT
Haris Ahmadzai, P.Eng.
Rashid Ahmed, P.Eng.
Kristen Aikman, EIT
Freed Akhter, EIT
Hasan Akhter, EIT
Parvez Akhtar, P.Eng.
Frank Akujobi, P.Eng.
Mohammad Shaquat Alam, P.Eng.
Md Shah Alamgir, P.Eng.
Behzad Alavi, P.Eng.
Abel Aleman Chavez, P.Eng.
Greg Allen, P.Eng.
William (Bill) Allison, P.Eng.
Zaid Al-Qaysi, EIT
James Amson, P.Eng.
Syed Anjoom Iqbal, EIT
Gheorghe (George) Apostol, P.Eng.
Jeffrey Archbold, P.Eng.
Nanjappan Ardhhanarisamy, P.Eng.
Arjan Areja, P.Eng.
Michael Arthur, P.Eng.
John Arvanitis, P.Eng.
Mishuk Ashpakul, P.Eng.
Azin Aslani-Amoli, P.Eng.
Narayana Asogan, P.Eng.
Mukul Asthana, P.Eng.
Suhad Ateia, EIT
Jon Atkinson, P.Eng.

Behrouz (Bruce) Atrie, P.Eng.
Magdy Attia, P.Eng.
Sandra Ausma, P.Eng.
Richard Austin, LLB
Oscar Avila, P.Eng.
George Ayer, P.Eng.
Afshin Azadmanesh Samimi, P.Eng.
Arshad Azhar, P.Eng.
Naeim Azizi Tavakkoli, P.Eng.

B

Devinder Bahra, P.Eng.
K. Shahzad Baig, P.Eng.
John D. Bailes, P.Eng.
Steven Bailey, P.Eng.
Jack Baker, P.Eng.
Susheela Balasingam
Michael Ball, P.Eng.
Stella Ball, LLB
Paul Ballantyne, P.Eng.
Adam Balogh, P.Eng.
Vajahat Bandy, P.Eng.
Pregrad Banjanin, P.Eng.
Souheila Bardakji, P.Eng.
Douglas Barker, P.Eng.
Mike Barker, P.Eng.
Roger Barker, P.Eng.
Emma Barlow, P.Eng.
Sharon Barr, P.Eng.
Joey Barreiro, EIT
Jordan Barroso, EIT
Ray Barton, P.Eng.
Hafiz Bashir, P.Eng.
Harmail Basi, P.Eng.
Salman Basit, P.Eng.
Michael Beal, P.Eng.
Norbert (Norm) Becker, P.Eng.
Bozena Bednarska, P.Eng.
Nazifa Beganovic, EIT
Christian Bellini, P.Eng.
Mark Bendix, P.Eng.
Annette Bergeron, P.Eng.
Larry Betuzzi, P.Eng.

Rahul Bhardwaj, P.Eng.
Ishwar Bhatia, P.Eng.
Satyendra Bhavsar, P.Eng.
Sanjiwan Bhole, P.Eng.
Md Soharab Bhuiyan, P.Eng.
Jeanette Biemann, P.Eng.
Tarun Biju, P.Eng.
George Biljan, P.Eng.
Nigel Birch, P.Eng.
Jeremy Bishop, P.Eng.
Shiva Bissoon, P.Eng.
Sharmila Biswas, EIT
Duncan Blachford, P.Eng.
Michael Blair, P.Eng.
Lauren Blake, P.Eng.
Maziyar Bolour, P.Eng.
Trevor Bolt, P.Eng.
Alice Bom, P.Eng.
Andre Bom, P.Eng.
Dave Boogaart, P.Eng.
Guy Boone, P.Eng.
Matthew Borraro, EIT
Spiridon Bot, P.Eng.
Michael Botros, EIT
Jo-Anne Boucher, P.Eng.
Mohamed Boutazakhti, P.Eng.
Roger Boutette, P.Eng.
Peter Braund, LLM
John Bray, P.Eng.
Robert Bressan, P.Eng.
Peter Broad, P.Eng.
Connor Brown, EIT
David Brown, P.Eng.
Randal Brown, P.Eng.
Dave Buck, P.Eng.
Jeff Bueckert, P.Eng.
Albena Bukurova, P.Eng.
Michael Burdett, EIT
Ruben Burga, P.Eng.
Brian Buss, P.Eng.
Betty Anne Butcher, P.Eng.
Evan Butler-Jones, P.Eng.

C

Dan Cacciotti, P.Eng.
Karen Cain, P.Eng.
Darla Dee Campbell, P.Eng.
Colin Cantlie, P.Eng.
Peigang (Nathan) Cao, P.Eng.
Diego Cardenas, P.Eng.
Socrates Carelo, P.Eng.
Jeremy Carkner, P.Eng.
Matt Carson, P.Eng.
Pellegrino Castaldo, P.Eng.
Dan Castellan, P.Eng.
Jamie Catania, P.Eng.
Anthony (Tony) Cecutti, P.Eng.
Hsiu-P'ang Chan
Karen Chan, P.Eng.
Michael Chan, P.Eng.
Raju Chander, P.Eng.
Vanoli Chander
Jian Ming (Jimmy) Chang, P.Eng.
Michael Chapman, P.Eng.
Deep Chaudhary, EIT
George Chelvanayagam, P.Eng.
Jason Chen, P.Eng.
Ian Cheng, P.Eng.
Kevin Chessman, P.Eng.
Anna-Lyn (Mei) Cheung, P.Eng.
Shun Cheung, EIT
Stephane Chiasson, EIT
Chantal Chiddle, P.Eng.
Jim Chisholm, P.Eng.
Corneliu Chisu, P.Eng.
Brett Chmiel, P.Eng.
Richard Chmura, P.Eng.
Damien Ch'ng, P.Eng.
Wieslaw Chojnacki, P.Eng.
Raymond Chokelal, P.Eng.
Thomas Chong, P.Eng.
Naser Choudhury, EIT
Wan Tat (Vincent) Chu, P.Eng.
Danny Chui, P.Eng.

Bruce Clarida, P.Eng.
Nicholas (Nick) Colucci, P.Eng.
Brendan Colven, P.Eng.
George Comrie, P.Eng.
Michael Conway, P.Eng.
Adam Core, EIT
Andrei (Andrew) Cornel, P.Eng.
Marie Corriveau
Dan Cosmin, P.Eng.
Russ Couprie, P.Eng.
Glen Courtis, EIT
Daniel Couture, P.Eng.
Joseph Cozzolino, EIT
Antonio (Tony) Crimi, P.Eng.
Adriana Csiba, P.Eng.
Walter Culina, P.Eng.

D

Darlene Daigle, P.Eng.
William A. Dale, EIT
Bogdan Damjanovic, P.Eng.
Bo Dang, P.Eng.
Michael Dang, P.Eng.
Farid Danial, P.Eng.
Gordon Danson, P.Eng.
Tapan Das, P.Eng.
Shovini Dasgupta, P.Eng.
Humberto DaSilva, P.Eng.
Fred Datoo, P.Eng.
Valerie Davidson, P.Eng.
Laurel Davis, EIT
Ingrid de Buda, P.Eng.
Roger De Gannes, P.Eng.
Benjamin de Haan, P.Eng.
Charles De la Riviere, P.Eng.
Jordan De Mello, EIT
Laura Deakin
Len D'Elia, P.Eng.
Dan Demers, P.Eng.
Andrew Demeter, P.Eng.
David Dengler, P.Eng.
Anand Deshpande, EIT
Savio DeSouza, P.Eng.

Peter DeVita, P.Eng.
 Mervin Dewasha, P.Eng.
 Debasis Dey
 Roland Dhamo, EIT
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 Rup Dhawan, P.Eng.
 Cherisse Diaram, EIT
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 Jennifer Diaz, P.Eng.
 Fereydoon Diba, EIT
 Katherine Diep, EIT
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 Yehoudith (Judith) Dimitriu, P.Eng.
 George Dimitrov, P.Eng.
 Levente Laszlo Diosady, P.Eng.
 Denis Dixon, P.Eng.
 Julie Dixon, P.Eng.
 Travis Dominski, EIT
 Robert (Bob) Dony, P.Eng.
 Hitesh Doshi, P.Eng.
 Andrew Dowie, P.Eng.
 Mircea Dreve, P.Eng.
 Linda Drisdelle, P.Eng.
 Ryan D'Sylva, P.Eng.
 James Dunlop, P.Eng.
 Robert Dunn, P.Eng.
 Sean Dunne, P.Eng.

E
 Afshin Ebtekar, P.Eng.
 Márta Ecsedi, P.Eng.
 Charles Eddie, P.Eng.
 Ross Eddie, P.Eng.
 Ayman El Ansary, P.Eng.
 Hamdy El Arabi
 Kamal Elguindi, P.Eng.
 Maha Elia, P.Eng.
 Waguih ElMaraghy, P.Eng.
 Khaled El-Rahi, P.Eng.
 Jalal Emami, P.Eng.
 Hassan Erfanirad, P.Eng.
 Nima Eslaminasab, P.Eng.
 Zbigniew Ewertowski, P.Eng.

F
 John Faello, P.Eng.
 Amir Fam, P.Eng.
 Maliheh Farahnak, P.Eng.
 Steve Favell, P.Eng.
 Charlene Fawcett, P.Eng.
 Reda Fayek, P.Eng.
 Jim Fedorkiw, P.Eng.
 Zeke Fedun, P.Eng.
 Brian Fenoulhet, P.Eng.
 Roy Fernandes, P.Eng.

Maye Fernandez Perez, EIT
 David Filer, P.Eng.
 James Finch
 Jonathan Fitzpatrick, P.Eng.
 Tristan Fletcher, P.Eng.
 Roy Fletcher, P.Eng.
 Helder Fleury Pinheiro, P.Eng.
 Roberto Floh, P.Eng.
 Rabiz Foda, P.Eng.
 Roydon Fraser, P.Eng.
 Megan Frederick, EIT
 Diane Freeman, P.Eng.
 Marina Freire-Gormaly, EIT
 Cassie Frengopoulos, P.Eng.
 Jerry Fridrich, P.Eng.
 Aubrey Friedman, P.Eng.
 Peter Frise, P.Eng.
 Amanda Froese, P.Eng.
 Ed Fung, P.Eng.
 Nigel Fung, P.Eng.

G
 Rajendra Gadhvi, EIT
 Gil Galang, P.Eng.
 Peter Gallo, P.Eng.
 Ketan Gandhi, P.Eng.
 Nilima Gandhi, P.Eng.
 Ammori Ganem-Mohamed, P.Eng.
 Stephen Georgas, P.Eng.
 Chris George, P.Eng.
 Stelian George-Cosh, P.Eng.
 David Germain, JD
 Ramy Ghattas, P.Eng.
 Shawn Gibbon, P.Eng.
 Hazem Gidamy, P.Eng.
 Harmeet Gill, P.Eng.
 Ranjit Gill, P.Eng.
 Ross Gillett, P.Eng.
 Dalila Giusti, P.Eng.
 Mark Gledhill, P.Eng.
 John Glover, P.Eng.
 Branislav Gojkovic, P.Eng.
 Navid Golbon, P.Eng.
 Terry Gomez, P.Eng.
 Preeti Gorapalli, P.Eng.
 Lloyd Gorling, P.Eng.
 Cory Goulet, P.Eng.
 Dragan Grandic, P.Eng.
 Don Grandy, P.Eng.
 Ed Grandy, P.Eng.
 David Grant, P.Eng.
 Bob Gravelle, P.Eng.
 Jason Green, P.Eng.
 Gordon Griffith, P.Eng.
 Radomir Grigorov, P.Eng.
 Mohinder Grover, P.Eng.

Jason Gubbels, P.Eng.
 Nihal J. (Tilak) Gunaratne, P.Eng.
 Liang Guo, P.Eng.
 Amit Gupta, P.Eng.
 Ravi Gupta, P.Eng.
 Santosh Gupta, P.Eng.
 Brooke Guzar, P.Eng.

H
 Eric Haapamaki, P.Eng.
 Jonathan Hack, P.Eng.
 Mohamed Hamed, P.Eng.
 Doug Hamilton, P.Eng.
 Faiz Hammadi, P.Eng.
 Kazi Haque, P.Eng.
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