



Professional Engineers
Ontario

ANNUAL REVIEW 2017

PROTECT

ENGAGE

ADVANCE

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Supervisor, Examinations
Anna Carinci Lio

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Tracey Caruana, P.Eng.

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Paula Habas
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2017-2018 PEO COUNCIL AND ENGINEERS CANADA DIRECTORS

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Vice president (elected)
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Vice president (appointed)
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Warren Turnbull, P.Eng.

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Christian Bellini, P.Eng., FEC
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Michael Wesa, P.Eng., FEC
Eastern Region councillors
Ishwar Bhatia, MEng, P.Eng.
Guy Boone, P.Eng.
East Central Region councillors
Thomas Chong, MSc, P.Eng., FEC, FCAE, PMP
Noubar Takessian, P.Eng., FEC

Western Region councillors

Lola Mireya Hidalgo, P.Eng., PMP
Gary Houghton, P.Eng., FEC

West Central Region councillors

Warren Turnbull, P.Eng.
Danny Chui, P.Eng., FEC

Lieutenant governor-in-Council appointees

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Lorne Cutler, P.Eng., MBA
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Rakesh K. Shreewastav, P.Eng., AVS, FEC

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Bob Dony, PhD, P.Eng., FIEE,
FEC, President

When I stood for election last year, I used the phrase “moving forward for a stronger profession” to sum up how I wished to focus my efforts as PEO president. As I reflect on my tenure, I think Council and PEO’s work over the past year did much to further this goal. What follows is an overview of these accomplishments that we achieved and/or began in 2017.

2018-2020 STRATEGIC PLAN

In November, PEO unveiled its 2018-2020 Strategic Plan. Developed over two years of extensive research and stakeholder consultation, the plan was passed at Council’s November meeting and will determine PEO’s priorities and initiatives through to 2020. It focuses on nine strategic objectives covering three priority areas: protecting the public interest, engaging stakeholders and advancing PEO’s mission.

Now in its 96th year, PEO faces many challenges as we approach a century of regulating the engineering profession in Ontario. This plan will guide us on how we meet these challenges and ensure we’re doing our utmost to fulfil our mission of advancing the practice of engineering to protect the public interest.

COUNCIL TERM LIMITS AND SUCCESSION PLANNING

In June, Council approved the Council Term Limits Task Force’s (CTLTF) revised recommendations for term limits and succession planning. Going forward, outgoing councillors who have reached their term limit will require a six-year hiatus before running for Council again. At the February 2018 Council meeting, Council approved changes to Regulation 941 to support these policy directions. The new regulation takes effect on July 1, 2018 (for 2019 PEO elections nominations). Cabinet approved the new regulation on Feb. 21, 2018.

ACT AMENDMENTS

In December, important changes to the *Professional Engineers Act* that strengthen PEO’s regulatory role were passed at Queen’s Park. Among other improvements, the amendments provide PEO with broad regulation-making authority to establish a continuing professional development program for engineers and requires that disciplinary information about engineers be included in the register of licensed engineers and posted on the PEO website.

BUILDING A MORE INCLUSIVE PROFESSION

In September, Council formally endorsed Engineers Canada’s 30 by 30 initiative—a commitment to raising the percentage of newly licensed female engineers in Canada to 30 per cent by 2030. Working in partnership with the Ontario Society of Professional Engineers (OSPE), PEO committed to establishing a two-year, 30 by 30 Task Force to ensure PEO’s responsibilities are appropriately assigned. While OSPE will take on the champion’s role in this important work, PEO, as regulator, will track gender-based licensure statistics to mark progress, as well as ensure women are represented in PEO regulatory activities, leadership and volunteer opportunities, and awards programs.

COUNCIL OF ONTARIO DEANS OF ENGINEERING (CODE) OUTREACH

In May, PEO and CODE held a workshop with Ontario engineering deans and PEO representatives, including senior staff, Council and members of the Academic Requirements Committee.

The Academic Requirements for Licensure: Beyond 2022 workshop was held at McMaster University, and was an excellent opportunity for both deans and PEO to discuss the academic requirements to licensure—topics like the internationalization of the profession and education, teaching and learning methods, and curriculum content measurements.

We agreed we must work together to evolve our licensing process, and adapt to innovations in engineering education already in many classrooms. I think both groups came away with a clearer picture of each other’s perspectives: PEO has a better idea of the current issues facing engineering educators, and educators have a better understanding of the regulatory framework and obligations PEO faces for the academic requirements of licensure.

It’s key for regulators to have more face-to-face exposure to engineering education to consider curriculum and accreditation processes. I look forward to more events like this to help move the profession forward.

RECOGNIZING FORMER REGISTRAR GERARD MCDONALD

In December, Gerard McDonald, P.Eng., announced he would step down as registrar to take on a new role as CEO of Engineers Canada. On behalf of PEO Council, I thank Gerard for his inspiring and effective leadership over the past four years. Under his watch, we accomplished several milestone achievements, notably important amendments to the *Professional Engineers Act* and the introduction of the Practice Evaluation and Knowledge (PEAK) program. We wish Gerard well in his new endeavours and look forward to continuing to work with him in his new role.

It has been my great pleasure and honour working with you all to lead our shared profession over 2017.

Thank you for the opportunity.



Gerard McDonald, P.Eng., MBA
former Registrar

The past year saw PEO Council, volunteers and staff completing work on the association's 2015-2017 Strategic Plan—the association's roadmap to leading and regulating the engineering profession in Ontario. Of the 130 strategies identified in the plan, 95 were completed by early September. Further, the overwhelming majority of activities have either been completed or are in progress, with 91 per cent of the activities associated with specific strategies complete. The remainder of activities will migrate to the new 2018-2020 Strategic Plan.

2018-2020 STRATEGIC PLAN

PEO Council approved the 2018-2020 Strategic Plan in November following two years of stakeholder consultation.

The new plan focuses on nine strategic objectives covering three priority areas: protecting the public interest, engaging stakeholders and advancing PEO's mission. Strategic objectives include:

- refining the Practice Evaluation and Knowledge (PEAK) program;
- heightening delivery of PEO's enforcement efforts;
- enhancing PEO's public image;
- engaging PEO chapters as a regulatory resource;
- increasing influence in regulatory matters;
- augmenting the applicant and licence holder experience;
- redefining the volunteer leadership framework;
- creating a seamless transition from student member to EIT to licence holder; and
- enhancing PEO's corporate culture.

PROFESSIONAL ENGINEERS ACT AMENDMENTS

One of the highlights of 2017 was passage of the *Stronger, Fairer Ontario Act, 2017* (Bill 177), which included several important amendments to the *Professional Engineers Act* that address recommendations from the Elliot Lake Commission of Inquiry. The result of three years of work with the Ministry of the Attorney General, the amendments improve public safety protection and transparency in our regulatory work and make several improvements, including: changes to confirm PEO's continued oversight of suspended, cancelled and revoked licence holders; powers to suspend or revoke licences where warranted by past conduct; authority to create continuing education requirements

for licence holders; and an amendment requiring licence holders' disciplinary histories to be published on the PEO website.

PEAK PROGRAM

On March 31, PEO launched the PEAK program to improve data on members' engineering practices as well as encourage licence holders' continuing knowledge development.

Under the program, practising licence holders are asked to complete both a practice evaluation questionnaire and an online ethics module prior to their licence renewal. Questionnaire responses help determine a practising licence holder's practice risks and, based on this, a recommended annual number of continuing professional development hours is provided to help the practitioner maintain a level of knowledge commensurate with safeguarding the public interest. As practitioners design their own continuing knowledge plan based on their specific discipline, this model addresses the diversity of practice among licence holders instead of having identical continuing knowledge requirements for everyone.

Those who self-identify as non-practising licence holders are only asked to declare they are not practising professional engineering and to complete the online ethics module.

At year's end, 20,131 licence holders (33 per cent) had participated in the program. PEO will provide a one-year progress report on the PEAK program, along with recommendations, at Council's June 2018 meeting.

LEADERSHIP CHANGE

In February 2018, I resigned from PEO to take on a new role as CEO of Engineers Canada. I am extremely proud of all we have accomplished during my four years as registrar. While we continued the day-to-day work of overseeing the engineering profession in Ontario, we also made steady progress to position PEO as a regulatory leader. New initiatives like the PEAK program, the ongoing modernization of our licensing process as well as important changes to the *Professional Engineers Act* combine to strengthen PEO's role as Ontario's engineering regulator as it gets closer to its second century regulating and advancing the practice of engineering to protect the public interest.

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 and during my time as registrar.

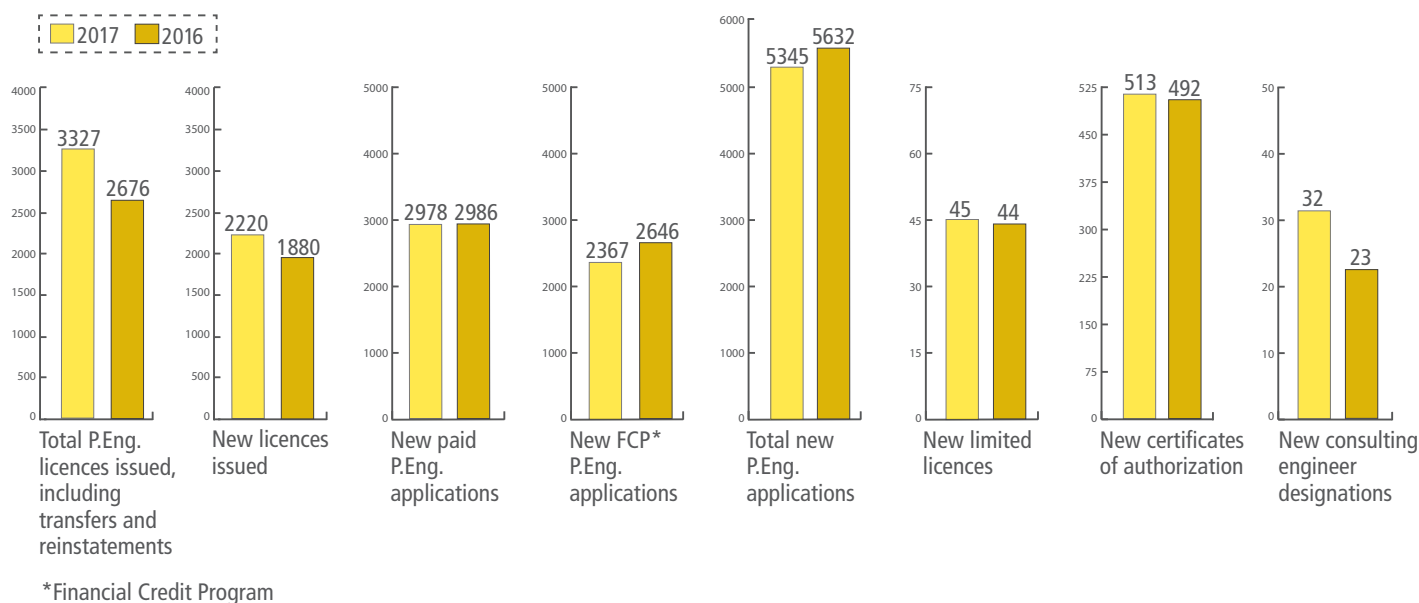
2017 Committee, Task Force, Task Group Reports

Annual reports of PEO committees, task forces and task groups will be provided at the 2018 PEO Annual General Meeting and posted on the PEO website at www.peo.on.ca.

The Register at December 31, 2017

Total P.Eng. licences 81,951
Certificates of authorization 5590
Provisional licences 28
Consulting engineer designations 1001
Engineering interns 13,900
Limited licences 320
Temporary licences 85

2017 STATISTICS AT A GLANCE



COMPLAINTS COMMITTEE

| Activity | 2017 | 2016 |
|--|------|------|
| Complaints filed | 63 | 64 |
| Complaints disposed of by committee | 73 | 75 |
| Referred to Discipline Committee | 8 | 6 |
| Not referred to Discipline Committee and no other action taken | 44 | 48 |
| Not referred to Discipline Committee and other action taken | 21 | 21 |

COMPLAINTS REVIEW COUNCILLOR

| Activity | 2017 | 2016 |
|-----------------------------|------|------|
| Applications for review | 3 | 2 |
| Dismissals without a review | 2 | 2 |
| Notices to conduct a review | 5 | 1 |
| CRC reports issued | 1 | 5 |
| Caseload | 6 | 6 |

ENFORCEMENT

| Activity | 2017 | 2016 |
|---------------------------------------|------|------|
| Files carried over from previous year | 340 | 291 |
| Files opened | 488 | 403 |
| Violation type (%) | | |
| Title | 94% | 96% |
| Practice | 2% | 2% |
| Both title and practice | 4% | 2% |
| Source of inquiry | | |
| PEO staff initiated | 65% | 65% |
| Public | 35% | 35% |
| Files closed | 453 | 354 |
| Compliance achieved (%) | 98% | 97% |
| Court prosecutions | 1 | 5 |
| Out-of-court settlements | n/a | 1 |
| Files to carry over at December 31 | 375 | 340 |

DISCIPLINE COMMITTEE

| Activity | 2017 | 2016 |
|--------------------------------|------|------|
| Matters referred to discipline | 8 | 6 |
| Pre-hearing conferences held | 8 | 5 |
| Matters pending (caseload) | 14 | 17* |
| Hearings completed | 8 | 6 |
| Written final decisions issued | 10 | 8 |

*One matter was disposed by summary decision and without a hearing.

REGISTRATION COMMITTEE

| Activity | 2017 | 2016 |
|--------------------------------|------|------|
| Requests for hearings | 3 | 1 |
| Pre-hearing conferences held | 2 | 0 |
| Matters pending (caseload) | 6 | 8 |
| Hearings completed | 3 | 2 |
| Written final decisions issued | 5 | 2 |

2018-2020 STRATEGIC PLAN APPROVED

In early December, PEO introduced its 2018-2020 Strategic Plan—a comprehensive blueprint to guide the association and determine priorities for programs and initiatives over the next three years. PEO Council approved the new plan at its November meeting.

PEO undertook two years of extensive research and stakeholder consultation to develop the plan, which focuses on nine strategic objectives covering three priority areas:

1. Protecting the public interest;
2. Engaging stakeholders; and
3. Advancing PEO's mission.

PEO's 2018-2020 strategic objectives include:

- Refining the delivery of the Practice Evaluation and Knowledge (PEAK) program;
- Heightening delivery and awareness of PEO's enforcement efforts;
- Enhancing PEO's public image;
- Engaging PEO chapters as a valuable regulatory resource;
- Increasing influence in regulatory matters;
- Augmenting the applicant and licence holder experience;
- Redefining the volunteer leadership framework;
- Creating a seamless transition from student member to EIT to licence holder; and
- Enhancing PEO's corporate culture.

The complete plan is available at www.peostratplan.ca.

PROFESSIONAL ENGINEERS ACT AMENDMENTS

In recent years, PEO has worked with the Ministry of the Attorney General to identify changes to the *Professional Engineers Act* that are necessary to improve the protection of public safety and transparency respecting the practice of engineering in Ontario. On December 14, amendments to the act contained in Schedule 34 of the Ontario government's *Stronger, Fairer Ontario Act, 2017* (Bill 177), received royal assent in the legislature. The changes also address issues raised by the Algo Centre Mall collapse in June 2012 and the ensuing Elliott Lake Commission of Inquiry.

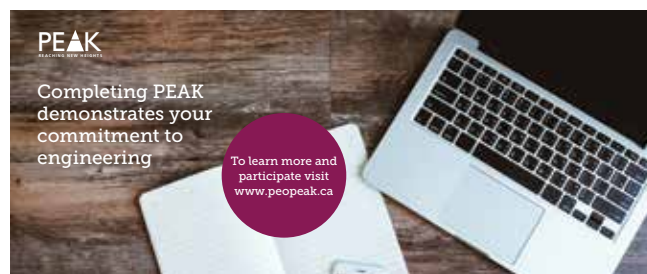
The amendments make several improvements under the *Professional Engineers Act*, including:

- An amendment confirming PEO's continuing jurisdiction over suspended, cancelled and revoked members, and holders of licences or certificates of authorization;
- Authority to create continuing education requirements for licence holders, including sanctions for non-compliance. PEO has already introduced its PEAK program;
- Powers to suspend or revoke a licence or certificate of authorization where warranted by past conduct as well as refusal to issue a licence;
- An amendment to require licence holders' disciplinary histories to be made publicly available on the PEO website;
- An amendment to alter the composition of PEO disciplinary hearing panels to expedite the formation of panels for speedier resolution of disciplinary cases;
- An amendment to allow members of the public, for a fee, to obtain copies of evidence in proceedings before the PEO Discipline Committee; and



- An amendment to allow the PEO registrar to forward information—where there is a public safety concern—to the appropriate regulatory organization for further investigation or actions under that organization's jurisdiction.

View the 2017 amendments at www.peo.on.ca/index.php/ci_id/32114/la_id/1.htm. To download a copy of the act, as amended, visit www.peo.on.ca/index.php?ci_id=1812&la_id=1.



PEO LAUNCHES PRACTICE EVALUATION AND KNOWLEDGE (PEAK) PROGRAM

On March 31, PEO introduced its PEAK program—an annual program designed to improve the association's data about members' engineering practice profiles while encouraging individual continuing knowledge development.

The program requests practising licence holders to complete both a practice evaluation questionnaire and an online ethics module. Based on questionnaire results, they are provided with a recommended number of hours for continuing professional knowledge activities to complete and report to PEO prior to their subsequent licence renewal date.

Non-practising licence holders are only asked to declare that they are not practising professional engineering and to complete the online ethics module prior to the date of their licence renewal.

By the end of the year, more than 20,000 licence holders (33 per cent of those renewing in the April–December period) had voluntarily participated in at least the first element of the program (practice declaration). Approximately 74 per cent of those who declared identified themselves as practising and approximately 92 per cent of these licence holders had completed the practice evaluation questionnaire.

The PEAK program takes a unique approach to developing an accurate regulatory profile of licence holders and gauging their professional knowledge activities. The program's risk-based approach addresses the diversity of practice among licence holders and, instead of having identical requirements for all licence holders, the recommended continuing knowledge hours correlate to the level of risk to the public the practising licence holder's work entails.

Practising licence holders design their own continuing professional knowledge plan by choosing activities that align with their area of practice. Acceptable activities include anything from completing university or college courses, reading technical journals and attending/presenting seminars, to engaging in structured discussions with peers.

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

PEO staff continues to vigorously market the program. Several program-related articles were published in *Engineering Dimensions* and over 50 presentations were delivered to chapters, engineering firms, government groups and other organizations during the year.

A one-year progress report on the program, along with recommendations, will be provided by staff at Council's June 2018 meeting. Plans for the second year of the program include a new ethics module and a survey of non-practising licence holders that will collect information on the reasons why they are not engaged in professional engineering practice.

Complete information on the PEAK program is available at www.peopeak.ca.

COUNCIL APPROVES TERM LIMITS AND SUCCESSION PLANNING

At its June meeting, Council approved the Council Term Limits Task Force's (CTLTF) revised recommendations for term limits and succession planning. At the meeting, discussion focused mainly on how long a hiatus from Council is appropriate for anyone who reaches their term limit. Ultimately, Council amended the task force's alternative recommendation of 10 years to six years as an appropriate hiatus from Council for anyone who reaches their term limit; with a maximum consecutive limit of six years on Council, as well as a one-term lifetime limit for the president, and once per 10 years for vice-president. At the February 2018 meeting, Council approved the regulation changes to support these policy directions. The new regulation is scheduled to take effect on July 1, 2018.

Council also established a succession planning task force to implement the succession planning recommendations. More information about the CTLTF's report and recommendations can be found on PEO's website at www.peo.on.ca/index.php/ci_id/29629/la_id/1.htm.

ENFORCEMENT

Enforcement includes all the actions 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 2017, there was a moderate increase in the number of enforcement files that were opened and the corresponding number of closed files. Enforcement activity was supplemented with outreach to key stakeholders in the form of engineering intern (EIT) information sessions, presentations to engineering students at universities, and a pilot presentation to the West Toronto Chapter.

Charges relating to eight enforcement matters were filed in 2017. Charges were withdrawn in three matters related to unauthorized use of title following voluntary compliance by the respondents. Four matters are pending prosecution in 2018 and the remaining matter was prosecuted in September: Dole Contracting of Woodbridge was fined by the Ontario Court of Justice for submitting documents that contained an engineer's seal that was affixed without his knowledge and without his review of the documents.

PROFESSIONAL STANDARDS

In February 2018, Council approved the practice guideline *Assuming Responsibility and Supervising Engineering Services*. PEO also released the *Solid Waste Management* guideline in 2017.

Practice advice resources and guidelines are available on the PEO website at: http://www.peo.on.ca/index.php?ci_id=30387&la_id=1.

The Legislation Committee worked on and ultimately achieved eight



PEO's 2017-18 Council

Back row, left to right: Marilyn Spink, P.Eng.; Christian Bellini, P.Eng., FEC; Tim Kirkby, P.Eng.; Lew Lederman, QC; Lola Mireya Hidalgo, P.Eng., PMP; Michael Chan, P.Eng.; Michael Wesa, P.Eng., FEC; Nancy Hill, P.Eng., LLB, FEC, FCAE; Warren Turnbull, P.Eng.; Dan Preley, P.Eng.; Tomiwa Olukiyesi, P.Eng.; Guy Boone, P.Eng., FEC; Roydon A. Fraser, PhD, P.Eng., FEC. Front row, left to right: Noubar Takessian, P.Eng., FEC, BScME, GSC; Thomas Chong, MSc, P.Eng., FEC, FCAE, PMP; Qadira C. Jackson Kouakou, BA, BSW, LLB; George Comrie, MEng, P.Eng., CMC, FEC; Bob Dony, PhD, P.Eng., FIEE, FEC; David W. Brown, P.Eng., BDS, C.E.T., MCSCE; Danny Chui, P.Eng., FEC; Ishwar Bhatia, MEng, P.Eng.; Kelly Reid, P.Eng., IACCM CCMP.

transparency, accountability and public safety protection changes to the *Professional Engineers Act* to respond to recommendations stemming from the Elliot Lake Commission of Inquiry. The committee also worked on changes to sections 7(1)25, 8(1)16 and 22(1) of the act under the Ontario government's *Open for Business Act*, 2010 that transfer Council's authority to set fees to By-Law No. 1 and Regulation 941. The committee also developed the regulation changes to implement Council's policy intent to impose term limits on elected councillors, which is scheduled to become effective on July 1, 2018.

TRIBUNALS

Discipline Committee

The Discipline Committee (DIC) hears and determines allegations of professional misconduct or incompetence against a member of Professional Engineers Ontario or a holder of a certificate of authorization, a temporary licence, a provisional licence or a limited licence.

In addition to attending to its statutory duties, the committee met twice to deal with general administrative matters, and to discuss committee performance.

On June 21, Aaron Dantowitz, a regulatory lawyer at Stockwoods LLP, was invited to provide training on the topic of "Administrative Law and the Discipline Process."

During the November 27 meeting, the committee had the honour of receiving a special guest speaker, Ontario's Attorney General, the Hon. Yasir Naqvi (MPP, Ottawa Centre), who discussed current issues facing the profession. A training session was also provided by David Jacobs, a regulatory lawyer at Watson Jacobs McCreary LLP, on "Tribunals intervention on Appeals and Judicial Reviews."

The Discipline Handbook Subcommittee continued their review and revisions of the handbook, which serves as a procedural guide for DIC members serving on panels.

The committee also created two task groups: a Discipline Committee Training Task Group to review and develop an updated formal training

regimen for committee members hearing and deciding matters, and a Discipline Committee Evaluation Task Group to develop a system to evaluate members' performance serving on panels.



Attorney General Yasir Naqvi (MPP, Ottawa Centre) met with the Discipline Committee at PEO headquarters on November 27 to discuss issues affecting the profession.

REGISTRATION COMMITTEE

The Registration Committee's mandate is to conduct hearings at the request of an applicant, in respect of registrar's proposals under section 19 of the act. The committee has powers to make orders directing the registrar to grant or refuse licences.

In 2017, the committee updated its terms of reference, annual work plan and human resources plan, which were approved by Council.

The Registration Handbook Subcommittee continued its review of the handbook, especially in view of recent changes to the *Professional Engineers Act*. These changes expanded the mandate of the Registration Committee to include hearings pursuant to Notice of Proposals from the registrar to revoke or suspend licences of members.

ENGINEERING STUDENT SOCIETIES' COUNCIL OF ONTARIO

PEO continues to build on its long-standing relationship with the Engineering Student Societies' Council of Ontario (ESSCO) to present learning opportunities about the profession and inform students of the benefits of licensure.

The annual PEO Student Conference was hosted by Ryerson University November 3-5. Approximately 60 delegates attended from universities across Ontario.

Under the theme "Motivate, Innovate and Integrate," the weekend featured several local industry professionals who discussed the importance of motivation and innovation in engineering, the integration of various skills in professional engineering as well as the benefits of obtaining a P.Eng.

PEO speakers included EIT and Student Programs Coordinator Sami Lamrad, EIT, who presented on PEO and the benefits of obtaining a P.Eng. licence; and keynote speaker Jeannette Chau, P.Eng., manager of PEO's government liaison programs, who shared her personal experiences on motivation, innovation and integration.

Other speakers during Saturday's sessions included PEO President Bob Dony, P.Eng., OSPE President and Chair Jonathan Hack, P.Eng., and Ryerson professor Dr. Sayed Hashemi.

Dr. Tarek Sadek, director of Ryerson's Entrepreneurial Education Programs, and Nisreen Rawdah, manager at Ryerson's Centre for Engineering Innovation & Entrepreneurship, headlined Sunday's talk on what it means to be an entrepreneur.



PEO officials met with two members of the ESSCO executive. Left to right are Adeilton Ribeiro, P.Eng., PEO EIT/student programs coordinator; Tracey Caruana, P.Eng., PEO manager, engineering intern programs; Andrew Cook, ESSCO president; Cyline El-Bouchi, ESSCO vice president; and Sami Lamrad, EIT, PEO EIT/student programs coordinator.

END OF INDUSTRIAL EXCEPTION REPEAL OPENS NEW DOORS

PEO received some disappointing news in March when the Ontario government passed Bill 27, which cancelled the repeal of the industrial exception—section 12(3)(a) of the *Professional Engineers Act*.

The industrial exception allows certain acts of engineering on production equipment or machinery to be carried out by unlicensed individuals in a manufacturing workplace.

At government committee hearings in February, PEO presented findings from its *The Repeal of the Industrial Exception Data Gathering and Analysis Research Report* (which linked at least four incidents of workplace injury in Ontario, including two deaths, to the exception), however, the Ontario government cancelled the repeal on March 2.

While PEO believes the government missed an opportunity to make the workplace safer by repealing the exception, it now has an agreement to work directly with the Ministry of Labour. The two groups will share information and meet regularly to discuss best practices, and health and safety issues.

EDUCATION CONFERENCE

PEO's Education Conference was held on June 9-10 under the theme "The province-wide educational challenge: taking our great events to the next level." The conference featured several speakers and activities, including:

- Alan Ham, BEng, venture advisor, Engineers of Tomorrow, who introduced PEO's Engineer-in-Residence (EIR) program;
- Keynote speaker Iain McNab, DPhil, dean, faculty of applied science and technology, Sheridan College, who gave a presentation on Engineering Education and the College Perspective;
- Bruce McCowan, P.Eng., technological design teacher, SATEC @ W.A. Porter C. I., who introduced grade 11 students with a presentation: "On Their Way to Becoming Better Thinkers, Better Learners... Better Problem Solvers"; and
- Guest speaker Gail Smyth, executive director, Skills Ontario, who presented on the importance of encouraging young people to consider a career in skilled trades and technology.

In addition, a breakout session provided participants the opportunity to analyze issues and opportunities, and 10 PEO chapters presented their success stories.



Education Committee volunteer Ravi Peri, P.Eng. (left), prepares a balsa wood model airplane for takeoff. It was one of the learning exercises carried out as part of PEO's annual Education Conference on June 9 to 10 in Toronto.

GOVERNMENT LIAISON PROGRAM

PEO's Government Liaison Program (GLP) enjoyed another successful year in 2017. Efforts to enhance the *Professional Engineers Act* came to fruition in December with the passage of Bill 177 and work started on enhancing the program based on the GLP 2.0 Implementation Plan.

PEO celebrates 95th anniversary at Queen's Park reception

More than 200 ministers, MPPs and guests—including Premier Kathleen Wynne—attended PEO's Queen's Park reception on October 4 to help the regulator celebrate its 95th anniversary.

Representatives from all three political parties spoke at the event:

- Attorney General Yasir Naqvi, MPP (Ottawa Centre), addressed participants on behalf of the Liberal Caucus;
- Gila Martow, MPP (Thornhill), spoke on behalf of the PCs; and
- Gilles Bisson, MPP (Timmins-James Bay), brought greetings from the NDP Caucus.

PEO President Bob Dony delivered the welcome address, discussing the importance of the GLP and chapter involvement in MPP meetings.

The reception also featured the third Engineering Games competition. Three teams, each consisting of an MPP, an engineering student and a professional engineer, were challenged to build a bridge that could support a predetermined weight using simple household materials.

Four informative Academy and Congress training days

Chapter GLP members participated in government relations training and shared best practices on engaging with politicians at four regional GLP Academy and Congress events across Ontario during the year.

The training agendas included a GLP overview; political engagement within the government's new political fundraising rules; the PEAK program; election boundary changes; a written communications workshop; tips for MPP engagement; and maximizing the value of GLP events.

All three political parties were represented over the course of the sessions. MPP guest speakers included:

- Attorney General and Government House Leader Yasir Naqvi, MPP (Ottawa Centre), Liberal;
- Soo Wong, MPP (Scarborough-Agincourt), Liberal;
- Gila Martow, MPP (Thornhill), PC;



More than 200 guests helped PEO celebrate its 95th anniversary at its Queen's Park reception in October.

- Lisa Thompson, MPP (Huron-Bruce), PC; and
- Jennifer French, MPP (Oshawa), NDP.

Take Your MPP to Work Day events

PEO's innovative "Take Your MPP to Work Day" program continues to be popular with both chapter members and politicians. Since 2013, individual MPPs have been invited by their local PEO chapters to visit engineering organizations to learn more about PEO and the work of professional engineers.

In 2017, chapters hosted the following Take Your MPP to Work Day events:

- February 3—John Fraser, MPP (Ottawa South), parliamentary secretary to the minister of health and long-term care, visited the Chaudière Falls Expansion Site with the Ottawa Chapter.
- February 5—Lisa Thompson, MPP (Huron-Bruce), PC critic for international trade, indigenous relations and reconciliation, visited Price Schonstrom Inc. in Walkerton with the Georgian Bay Chapter.
- April 19—Soo Wong, MPP (Scarborough-Agincourt), parliamentary assistant to the minister of community safety and correctional services, visited Bell Canada with the Scarborough Chapter.
- July 28—Lisa Thompson, MPP (Huron-Bruce), made her second visit of the year with the Georgian Bay Chapter, this time to Greenfield Global in Tiverton.
- August 9—John Yakabuski, MPP (Renfrew-Nipissing-Pembroke), PC critic for labour and training, visited CNL Engineering at the JL Grey Centre in Deep River.
- November 9—Labour Minister Kevin Flynn, MPP (Oakville), participated in his third Take Your MPP to Work Day. He visited Promation with members of the Oakville and Hamilton-Burlington chapters.
- November 17—Housing Minister Peter Milczyn, MPP (Etobicoke-Lakeshore), visited Star Navigation with members of the Kingsway and Mississauga chapters.

ABBREVIATED FINANCIALS

BALANCE SHEET as at December 31, 2017

| BALANCE SHEET as at December 31, 2017 | | | 2017 | 2016 |
|--|----------------------------------|--|--------------|--------------|
| ASSETS | CURRENT | Cash in interest-bearing accounts | \$ 2,353,902 | \$ 1,449,325 |
| | | Marketable securities at fair value | 6,806,699 | 6,552,646 |
| | | Accounts receivable | 426,729 | 499,016 |
| | | Prepaid expenses and deposits | 389,089 | 265,014 |
| | | Other assets | 401,256 | 401,365 |
| | | | 10,377,675 | 9,167,366 |
| | Capital assets (Note 3) | | 35,078,815 | 37,061,925 |
| | TOTAL ASSETS | | 45,456,490 | 46,229,291 |
| LIABILITIES | CURRENT | Accounts payable and accrued liabilities (Note 15) | 1,787,457 | 1,813,785 |
| | | Fees in advance and deposits | 9,048,378 | 8,862,418 |
| | | Current portion of long-term debt (Note 5) | 980,000 | 952,000 |
| | | | 11,815,835 | 11,628,203 |
| | LONG TERM | Long-term debt (Note 5) | 5,607,000 | 6,587,000 |
| | | Employee future benefits (Note 6) | 11,939,100 | 11,974,500 |
| | TOTAL LIABILITIES | | 29,361,935 | 30,189,703 |
| | Net assets (Note 7) | | 16,094,555 | 16,039,588 |
| | Total liabilities and net assets | | 45,456,490 | 46,229,291 |

STATEMENT OF CASH FLOWS year ended December 31, 2017

| | | | 2017 | 2016 |
|--|-----------------------------|--|-------------|-------------|
| | OPERATING | (Deficiency) excess of revenue over expenses | \$ (25,788) | \$ 370,625 |
| | | Add (deduct) items not affecting cash | | |
| | | Amortization | 2,232,686 | 2,171,172 |
| | | Amortization—other assets | 68,852 | 63,914 |
| | | Employee future benefits expensed | 1,218,555 | 1,445,000 |
| | | Change in unrealized (gains) losses on marketable securities | (190,013) | (23,259) |
| | | Losses (gains) on disposal of marketable securities | 71,931 | 10,736 |
| | | | 3,376,223 | 4,038,188 |
| | | Change in non-cash working capital items (Note 10) | 107,844 | (576,564) |
| | | | 3,484,067 | 3,461,624 |
| | FINANCING | Repayment of mortgage | (952,000) | (928,000) |
| | | Contributions to employee future benefit plans | (1,173,200) | (1,202,580) |
| | | | (2,125,200) | (2,130,580) |
| | INVESTING | Net change in marketable securities | (135,971) | (136,356) |
| | | Additions to capital assets | (249,576) | (1,521,795) |
| | | Additions to other assets | (68,743) | (75,000) |
| | | | (454,290) | (1,733,151) |
| | Increase (decrease) in cash | | 904,577 | (402,107) |
| | Cash, beginning of year | | 1,449,325 | 1,851,432 |
| | Cash, end of year | | 2,353,902 | 1,449,325 |

STATEMENT OF REVENUE, EXPENSES AND CHANGES IN NET ASSETS
year ended December 31, 2017

| | | 2017 | 2016 |
|--|--|-------------------|-------------------|
| REVENUE | P.Eng. revenue | \$ 15,444,463 | \$ 15,300,492 |
| | Application, registration, examination and other fees | 6,450,742 | 6,186,429 |
| | Building operations (Note 4) | 2,386,379 | 2,044,589 |
| | Investment income | 287,341 | 171,538 |
| | Advertising income | 269,958 | 437,187 |
| | | 24,838,883 | 24,140,235 |
| EXPENSES | Staff salaries and benefits/retiree and future benefits (Note 9) | 11,742,284 | 11,262,243 |
| | Building operations (Note 4) | 2,401,801 | 2,485,858 |
| | Purchased services | 1,492,430 | 1,402,475 |
| | Amortization | 1,280,598 | 1,242,064 |
| | Engineers Canada | 960,080 | 977,311 |
| | Legal (corporate, prosecution and tribunal) | 913,788 | 614,293 |
| | Chapters (Note 13) | 887,498 | 765,181 |
| | Computers and telephone | 854,024 | 628,847 |
| | Occupancy costs (Note 4) | 817,268 | 857,468 |
| | Volunteer expenses | 738,032 | 660,736 |
| | Postage and courier | 638,415 | 626,926 |
| | Transaction fees | 536,201 | 500,306 |
| | Consultants | 459,679 | 410,711 |
| | Contract staff | 189,353 | 399,882 |
| | Recognition, grants and awards | 178,010 | 196,051 |
| | Advertising | 156,729 | 107,711 |
| | Office supplies | 132,120 | 132,379 |
| | Professional development | 120,985 | 168,011 |
| | Insurance | 116,481 | 111,637 |
| | Printing | 113,406 | 98,841 |
| | Staff expenses | 100,522 | 83,808 |
| | | 24,829,704 | 23,732,739 |
| (Deficiency) excess of revenue over expenses before the undernoted | | 9,179 | 407,496 |
| Council discretionary reserve expenses (Note 8) | | 34,967 | 36,871 |
| (Deficiency) excess of revenue over expenses | | (25,788) | 370,625 |
| Remeasurement and other items | | 80,755 | 1,342,820 |
| Net assets, beginning of year | | 16,039,588 | 14,326,143 |
| Net assets, end of year | | 16,094,555 | 16,039,588 |

*The above information is an abbreviated version of PEO's 2017 financial statements. The full report appears in the May/June 2018 issue of *Engineering Dimensions* and on PEO's website. Financials approved by Council.

CHAPTER HIGHLIGHTS

PEO's 36 chapters were formed more than 50 years ago to link members-at-large with PEO Council and to be a local presence for engineering. In 2017, 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 engineering profession and the role of science, technology, engineering and math in their daily lives.

National Engineering Month

In March, PEO volunteers across Ontario took to local schools, colleges and universities, malls, libraries and community centres to discuss the value of engineering during National Engineering Month (NEM) 2017. NEM 2017 saw many outreach efforts run by PEO chapters, including:

- The **Oakville Chapter's** Speed Engineering event showcasing different disciplines;
- The **York Chapter's** Design Challenge 2017, which saw local grade 7 and 8 students compete to design and build the best boat;
- The **Niagara Chapter's** Design & Build Competition, which saw local grade 11 and 12 students building LED light banks and batteries to power them; and
- The **Brantford Chapter's** Pasta Structure Contest.

Volunteer Leadership Conference

The 2017 Volunteer Leadership Conference, held on April 21 during PEO's annual general meeting weekend in Thunder Bay, focused on how chapters and committees can work together to build PEO's leadership capacity. 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 David Irvine, a leadership expert discussing the role of cultural alignment and leadership in building strong organizations, the day included breakout sessions on PEO's mission, vision and values; a leadership overview; and succession planning for chapters and committees.

Chapter Leaders Conference

The theme for the 2017 Chapter Leaders Conference was "PEO 4.0: Moving to the future." The full-day event on November 18 allowed chapter volunteers to discuss their experiences and best practices in maximizing the chapter role in strengthening engineering regulation throughout the province. It featured sessions on PEO's new strategic plan, the chapter as regulatory resource, how chapters can enhance the PEO brand, the use of lean manufacturing principles for chapter effectiveness, and a keynote address on how technology is enhancing our future by author and marketing professor Mike Dover.

Other chapter highlights

Algonquin Chapter members visited the Canadian Nuclear Laboratories Nuclear Power Demonstration (NPD) Closure Project site near Rolphton, Ontario to learn more about plans



Algonquin Chapter members visit the Canadian Nuclear Laboratories Nuclear Power Demonstration (NPD)—Canada's first nuclear reactor.

to decommission the site over the next three years. NPD was the first Canadian nuclear power reactor and the prototype for the CANDU reactor design. NPD made history in 1962 when it generated electricity from nuclear power for the first time in Canada.

The **Temiskaming Chapter** awarded a \$1,000 scholarship to local engineering student Chloé Peddie. Studying civil engineering at the University of Ottawa, Peddie received the award for her scholastic achievements, community involvement, volunteerism and interest in the engineering profession. The scholarship was presented by Temiskaming Chapter Chair Maria Story, P.Eng., on August 24.



Temiskaming Chapter Chair Maria Story, P.Eng., presents a \$1,000 scholarship to engineering student Chloe Peddie.

Members of the **Simcoe-Muskoka Chapter** attended a tour of the Honda Canada Manufacturing plant in Alliston, Ontario. During the tour, attendees witnessed up-close how a Honda Civic is assembled—from welding of the frames, to painting the body, to affixing interior finishes. Participants learned that it takes approximately 13 hours to build a Civic from start to finish and that two cars are completed at the HCM plant every minute.

On July 7, Research, Innovation and Science Minister Reza Moridi, MPP (Richmond Hill), served as guest speaker at the **Willowdale-Thornhill Chapter** licence



Simcoe-Muskoka Chapter members visit the Honda Civic plant in Alliston, ON.



Research, Innovation and Science Minister Reza Moridi, MPP (Richmond Hill), (middle) served as guest speaker at the Willowdale-Thornhill Chapter licence presentation.

presentation ceremony in Thornhill. Minister Moridi spoke about his background as a chartered engineer in the United Kingdom, and how important engineering is to daily life and public policy. The minister assisted in presenting licences to 28 newly licensed engineers who were in attendance.

The **Windsor-Essex Chapter's** annual flagship event, Innovation Station: Engineering Your Life, was held on November 4 at the University of Windsor. Along with officials from the Windsor Detroit Bridge Authority, 89 local elementary students collaborated to build and test 73 popsicle stick bridges while learning about the engineering profession. Lisa Gretzky, MPP Windsor West, presented awards to the winners and gave a speech encouraging more students to consider engineering as a career path.

In August, the **Brampton Chapter** hosted a two-day workshop for chapter volunteers with lean manufacturing expert Arang Desai, P.Eng. The workshop



The Windsor-Essex Chapter hosted a student bridge building competition with the Detroit Bridge Authority.



Lean expert Arang Desai, P.Eng., hosts a workshop for Brampton Chapter volunteers.

was held to help the chapter become more efficient and agile through the use of lean manufacturing principles—a production system that emphasizes incremental continuous improvement while reducing waste and improving efficiency. The workshop focused on using lean to improve the chapter's annual NEM Popsicle Stick Bridge Building Challenge.



The 2017 OPEA recipients (top row, left to right): Nicholas Stark, P.Eng., Max Mantha, P.Eng., Endre (Andrew) Bakos, P.Eng., Jan Andrysek, PhD, P.Eng.; and (front row, left to right) Margaret Kende, P.Eng., Samantha Espley, P.Eng., Benny Pang, P.Eng., Catherine Karakatsanis, P.Eng., J. Paul Santerre, PhD, P.Eng., and Craig Simmons, PhD, P.Eng.

Members and supporters of the Ontario engineering community gathered on November 18 at the 2017 **Ontario Professional Engineers Awards (OPEA)** gala at the Toronto Congress Centre to recognize the achievements of outstanding engineers. Ten professional engineers were honoured with individual awards and one organization was honoured with the Award for Engineering Project or Achievement. Visit PEO's YouTube channel at www.youtube.com/PeoOnCa to watch the vignettes of the award recipients.



Ten individuals were inducted into PEO's Order of Honour at the April 21 gala in Thunder Bay for providing exceptional volunteer services to the profession. Recognized were: (top row, left to right) Gregory Robert Merrill, P.Eng., FEC, Douglas Lockett, P.Eng., FEC, David Grant, P.Eng.,

FEC, Tom Murad, PhD, P.Eng., FEC, Mohinder Singh Grover, PhD, P.Eng., FEC; (bottom row, left to right) Julien Samson, P.Eng., FEC, Catherine Karakatsanis, P.Eng., FEC, FCAE, Denis Dixon, P.Eng., FEC, Andrea Winter, P.Eng., FEC and Steve Favell, P.Eng., FEC.



Lorene Tere, EIT (left), and Rana Tehrani Yekta, EIT were each presented the 2017 G. Gordon M. Sterling Engineering Intern Award, which celebrates professional leadership achievements of engineering interns and funds leadership development training. Tere and Tehrani Yekta received the award to recognize their commitment to the profession through extensive volunteer work.

The 2017 President's Award was presented to Connie Mucklestone, FEC (Hon), former PEO communications director. 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 2017, 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.
Sarah Ackert-Ferguson, P.Eng.
Ursula Adach, P.Eng.
David Adams, P.Eng.
Joe Adams, P.Eng.
Steve Adema, P.Eng.
Hassan Admadian, P.Eng.
Vivender Adunuri, P.Eng.
Nanda Affonso, P.Eng.
Ali Afshar, P.Eng.
Nadia Aftab, EIT
Haris Ahmadzai, P.Eng.
Fayyaz Ahmed, EIT
Parvez Akthar
Frank Akujobi, P.Eng.
Sulaf Al Karawi, P.Eng.
Eman Al-Ali, EIT
Md Shah Alamgir, P.Eng.
Behzad Alavi, P.Eng.
Enrico Albani
Filip Aleksanderek, P.Eng.
Abel Aleman Chavez, P.Eng.
Greg Allen, P.Eng.
Bill Allison, P.Eng.
Zaid Al-Qaysi, EIT
Jennifer Alvarado-Melgar, EIT
James Amson, P.Eng.
Danielle Anders, P.Eng.
Syeda Arifa Anjum
George Apostol, P.Eng.
Jeffrey Archbold, P.Eng.
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Arjan Arenja, P.Eng.
Michael Arthur, P.Eng.
Sebastian Arunima
Mishuk Ashpakul, P.Eng.
Narayana Asogan, P.Eng.
Mukul Asthana, P.Eng.
Bruce Atrie, P.Eng.
Magdy Milad Attia, P.Eng.
Richard Austin, LLB
George Ayer, P.Eng.
Md Abul Azad, EIT

Afshin Azadmanesh Samimi, P.Eng.
Arshad Azhar, P.Eng.
Naeim Azizi Tavakkoli, P.Eng.

B

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Sadie Bachynski, P.Eng.
Devinder Bahra, P.Eng.
K. Shahzad Baig, P.Eng.
John D. Bailes, P.Eng.
Steven Bailey, P.Eng.
Bala Balasigam
Michael Ball, P.Eng.
Stella Harmantas Ball, LLB
Paul Ballantyne, P.Eng.
Adam Balogh, 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
Hafiz Bashir, P.Eng.
Harmail Basi, P.Eng.
Salman Basit, P.Eng.
Michael Beal, P.Eng.
Norm Becker, P.Eng.
Nazifa Beganovic, EIT
Jabaida Begun
Mike Bell, P.Eng.
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Mark Bendix, P.Eng.
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Peter Broad, P.Eng.
David Brown, P.Eng.
Randal Brown, P.Eng.
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Albena Bukurova, P.Eng.
Andrea Bulanda, P.Eng.
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Nicolas Burgwin, P.Eng.
Brian Buss, P.Eng.
Betty Anne Butcher, P.Eng.

C

Dan Cacciotti, P.Eng.
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Colin Cantlie, P.Eng.
Socrates Carelo, P.Eng.
Jeremy Carkner, P.Eng.
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David Carter, EIT

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Michael Chan, P.Eng.
Raju Chander, P.Eng.
Vanoli Chander
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Michael Chapman, P.Eng.
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 Roy Fernandes, P.Eng.

Edgar Fernandez, P.Eng.
 Maye Fernandez Perez, EIT
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 James Finch
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 Marina Freire-Gormaly, EIT
 Cassie Frengopoulos, P.Eng.
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 Aubrey Friedman, P.Eng.
 Peter Frise, P.Eng.
 Amanda Froese, P.Eng.
 Jordan Frost, P.Eng.
 Murrar Fulmer, P.Eng.
 Ed Fung, P.Eng.
 Nigel Fung, P.Eng.

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Rajendra Gadhvi, EIT
 Gil Galang, P.Eng.
 Peter Gallo, P.Eng.
 Murali Ganapathy, P.Eng.
 Ketan Gandhi, P.Eng.
 Ammori Ganem Mohamed, P.Eng.
 Daniel Gartenburg, P.Eng.
 Mireille Gascon, EIT
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 Stephen Georgas, P.Eng., LLB
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 Kevin George, EIT
 Stelian George-Cosh, P.Eng.
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 Dalila Giusti, P.Eng.
 Mark Gledhill, P.Eng.
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 John Glover, P.Eng.
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 Branislav Gojkovic, P.Eng.
 Navid Golbon, P.Eng.

Desmond Gomes, P.Eng.
 Terry Gomez, P.Eng.
 Daniel Gosselin, P.Eng.
 Dragan Grandic, P.Eng.
 Don Grandy, P.Eng.
 Ed Grandy, P.Eng.
 David Grant, P.Eng.
 Bob Gravelle, P.Eng.
 Sefton Grell
 Gordon Griffith, P.Eng.
 Radomir Grigorov, P.Eng.
 Tom Grimminck, P.Eng.
 Mohinder Grover, P.Eng.
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