
Minutes

Minutes

C-555-Reports

The 16th Meeting of the GOVERNANCE AND NOMINATING COMMITTEE (GNC) of PROFESSIONAL ENGINEERS ONTARIO was held at 40 Sheppard Avenue West, Toronto, ON and via ZOOM Videoconference on Wednesday, November 9th, 2022, at 2:00 p.m.

Present: Arjan Arenja, P.Eng., Chair and Lieutenant Governor-in-Council Appointee
Christian Bellini, P.Eng., Past-President
Roydon Fraser, P.Eng., President-Elect (ex officio) – part of meeting
Susan MacFarlane, P. Eng., Western Region Councillor
George Nikolov, P.Eng., Lieutenant Governor-in-Council Appointee

Regrets: Nick Colucci, P.Eng., President (ex officio)
Tim Kirkby, P.Eng., Eastern Regional Councillor
Greg Wowchuk, P.Eng., Vice President (elected)

Guests: Marisa Sterling, P.Eng., Central Election and Search Committee (CESC) Chair

Staff: Johnny Zuccon, CEO/Registrar
Dan Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer
Marina Solakhyan, Director, Governance
David Smith, Director External Relations
Ralph Martin, Manager, Secretariat
Meg Feres, Supervisor, Council Operations
Antora Anowar, Council and Committee Coordinator

Call to Order

Notice having been given and a quorum being present, the Chair called the meeting to order and welcomed Committee members and staff.

Approval of Agenda

There was a request to remove the items from the consent agenda for individual discussion.

Moved by Past-President Bellini, seconded by Councillor Nikolov:

That the agenda for the November 9, 2022, meeting be approved as amended.

CARRIED

Conflicts of Interest

No conflicts were declared.

[M. Sterling joined the meeting at 2:09 p.m.]

Previous Minutes

There was a discussion related to the section "Council Elections Review: Approach and Issues". It was agreed that the first sentence in the third paragraph under Category/Priority 2 should be revised to *"The Committee members*

generally agreed that a candidate must complete a “board basics” type of training/orientation before a nomination is accepted.”

Moved by Past-President Bellini, seconded by Councillor Nikolov:

That the minutes of the 15th open session meeting of the Governance and Nominating Committee, held on October 17, 2022 and as amended, accurately reflect the business transacted at that meeting.

CARRIED

Updated Work Plan

There was a discussion regarding the Council Elections item in row 6 of the Work Plan. It was agreed that the description of the work under the Q4-2022 and Q1-2023 columns should be revised to align with the discussion and general agreements made at the October 17, 2022 GNC meeting.

Action Items from Previous Meeting

It was noted that the Councillor Training Protocol item is on this meeting’s agenda; and that status updates on the other three items will be provided at the next GNC meeting scheduled for January 16, 2023.

CESC Update

The Committee received an update from CESC Chair on the status of the upcoming PEO elections. M. Sterling informed the Committee about various measures that are currently applied to increase awareness regarding the upcoming elections. Topics included virtual open houses, social media presence, and the status of current number of nominees.

M. Sterling advised the Committee of potential issues regarding the video on PEO’s website and YouTube channels titled “Characteristics of PEO Council”. During the discussion it was noted that some of the content is misleading and that it would be prudent to remove it from the PEO website and PEO’s YouTube channel.

The Committee was notified that the video in question was removed from the PEO website during this meeting at 3:28 p.m.

M. Sterling advised the Committee that the CESC will work with staff to determine if there appear to be any significant impacts on the communication and promotion of the elections attributable to the video and will report back to the GNC after analyzing the issues.

There was a discussion regarding the process used to email notification of the virtual open house to discuss the 2023 elections and that it appears some licence holders did not receive this information. It was agreed that staff would investigate and update the Committee at its meeting in January.

There was also discussion regarding the general effectiveness and reliability of the communication mechanisms used during the election cycle and the importance of having confirmation metrics that messaging is received by all licence holders. The Committee also discussed issues related to the content of the All Candidates’ meetings, specifically the questions the candidates are requested to address. It was agreed that these issues will be considered in the elections review process that the GNC is currently overseeing.

[M. Sterling signed off at 2:57 p.m.]

Councillor Training Protocol

The Committee reviewed a proposed *2023 Councillor Training Protocol* outlining the processes, criteria, and rules to support a clear and consistent administrative process to coordinate Councillors’ requests.

Moved by President-Elect Fraser, seconded by Councillor Nikolov:

That the GNC approves the 2023 Councillor Training Protocol and associated Councillor Training Request Form as presented at Appendices A & B to the Decision Briefing Note titled “2023 Councillor Training Protocol”.

CARRIED

Annual General Meeting: Structure and Format

The Committee reviewed information which outline alternative approaches to the current practice of AGM member submissions to elicit meaningful member input and feedback and to ensure that member concerns and issues of interest are understood and considered in PEO’s decision-making. The Committee discussed and provided feedback on key areas and aspects of the potential approaches. Staff responded to several queries. The Committee agreed that staff should continue its research and analysis into the approaches. The Committee will receive and discuss updates as needed. It was agreed that the current process for AGM submissions would remain in effect for 2023.

Review of This Meeting’s Actions

Responsible	Action	Date Assigned	Status/Due Date
Staff	Amend previous minutes as agreed	November 9, 2022	Nov 18, 2022 (for Council’s Nov 25 Reports Package)
Staff	Amend work plan as agreed	November 9, 2022	January 16, 2023
Staff	Remove video from PEO site and social media platforms	November 9, 2022	Completed during Nov 9 meeting
CESC and Staff	Determine potential communication impact of the “Characteristics of PEO Council” video before its removal	November 9, 2022	Update on January 16, 2023
Staff	Inquire about process used to email notification of the virtual open house to discuss the 2023 elections – it appears some licence holders did not receive it	November 9, 2022	Update on January 16, 2023
Staff	Issues to Consider in Elections Review Process: i) Effectiveness of mechanisms used to communicate with licence holders; and ii) Content of and questions asked at All Candidates meetings	November 9, 2022	Update Feb 6, 2023

There being no further business, the meeting concluded at 3:51 p.m.

These minutes consist of 3 pages.

A. Arenja, P.Eng., Committee Chair

M. Solakhyan, Director, Governance

Minutes

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C-555 - Reports

The 17th Meeting of the GOVERNANCE AND NOMINATING COMMITTEE (GNC) of PROFESSIONAL ENGINEERS ONTARIO was held via ZOOM Videoconference on Thursday, January 19, 2023, at 9:00 a.m.

Present: Arjan Arenja, P.Eng., Chair and Lieutenant Governor-in-Council Appointee
Christian Bellini, P.Eng., Past-President
Nick Colucci, P.Eng., President (ex officio)
Tim Kirkby, P.Eng., Eastern Regional Councillor
Susan MacFarlane, P. Eng., Western Region Councillor
George Nikolov, P.Eng., Lieutenant Governor-in-Council Appointee
Greg Wowchuk, P.Eng., Vice President (elected)

Regrets: Roydon Fraser, P.Eng., President-Elect

Guests: Christopher Chahine, P.Eng., Eastern Central Regional Councillor
Chantal Chiddle P.Eng., Councillor-at-Large
Lorne Cutler, P.Eng., MBA, Vice President and Lieutenant Governor-in-Council Appointee
Vicki Hilborn, P. Eng., Western Region Councillor
Luc R. Roberge, P.Eng., Northern Region Councillor
Randy Walker, P.Eng., Eastern Regional Councillor

Staff: Jennifer Quaglietta, CEO/Registrar
Dan Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer
Marina Solakhyan, Director, Governance
Rob Dmochewicz, Recognition Coordinator
Sheetal Rawal, Research and Policy Analyst-Special Project
Julie Hamilton, Chapter Coordinator
Meg Feres, Supervisor, Council Operations
Antora Anowar, Council and Committee Coordinator

Call to Order

Notice having been given and a quorum being present, the Chair called the meeting to order and welcomed Committee members and staff.

Approval of Agenda

The Chair reviewed the agenda.

Moved by Councillor Nikolov, seconded by President Colucci:

That the agenda for the January 19, 2023 meeting be approved as presented.

CARRIED

Conflicts of Interest

No conflicts were declared.

Previous Minutes

No changes were proposed to the draft minutes of the previous meeting.

Moved by Councillor Nikolov, seconded by Past-President Bellini:

That the minutes of the 16th open session meeting of the Governance and Nominating Committee, held on November 9, 2022 accurately reflect the business transacted at that meeting.

CARRIED

Action Items from Previous Meeting

Staff reviewed the seven action items from the previous meeting and provided updates on two items. The fifth item will be considered a part of the issues report that will be submitted by the CESC in Spring; and item seven will be considered as a part of the Elections Review process.

Governance Roadmap- Phase 4 Update: Risk Assessment Process

Order of Honor Review

Staff presented the updated criteria for the Order of Honor review on behalf of the Awards Committee. The committee was informed that the new criteria system has been successfully tested by the Awards Committee with the most recent pool of order of honor nominations and the recent nominations received were assessed using both current and new proposed criteria. Staff answered several queries regarding to the difference in changes from the current to the new proposed criteria and that the PEO website will be updated, pending Council approval. The committee recommended that the proposal include a definition of the term “service” in the proposal to Council.

Moved by Councillor MacFarlane, seconded by Councillor Nikolov:

That the Governance and Nominating Committee recommends that Council approve the reviewed nomination and selection criteria for the Order of Honour, and re-naming the AWC to the Order of Honour Selection Committee (OSC), as proposed by the Awards Committee (AWC) and as presented in Appendix A to the Briefing Note “Governance Roadmap – Phase 4: Order of Honour”, and to take effect immediately after Council approval.

CARRIED

Non-Chapter Activities in “Neither” Category

Staff provided an update on recommendations related to PEO committee and task force which are neither governance nor regulatory.

Moved by Past-President Bellini, seconded by Councillor MacFarlane:

That the Governance and Nominating Committee recommends that Council approve that the committees and subcommittees listed below be stood down, to take effect immediately after Council approval:

- **Advisory Committee on Volunteers (ACV),**
- **Education Committee (EDU) and Education Conference Planning Subcommittee,**
- **Equity and Diversity Committee (EDC),**
- **External Honours Subcommittee of the Awards Committee,**

- **Gala Advisory Committee (subcommittee of the Awards Committee),**
- **PEO-OAA Joint Liaison Committee (PEO-OAA JLC),**
- **PEO-OSPE Joint Relations Committee (PEO-OSPE JRC),**
- **Volunteer Leadership Conference Planning Committee (VLCPC).**

[R. Dmochewicz left the meeting at 9:27 am]

Council Elections Process Review

In follow up to recommendations made at its meeting held on October 17, 2023, the GNC reviewed information in a report to:

- evaluate PEO's current election process against principles of electoral integrity;
- identify areas of improvement to meet those standards, with a view to enhancing confidence in PEO's electoral system; and
- initiate a discussion regarding a proposed timeline for reforms for the 2024 election, as well as in the medium and long term.

Staff reviewed reports and recommendations specific to PEO made by task forces and consultants, as well as external reports made by or for other professional regulators regarding elections best practices. In addition, requirements were reviewed in PEO's legislation, relevant regulation, the by-law, and PEO's commitments, such as those delineated in the ARE Code and the Strategic Plan. Staff also reviewed the Elections Guide, and other PEO elections process documents to analyze and assess the issues and looked to broader principles that undergird free and fair elections. Using the Federal *Electoral Integrity Framework* as a guide, the Committee discussed this topic in the context of the six principles of accessibility, security, transparency, reliability, independence, and fairness.

Principle 1: Accessibility

Issue: Barriers that exist to licence holders in terms of participation

Staff provided an overview that the first issue is to understand the barriers that exist to licence holders in terms of participation, from voting, to stepping up as a candidate, to serving on Council.

Discussion

The committee discussed the issue of barriers that exist to licence holders in terms of participation, including

- Enhancing trust in the system to increase interest in serving on Council and to address low voter turn-out; and
- Ensuring that in while in the process of addressing other election issues, unfair or undue barriers are not maintained or added.

The committee agreed that staff continue to investigate and consider the recommendation for this issue to "*survey licence holders to gain insight into perceptions regarding voting, standing for election, and other election process-related issues*"; and update the Committee before it makes its final recommendation.

Issue: Eligibility Criteria

Potential candidates are currently subject to some eligibility criteria such as regional residency, criteria pertaining to employees of the association, and term limits. However, to ensure a fair and transparent process that inspires confidence, GNC ought to consider following other organizations in developing further criteria.

Discussion

The committee discussed the issue of expanding the eligibility criteria based on best practices in the field of professional regulation, including:

- the importance of striking the appropriate balance between criteria that are too narrow or too broad;
- ensuring that criteria are objective and not arbitrary;
- the responsibility of the electorate to screen candidates; and
- ensuring that Councillors are educated about their role and the duties of being a Councillor.

The committee agreed that staff continue to investigate and consider the recommendation for this issue to “*adopt further eligibility criteria for the 2024 election*”; and update the Committee before it makes a final recommendation.

Issue: How should PEO ensure that election candidates have relevant skills and attributes that will meet Council’s requirements?

Staff informed the committee that this item relates to the pre-set competencies for those who stand for elections. These pre- set competencies were recommended by the planning taskforce (and approved by council) but has never been implemented.

Discussion

The committee discussed the issue of ensuring that election candidates have relevant skills and attributes that will meet Council’s requirements, including:

- Types of pre-screening questions used by other regulatory bodies and their usefulness for the PEO context;
- Initiating some form of interview/questionnaire to understand the potential of candidates;
- Introducing interview policies to sign off the nomination process; and
- Extending/enhancing the Code of Conduct to more detailed roles and responsibilities in the nominating process.

Staff informed that work is currently underway to prescribe disqualification criteria upon the direction of the Council which may help the committee to make a recommendation on this topic in the future.

The committee agreed that staff continue to investigate and consider the recommendations for this issue and update the Committee before it makes final recommendations.

Principle 2: Security

Issue: Misinformation/disinformation

Staff provided an overview of this issue for PEO, including reputational risk that can arise from candidate materials, as well as risks to the security of an election where communications are misinformative (deliberately or otherwise).

Discussion

The committee discussed the issue of misinformation/disinformation, including:

- Exploring in detail what measurements are currently in place at PEO;
- How to define/describe precisely and objectively what is considered information/misinformation;
- Guidelines around this topic can strengthen the role of the Chief Elections Officer to have tools to intervene when required; and
- Seeking external legal counsel advice can provide better understanding to the topic.

The committee agreed that staff continue to investigate and consider the recommendation for this issue to “*Clarify parameters for candidate materials and ensure that rules and processes related to candidate materials are accurately documented in elections guidance documents*”; and update the Committee before it makes a final recommendation.

Vice-President Wowchuk indicated his opposition to the continuation of activity related to this recommendation.

[J. Hamilton joined the meeting at 10:24 a.m.]

[L. Roberge joined the meeting at 10:29 a.m.]

The Committee agreed to continue discussion of this item at its next scheduled meeting will on February 6, 2024; and further agreed to extend the meeting time by one hour to accommodate the continued discussion.

[President Colucci left the meeting at 10:32 a.m.]

Governance Roadmap- Phase 4 Update: Risk Assessment Process (Continued)

Chapter Activities in “Neither” Category

On behalf of the Regional Councillors Committee Working Group, Councillor Roberge presented a summary of the Risk Assessment process which examined risks associated with chapter activities, including chapter volunteer consultations on risk ratings, mitigation strategies and recommendations.

Councillor Roberge answered various queries related to risk ratings and social media platforms.

Moved by Councillor MacFarlane, seconded by Past President Bellini:

That the Governance and Nominating Committee recommends that Council approve the 5 overarching recommendations of the Regional Councillors Committee Working Group, as outlined below:

- a) PEO to develop an updated chapter manual and volunteer training;
- b) PEO to develop and implement the relevant mitigation strategies;
- c) PEO to standardize events/activities across the chapter system;
- d) PEO to commit to reviewing chapter activities on a regular basis to ensure risks are managed; and
- e) PEO to:
 - i. continue five types of chapter activities (Chapter AGMs, Technical seminars and tours, Networking events, 30x30 events, and Scholarships);
 - ii. modify and continue five types of chapter activities (Licence ceremonies, Education outreach, GLP events, Licensure Assistance Program, and Social Media); and
 - iii. discontinue three types of activities (PEO regulatory seminars; Websites; and Event sponsorship)

CARRIED

Review of This Meeting’s Actions

Responsible	Action	Date Assigned	Status/Due Date
Staff	Governance Roadmap- Phase 4 Update: Risk Assessment Process (Order of Honour; and aspects related to both Chapter and Non-Chapter activities in the “Neither” category)	January 19, 2023	Plenary Discussion: January 27, 2023 Council Meeting: February 24, 2023

Responsible	Action	Date Assigned	Status/Due Date
Staff	Council Election Process Review i) Continue exploration of the 4 items discussed ii) Continuation of discussion of principles, resuming at issue 5	January 19, 2023	February 6, 2023

There being no further business, the meeting concluded at 11:29 a.m.

These minutes consist of 6 pages.

A. Arenja, P.Eng., Committee Chair

M. Solakhyan, Director, Governance

Minutes**C-555-Reports**

Minutes

The 16th Meeting of the REGULATORY POLICY AND LEGISLATION COMMITTEE (RPLC) of PROFESSIONAL ENGINEERS ONTARIO was held via ZOOM Videoconference on Monday, November 14, 2022, at 1:00 p.m.

- Present:** Chantal Chiddle, P.Eng., Chair and Councillor-at-Large
Christian Bellini, P.Eng., Past-President (ex officio)
Christopher Chahine, P.Eng., East Central Region Councillor
Jim Chisholm, P. Eng., West Central Region Councillor
Nick Colucci, P.Eng., President (ex officio)
Roydon Fraser, P.Eng., President-Elect (ex officio)
Vicki Hilborn, P.Eng., Western Regional Councillor
David Kiguel, P.Eng., East Central Region Councillor
Dana Montgomery, P.Eng., Northern Region Councillor
- Regrets:** Leila Notash, P.Eng., Councillor-at-Large
- Staff:** Johnny Zuccon, CEO/Registrar
Dan Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer
Marina Solakhyan, Director, Governance
Jose Vera, Director, Licensing
Jordan Max, Manager, Policy
Adeilton Ribeiro, Manager, Experience Assessment
Nickesha Ayoade, Regulatory Policy Research Analyst
Melissa Dean, Policy Analyst
Meg Feres, Supervisor, Council Operations
Antora Anowar, Committee Council Coordinator
- Observers:** Andrew Cornel, P.Eng., Chair, Experience Requirements Committee (ERC)
Santosh Gupta, Chair, Licensing Committee
Allen Levovski, Project Lead, Adaptovate
Lionel Ryan, P.Eng., Vice-Chair, ERC

Call to Order

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

Approval of Agenda

The Chair reviewed the agenda.

Moved by Councillor Kiguel, seconded by Councillor Chahine:

That the agenda for the November 14, 2022 meeting be approved as presented.

CARRIED

Conflicts of Interest

No conflicts were declared.

Previous Minutes

Moved by Councillor Chahine, seconded by Past-President Bellini:

That the minutes of the 15th open session meeting of the Regulatory Policy and Legislation Committee, held on October 14, 2022, accurately reflects the business transacted at that meeting.

CARRIED

[N. Colucci joined at 1:20 p.m.]

[C. Bellini signed off at 1:32 p.m.]

[J. Chisholm joined at 1:43 p.m.]

Action Items from Previous Meeting

Staff provided an update on the action items from the last meeting held on October 14, 2022.

FARPACTA Part 2: Canadian Experience Requirement

The Chair made opening remarks regarding the information in the Committee's briefing package related to experience assessments and the Canadian experience requirement and summarized the recommendations contained therein:

- a. Adopt a competency-based assessment (CBA) model to determine sufficient experience in the practice of professional engineering over 48 months, pursuant to section 33(1)2 of the Regulation
- b. Eliminate the Canadian experience requirement

With respect to the CBA, the Committee was advised that work is underway with an external professional advisor to conduct a psychometric evaluation of PEO's current Experience Assessment process vis-à-vis the pan-Canadian CBA process. It is anticipated that the outcome will yield a "proof of concept" (POC) framework that responds to the directives of the Office of the Fairness Commissioner (transparency, objectivity, fairness, and effectiveness) and the FARPACTA amendments.

Committee members discussed several key areas of the proposed recommendations that relate to attestation, notarization, and validation of degree requirements for international engineers. There was also discussion regarding operational requirements and the need to develop a reliable methodology or mechanism for experience verification incorporating key competency indicators.

[C. Bellini re-joined at 2:30 p.m.]

The Committee considered a 3-part motion and voted on part 1 separately from parts 2 and 3.

Part 1: Moved by Councillor Chahine, seconded by Councillor Montgomery

That the RPLC recommends that Council recognize that obtaining a bachelor's degree in an engineering program that is included in the International Institutions and Degrees Database (IIDD) administered by Engineers Canada, subject to successful completion of a confirmatory examination program, is the engineering educational qualification equivalent to a bachelor's degree in a Canadian engineering program that is accredited to the Council's satisfaction.

CARRIED

Part 1: Roll Call

For: C. Bellini, C. Chahine, N. Colucci, V. Hilborn, D. Kiguel, D. Montgomery

Against: R. Fraser

Abstain: J. Chisholm

Parts 2 & 3: Moved by Councillor Chahine, seconded by Councillor Montgomery:

That the RPLC recommends that Council support the use of a competency-based assessment model including ethics indicators to confirm that an applicant for a licence has sufficient experience to enable them to meet the generally accepted standards of practical skill required to engage in the practice of professional engineering; and

That these motions are effective as soon as adequate notice of any change in requirements is given to prospective applicants but in any case, will apply to new applicants not later than July 1, 2023.

CARRIED

Parts 2 & 3: Roll Call

For: C. Bellini, C. Chahine, J. Chisholm N. Colucci, R. Fraser, V. Hilborn, D. Kiguel, D. Montgomery

Against or Abstain: None

Next Steps

Recommendations approved by the RPLC will be presented for approval to the Council meeting taking place on November 25, 2022.

There being no further business, the meeting concluded at 3:23 p.m. These minutes consist of 3 pages.

C. Chiddle, P.Eng., Committee Chair

M. Solakhyan, Director, Governance

COMPLAINTS & INVESTIGATION STATISTICS

	2020	2021	2022
COC's Caseload			
Filed Complaints ¹ not disposed of by COC at previous year-end	101	103	105
Complaints Filed (<i>PEAct s. 24. 1(a)</i>) during the Year	60	72	96
Total Caseload in the Year	161	175	201
Total Filed Complaints Disposed of by COC in the Year (for details see <i>COC's Disposition of Complaints</i> below)	58	70	81
Total Filed Complaints Pending for COC Disposition (for details see <i>Status of Active Filed Complaints</i> below)	103	105	120
COC's Disposition of Complaints			
Direct that the matter be referred, in whole or in part, to the Discipline Committee. (<i>PEAct s. 24. 2(a)</i>)	7	4	13
Direct that the matter not be referred. (<i>PEAct s. 24. 2(b)</i>)	36	38	35
Take such action as COC considers appropriate in the circumstances and that is not inconsistent with this Act or the regulations or by-laws. (<i>PEAct s. 24. 2(c)</i>)	15	28	33
COC's Timeliness Regarding the Disposition of the Complaint²			
Complaint disposed of within 90 days of filing	1	0	0
Complaint disposed of between 91-180 days of filing	5	0	3
Complaint disposed of after more than 180 days of filing	52	70	78
COC Processing Time – Days from Complaint Filed to COC Disposition (12 mo. rolling avg.)			
Average # Days	505	535	554
Minimum # Days	80	251	154
Median # Days	401	446	414
Maximum # Days	1981	1245	1766

¹ Signed Complaint Form filed with the Registrar.

² Days from Complaint Filed to date COC Decision is signed by COC Chair.

Status of Active Filed Complaints

Active Filed Complaints - Total		120
<i>Complaints filed more than 180 days ago</i>	72	72
Pending Approval and Reason regarding COC Decision	36	
Complaints under active consideration by COC	12	
Completed Investigation ready for COC consideration	0	
Regulatory Compliance Investigation	24	
<i>Complaints filed between 91-180 days ago</i>	22	22
Pending Approval and Reason regarding COC Decision	5	
Complaints under active consideration by COC	0	
Completed Investigation ready for COC consideration	0	
Regulatory Compliance Investigation	17	
<i>Complaints filed within the past 90 days</i>	26	26
Pending Approval and Reason regarding COC Decision	0	
Complaints under active consideration by COC	0	
Completed Investigation ready for COC consideration	0	
Regulatory Compliance Investigation	26	

Note:

Review by Complaints Review Councillor (PEAct s. 26. (s))

Where a complaint respecting a member of the Association or a holder of a certificate of authorization, a temporary licence, a provisional licence or a limited licence has not been disposed of by the Complaints Committee **within ninety days** after the complaint is filed with the Registrar, upon application by the complainant or on his or her own initiative the Complaints Review Councillor may review the treatment of the complaint by the Complaints Committee.

Glossary of Terms:

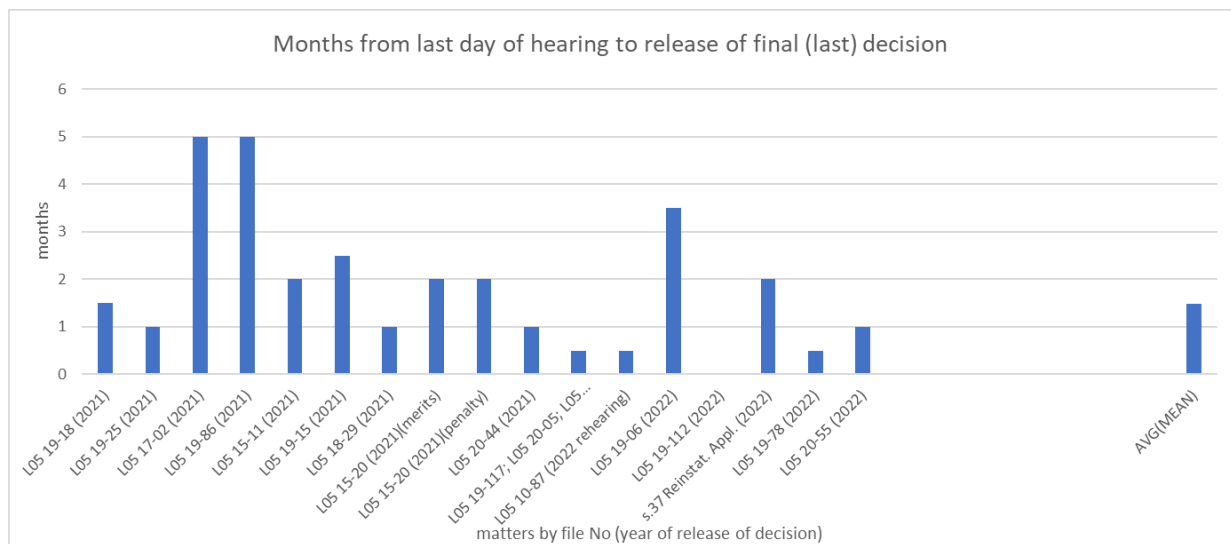
Complaint Filed – Signed Complaint Form filed with the Registrar.

Investigation Complete – Investigation Summary document prepared and complaint file ready for COC consideration

DISCIPLINE STATISTICS – February 2023 Council Meeting ReportDiscipline Phase

	2021	2022	2023
			(as of Feb. 7)
Matters Referred to Discipline	5*	13	0
Matters Pending (Caseload)	5	12	12
Written Decisions Issued	11	6	0
<i>DIC Activity</i>			
Pre-Hearing Conferences Held	8	17	0
Hearings Phase commenced (but not completed)	0	0	
Hearings Phase completed (but no D&R issued)	0	0	0

* One (1) reinstatement application (s.37 of the Act) was received in late 2021.



Column A - Reports

2022 STATS REPORT
P.ENG

2022	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
Members on Register													
Beginning	86,359	86,232	86,318	86,466	86,469	86,743	86,999	87,174	87,438	87,655	87,649	87,887	87,887
New Members	214	207	322	368	419	422	459	436	403	434	406	421	421
Reinstatements	48	43	50	34	65	46	27	68	59	55	161	67	67
Resignations - Regular	(77)	(47)	(61)	(53)	(67)	(59)	(57)	(69)	(91)	(60)	(92)	(114)	(114)
- Retirees	(34)	(31)	(27)	(25)	(41)	(33)	(19)	(39)	(49)	(24)	(67)	(119)	(119)
Deceased	(35)	(29)	(29)	(20)	(22)	(10)	(13)	(15)	(5)	(20)	(15)	(17)	(17)
Deletion, lapsed, withdrew and other - Regular	(139)	(52)	(97)	(157)	(77)	(96)	(120)	(112)	(95)	(168)	(136)	(259)	(259)
- Retirees	(104)	(5)	(10)	(144)	(3)	(14)	(102)	(5)	(5)	(223)	(19)	(10)	(10)
Total Ending	86,232	86,318	86,466	86,469	86,743	86,999	87,174	87,438	87,655	87,649	87,887	87,856	87,856
Members on Register Summary													
Full Fee Members	72,154	72,224	72,341	72,427	72,685	72,898	73,190	73,409	73,590	73,809	73,996	74,018	74,018
Partial Fee Remission - Retired	12,081	12,128	12,156	12,026	12,052	12,080	11,997	12,050	12,083	11,881	11,955	11,920	11,920
Partial Fee Remission - Health	407	407	409	408	408	406	405	413	416	417	420	415	415
Maternity and/or Parental Leave, Unemployment, Postgraduate remissions & Others	1,590	1,559	1,560	1,608	1,602	1,615	1,582	1,566	1,566	1,542	1,516	1,503	1,503
Total Membership	86,232	86,318	86,466	86,469	86,747	86,999	87,174	87,438	87,655	87,649	87,887	87,856	87,856
Membership Licence													
Applications Approved	766	867	830	646	705	720	346	404	607	501	508	440	7,340
Applications Approved for FCP													0
Female Members on Register													
Beginning	10,813	10,868	10,907	10,950	11,002	11,055	11,135	11,192	11,240	11,303	11,354	11,393	11,393
New Female Engineers	55	39	43	52	53	80	57	48	63	51	39	10	10
Total Female Engineers	10,868	10,907	10,950	11,002	11,055	11,135	11,192	11,240	11,303	11,354	11,393	11,403	11,403

2022 STATS REPORT
EIT

2022 _ EIT	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
Recorded													
Beginning of Month	12,718	12,913	13,075	13,533	13,961	13,817	14,059	14,139	14,158	14,181	14,227	14,360	14,360
New Recordings	544	578	729	554	326	491	379	285	387	350	396	377	377
New Recordings-FCP													0
Reinstatements	69	54	60	23	40	24	31	35	38	25	31	11	11
P. Eng. Approvals	(115)	(134)	(148)	(140)	(164)	(178)	(159)	(210)	(179)	(191)	(176)	(121)	(121)
Resignations/Deletions/Closed	(31)	(187)	(49)	(9)	(37)	(15)	(69)	(10)	(149)	(89)	(24)	(97)	(97)
Lapsed/Non Payment	(272)	(149)	(134)	0	(309)	(80)	(102)	(81)	(74)	(49)	(94)	(95)	(95)
Deceased	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Ending	12,913	13,075	13,533	13,961	13,817	14,059	14,139	14,158	14,181	14,227	14,360	14,435	14,435
Female Recording on													
Register													
Beginning	2,665	2,848	2,881	2,955	3,044	3,001	3,022	3,006	2,986	2,944	2,919	2,892	2,892
New Female Recordings	183	33	74	89	(43)	21	(16)	(20)	(42)	(25)	(27)	(47)	(47)
Total Female Recordings	2,848	2,881	2,955	3,044	3,001	3,022	3,006	2,986	2,944	2,919	2,892	2,845	2,845

Column A - Reports

2022 STATS REPORT
CofA and TCofA

2022	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
C of A Holders - Beginning													
Regular	5,937	5,944	5,939	5,947	5,960	5,947	5,946	5,946	5,956	5,962	5,968	5,992	5,992
Temporary	23	23	21	22	21	21	22	22	21	22	22	22	22
Sub Total	5,960	5,967	5,960	5,969	5,981	5,968	5,968	5,968	5,977	5,984	5,990	6,014	6,014
New Certificates Issued													
Regular	51	36	48	48	31	41	34	52	41	45	51	25	503
Temporary	1		1	1	1	1	0	0	1	0	0	1	7
Sub Total	52	36	49	49	32	42	34	52	42	45	51	26	510
Reinstatements													
Regular	0		1	2	3	1	3	4	1	4	4	1	24
Temporary	0	0	0	0	1	0	0	0	0	0	0	0	1
Sub Total	0	0	1	2	4	1	3	4	1	4	4	1	25
Deletions													
Closed	(42)	(41)	(41)	(37)	(47)	(43)	(37)	(44)	(36)	(40)	(30)	(25)	(463)
Suspended, Revoked and other	(2)	0	0	0	0	0	0	(2)	0	(3)	(1)	0	(8)
Temporary	(1)	(2)	0	(2)	(2)	0	0	(1)	0	0	0	0	(8)
Sub Total	(45)	(43)	(41)	(39)	(49)	(43)	(37)	(47)	(36)	(43)	(31)	(25)	(479)
Total Ending													
Regular	5,944	5,939	5,947	5,960	5,947	5,946	5,946	5,956	5,962	5,968	5,992	5,993	5,993
Temporary	23	21	22	21	21	22	22	21	22	22	22	23	23
	5,967	5,960	5,969	5,981	5,968	5,968	5,968	5,977	5,984	5,990	6,014	6,016	6,016

Column A - Reports

2022 STATS REPORT CONSULTING

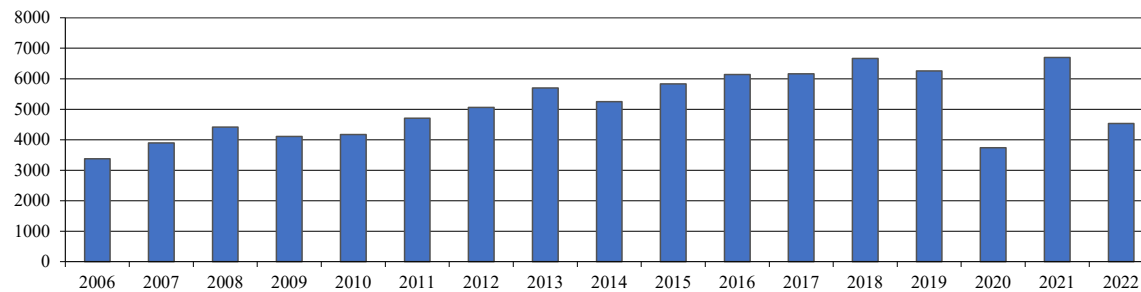
2022	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
Consultants													
Beginning of Period	910	908	905	901	901	895	901	892	889	887	891	886	886
New Designations	1	0	0	14	0	6	2	1	0	10	0	2	2
Reinstatements				2	2	0	0	0	0	0	0	0	0
Deletions	(3)	(3)	(4)	(16)	(8)	0	(11)	(4)	(2)	(6)	(5)	(3)	(3)
Total Ending	908	905	901	901	895	901	892	889	887	891	886	885	885

2022 STATS REPORT

APPLICATIONS

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
JANUARY	316	308	372	336	393	414	397	440	530	561	453	565	599	611	0	582	766
FEBRUARY	319	257	234	338	276	278	384	422	380	422	460	403	422	432	0	534	867
MARCH	316	272	345	379	373	453	398	428	395	368	265	435	436	504	0	594	830
APRIL	291	280	381	294	239	338	297	414	361	356	484	383	472	556	0	691	646
MAY	298	293	278	279	303	314	353	394	324	292	450	415	451	645	0	560	705
JUNE	273	279	332	320	306	322	374	388	356	472	421	485	482	399	0	254	720
JULY	254	355	460	395	332	398	482	529	486	555	554	513	603	624	0	372	346
AUGUST	285	367	413	326	358	493	508	505	495	547	638	601	661	495	836	480	404
SEPTEMBER	251	333	415	402	383	451	388	512	542	466	567	586	557	452	838	628	607
OCTOBER	282	396	419	428	372	469	540	646	568	648	566	664	672	603	889	620	501
NOVEMBER	226	505	430	340	497	481	503	525	416	565	754	651	802	499	730	564	508
DECEMBER	260	248	334	270	336	295	432	491	392	576	525	460	510	436	446	815	440
TOTAL	3,371	3,893	4,413	4,107	4,168	4,706	5,056	5,694	5,245	5,828	6,137	6,161	6,667	6,256	3,739	6,694	7,340
MONTHLY AVERAGE	281	324	368	342	347	392	421	475	437	486	511	513	556	521	312	558	612
YEAR TO DATE	3,371	3,893	4,413	4,107	4,168	4,706	5,056	5,694	5,245	5,828	6,137	6,161	6,667	6,256	3,739	6,694	7,340

Applications Approved - Year To Date



REGISTRATION STATISTICS – February 2023 Council Meeting ReportRegistration Phase

	2021	2022	2023 (as of Feb 7)
Requests for Hearing	0	5	1
Premature Applications (No Notice of Proposal)	0	0	0
Matters Pending (Caseload)	3*	5	6
Written Final Decisions Issued	1	1	0
Appeals to the Divisional Court	0	0	0
<i>REC Activity</i>			
Pre-Hearing Conferences Held	1	5	1
Hearings Phase completed, but no D&R issued	0	0	0

* Withdrawals by applicants: 5 withdrawals in 2021 and 2022.

Council Decision Log Open Motions

C-555-Reports

Mtg	Date	Title	Motion	Status
552-3.5	25-Nov-22	Statutory And Regulatory Committee Membership Lists	That Council approve re-appointment of members to PEO's statutory and regulatory committees as presented at C-552-3.5, Appendix A for a one-year term effective January 1, 2023. CARRIED	Complete
552-3.2	25-Nov-22	Consulting Engineer Designation Applications	<p>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-552-3.2, Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-552-3.2, Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as set out in C-552-3.2, Appendix A, Section 3.</p>	Complete
552-3.1	25-Nov-22	Open Session Minutes – 549th Council Meeting	That the minutes of the 549th meeting of Council, held September 23rd 2022, as presented to the meeting at C-552-3.1, Appendix A, accurately reflect the business transacted at that meeting.	Complete
552-3.0	25-Nov-22	Consent Agenda	<p>That the consent agenda be approved, consisting of:</p> <p>3.1 Minutes – 549th Council meeting – September 23, 2022</p> <p>3.2 Consulting Engineer Designation Applications</p> <p>3.3 Engineers Canada Directors Report</p> <p>3.4 Governance Committee Reports</p> <p>3.5 Changes to the 2022 Statutory and Regulatory Committees' Membership Lists</p> <p style="text-align: right;">CARRIED Recorded Vote</p> <p style="text-align: center;"> <u>For: 19</u> <u>Against: 0</u> <u>Abstain: 1</u> A. Arenja C. Bellini R. Brunet C. Chahine C. Chiddle A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery L. Roberge S. Schelske P. Shankar S. Sung </p>	Complete

			R. Walker G. Wowchuk	
552-2.10	25-Nov-22	Membership Referendum on "PEAK"	<p>(1) That the proposed launch of the mandatory "PEAK" program, scheduled for January 2023, be deferred until such time as a referendum of PEO members on the program is held, and that the will of the majority so polled be executed by Council. If timing of this referendum is not possible concurrent with the 2023 elections vote, the poll shall be conducted separately.</p> <p>(2) An article outlining the "pro" and "con" positions shall be published in Engineering Dimensions, e-mailed to members, and posted on the PEO website prior to the referendum.</p> <p>(3) The choices offered to members in the referendum shall be: (a) Continuation of PEAK and enforcing member participation, (b) Continuation of PEAK and making participation voluntary, and (c) Setting aside PEAK and investigating effective alternatives to promote ongoing quality assurance in engineering practice.</p> <p><i>This original motion was replaced with the following by the mover and seconder without objection:</i></p> <p>(1) That the proposed launch of the mandatory "PEAK" program, scheduled for January 2023, be deferred until such time as a referendum of PEO members on the program is held, and that the will of the majority so polled be examined carefully by Council. If timing of this referendum is not possible concurrent with the 2023 elections vote, the poll shall be conducted separately.</p> <p>(2) An article outlining the "pro" and "con" positions shall be published in Engineering Dimensions, emailed to members, and posted on the PEO website prior to the referendum.</p> <p>(3) The choices offered to members in the referendum shall be: (a) Continuation of PEAK and enforcing member participation, (b) Continuation of PEAK and making participation voluntary, and (c) Setting aside PEAK and investigating effective alternatives to promote ongoing quality assurance in engineering practice.</p> <p style="text-align: right;">DEFEATED Recorded Vote</p> <p style="text-align: center;"> <u>For: 7</u> V. Bandy C. Chahine </p> <p style="text-align: center;"> <u>Against: 15</u> A. Arenja C. Bellini </p> <p style="text-align: center;"> <u>Abstain: 1</u> D. Kiguel </p>	Complete

			<p>R. Fraser T. Kirkby L. Notash S. Schelske G. Wowchuk</p> <p>R. Brunet C. Chiddle L. Cutler A. Dryland V. Hilborn S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge P. Shankar S. Sung R. Walker</p>	
552-2.7	25-Nov-22	Safe Disclosure ("Whistleblower") Policy	<p>Whereas it is one of the Human Resources and Compensation Committee's (HRCC) risk management Charter responsibilities to "oversee the effective implementation and use of a Safe Disclosure ("Whistleblower") Protocol for staff members and others to safely report potential breaches of conduct of senior management to designated trusted third parties, protecting the anonymity of disclosers"</p> <p>Be it Resolved: That Council approves the Safe Disclosure ("Whistleblower") Policy as recommended by the HRCC and presented to the meeting at C-552-2.7, Appendix A.</p> <p style="text-align: right;">CARRIED Recorded Vote</p> <p><u>For: 23</u> A. Arenja V. Bandy C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery L. Notash L. Roberge S. Schelske P. Shankar</p> <p><u>Against: 0</u></p> <p><u>Abstain: 0</u></p>	Complete

			S. Sung R. Walker G. Wowchuk	
552-2.6	25-Nov-22	Borrowing Resolution Policy	<p>That Council:</p> <p>a) approve the borrowing of money upon the credit of the association by way of:</p> <p>i) an operating overdraft up to an amount not to exceed CAD\$250,000; and</p> <p>ii) use of corporate credit cards with an aggregate limit not to exceed CAD\$120,000.</p> <p>b) in compliance with PEO's Internal Control Banking Policy, hereby confirms that this Borrowing Resolution is to expire on January 31, 2024.</p> <p style="text-align: right;">CARRIED Recorded Vote</p> <p><u>For: 22</u> <u>Against: 0</u> <u>Abstain: 0</u></p> <p>V. Banday C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery L. Notash L. Roberge S. Schelske P. Shankar S. Sung R. Walker G. Wowchuk</p>	Complete
552-2.5	25-Nov-22	2023 Capital Budget	<p>That Council approve the draft 2023 capital budget reviewed by the Audit and Finance Committee and as presented to the meeting at C-552-2.5, Appendix A.</p> <p style="text-align: right;">CARRIED Recorded Vote</p> <p><u>For: 22</u> <u>Against: 1</u> <u>Abstain: 0</u></p>	Complete

			<p>A. Arenja C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery L. Notash L. Roberge S. Schelske P. Shankar S. Sung R. Walker G. Wowchuk</p>	V. Banday	
552-2.4	25-Nov-22	2023 Operating Budget	<p>That Council approve the draft 2023 operating budget reviewed by the Audit and Finance Committee and as presented to the meeting at C-552-2.4, Appendix A.</p> <p>CARRIED Recorded Vote</p> <p><u>For: 20</u> C. Bellini R. Brunet C. Chahine J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery L. Notash L. Roberge S. Schelske P. Shankar S. Sung R. Walker G. Wowchuk</p> <p><u>Against: 1</u> V. Banday</p> <p><u>Abstain: 0</u></p>		Complete

552-2.3	25-Nov-22	Compliance With FARPACTA: Academic Equivalency and the Canadian Experience Requirement	<p>1. That Council recognize that obtaining a bachelor's degree in an engineering program that is included in the International Institutions and Degrees Database (IIDD) administered by Engineers Canada, subject to successful completion of a confirmatory examination program, is the engineering educational qualification equivalent to a bachelor's degree in a Canadian engineering program that is accredited to the Council's satisfaction.</p> <p>2. That Council support the use of a competency-based assessment model including ethics indicators to confirm that an applicant for a licence has sufficient experience to enable them to meet the generally accepted standards of practical skill required to engage in the practice of professional engineering.</p> <p>3. These motions are effective as soon as adequate notice of any change in requirements is given to prospective applicants but in any case will apply to new applicants not later than July 1, 2023.</p> <p><i>There was a friendly amendment to vote on part 1 separately, and to vote on parts 2 and 3 together.</i></p> <p><i>First proposed amendment to Part 1:</i></p> <p>1. That Council recognize that obtaining a bachelor's degree in an engineering program that is:</p> <p>(a) identified as legitimate in the International Institutions and Degrees Database (IIDD) administered by Engineers Canada, and</p> <p>(b) subject to successful completion of a confirmatory examination program to be specified by PEO in consultation with subject matter experts, is the engineering educational qualification equivalent to a bachelor's degree in a Canadian engineering program that is accredited to the Council's satisfaction.</p> <p style="text-align: right;">DEFEATED</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> <p><u>For: 7</u></p> <p>V. Banday C. Chahine L. Cutler D. Kiguel T. Kirkby P. Mandel P. Shankar</p> </div> <div style="width: 30%;"> <p><u>Against: 15</u></p> <p>A. Arenja C. Bellini R. Brunet C. Chiddle A. Dryland R. Fraser V. Hilborn S. MacFarlane D. Montgomery G. Nikolov L. Roberge S. Schelske S. Sung</p> </div> <div style="width: 30%;"> <p><u>Abstain: 2</u></p> <p>J. Chisholm L. Notash</p> </div> </div>	Complete
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			<p>R. Walker G. Wowchuk</p> <p><i>Second proposed amendment to Part 1:</i></p> <p>1. That Council recognize that obtaining a bachelor's degree in an engineering program that is included in the International Institutions and Degrees Database (IIDD) administered by Engineers Canada, subject to successful completion of a confirmatory examination program, is equivalent to a bachelor's degree in a Canadian engineering program that is accredited to the Council's satisfaction.</p> <p>CARRIED UNANIMOUSLY</p> <p>THE AMENDED MOTION WAS THEN CARRIED UNANIMOUSLY.</p> <p>2. That Council support the use of a competency-based assessment model including ethics indicators to confirm that an applicant for a licence has sufficient experience to enable them to meet the generally accepted standards of practical skill required to engage in the practice of professional engineering.</p> <p>3. These motions are effective as soon as adequate notice of any change in requirements is given to prospective applicants but in any case will apply to new applicants not later than July 1, 2023.</p> <p>CARRIED UNANIMOUSLY</p>	
549-3.2	23-Sep-22	Consulting Engineer Designation Applications	<p>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-549-3.2, Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-549-3.2, Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as set out in C-549-3.2, Appendix A, Section 3. CARRIED</p>	Complete
549-3.1	23-Sep-22	Open Session Minutes – 548th Council Meeting	That the minutes of the 548th meeting of Council, held June 24th 2022, as presented to the meeting at C-549-3.1, Appendix A, accurately reflect the business transacted at that meeting. CARRIED	Complete

549-3.0	23-Sep-22	Consent Agenda	<p>That the consent agenda be approved, consisting of:</p> <p>3.1 Minutes – 549th Council meeting – June 24, 2022</p> <p>3.2 Consulting Engineer Designation Applications</p> <p>3.3 Engineers Canada Directors Report</p> <p>3.4 Governance Committee Reports and 2022-2023 Workplans</p> <p>CARRIED</p> <p>For: 19</p> <p>V. Banday C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery L. Roberge S. Schelske P. Shankar R. Walker</p> <p>Against: 0</p> <p>Abstain: 0</p>	Complete
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549-2.14	23-Sep-22	Reimbursement Policy: Chapter Volunteers	<p>That Council direct the Audit & Finance Committee to consider the inclusion of a chapter-specific appendix in the Reimbursement Policy, to include partner expense reimbursements when a volunteer attends a Regional Congress.</p> <p>Move to refer the motion back to the Regional Congress Committee for further review. DEFEATED</p> <p>For: 2 T. Kirkby P. Shankar Against: 21 A. Arenja V. Banday C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske S. Sung R. Walker Against: 0</p> <p>Council then voted on the original motion. CARRIED</p> <p>For: 18 A. Arenja V. Banday C. Bellini C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel S. MacFarlane P. Mandel D. Montgomery L. Roberge S. Schelske P. Shankar R. Walker Against: 2 R. Brunet T. Kirkby Abstain: 2 G. Nikolov S. Sung</p>	In progress
549-2.13	23-Sep-22	Recommendations on AGM Submissions	<p>That a regulatory impact assessment be conducted as per AGM 2022 Submission #3: Climate Change. DEFEATED</p> <p>For: 6 V. Banday C. Chahine J. Chisholm R. Fraser V. Hilborn P. Shankar Against: 13 A. Arenja C. Bellini R. Brunet C. Chiddle C. Cutler A. Dryland S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Sung R. Walker Abstain: 3 D. Kiguel T. Kirkby S. Schelske</p>	Complete

549-2.11	23-Sep-22	Data Protection Policy	<p>1. That Council adopts the data protection policy as outlined in the Draft Position Statement presented at C-549, 2.11 Appendix A, to reduce PEO's risks and ensure PEO conforms with all applicable privacy obligations; and</p> <p>2. That Council instructs the CEO/Registrar and/or President to work with impacted parties to examine existing data-sharing activities and ensure they comply with the new policy and provide an information report to Council at its November 2022 meeting. CARRIED</p> <p>For: 21 A. Arenja C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm C. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p>Against: 0 Abstain: 0</p>	In progress
549-2.10	23-Sep-22	Workplace Violence and Harassment Policy Update	<p>That Council direct staff to conduct a holistic review of best practices in governance controls vis-à-vis expectations for director behaviour and conduct, forms of director misconduct, and options available to a regulatory board to address director misconduct. This work will be conducted under the oversight of the Human Resources and Compensation Committee (HRCC) and the Governance and Nominating Committee (GNC) in accordance with their respective mandates. CARRIED</p> <p>For: 21 A. Arenja C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm C. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p>Against: 1 V. Banday</p> <p>Abstain: 0</p>	In progress

549-2.9	23-Sep-22	Guideline on Attendance at Council and Governance Committee Meetings	<p>That Council approve the Guideline on Attendance at Council and Governance Committee Meetings as presented to the meeting at C-549-2.9, Appendix A.</p> <p>CARRIED</p> <p>For: 14 A. Arenja C. Bellini R. Brunet C. Chiddle A. Dryland V. Hilborn S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske S. Sung R. Walker</p> <p>Against: 6 V. Banday C. Chahine C. Cutler R. Fraser D. Kiguel T. Kirkby</p> <p>Abstain: 1 P. Shankar</p>	Complete
549-2.8	23-Sep-22	By-law Amendments: Council Directions	<p>That Council be asked to approve the amendments to By-Law No. 1 as presented to the meeting at C-549-2.8, appendices A, B, C and D.</p> <p>2/3 majority of votes cast required to carry</p> <p>CARRIED</p> <p>For: 15 A. Arenja C. Bellini R. Brunet C. Chiddle C. Cutler A. Dryland V. Hilborn S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske S. Sung R. Walker</p> <p>Against: 5 V. Banday C. Chahine R. Fraser D. Kiguel T. Kirkby</p> <p>Abstain: 1 P. Shankar</p>	Complete

549-2.7	23-Sep-22	By-Law Amendments: Financial Approvals	<p>That Council approves the amendments to By-Law No. 1 as presented to the meeting at C-549-2.7, Appendices A, B and C.</p> <p>2/3 majority of votes cast required to carry CARRIED</p> <p>For: 19 A. Arenja C. Bellini R. Brunet C. Chahine C. Chiddle L. Cutler A. Dryland V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p>Against: 3 V. Banday J. Chisholm R. Fraser</p> <p>Abstain: 0</p>	Complete
548-2.3	24-Jun-22	Signing Authority: Policy Direction Regarding By-law Amendment – Recommendation From Audit And Finance Committee AFC	<p>That Council approves the recommendation by the Audit and Finance Committee to update the signing authority for deeds, transfers, contracts, and other instruments requiring the signature of the Association, and that Council directs that an appropriate by-law amendment be prepared for its consideration as soon as practicable.</p> <p>CARRIED</p>	Complete
548-2.4	24-Jun-22	2023 Elections – Recommendation From Governance And Nominating Committee (GNC)	<p>That Council defer the recommendations from the Governance and Nominating Committee (GNC) regarding the 2023 elections back to GNC.</p> <p>DEFEATED</p> <p>Recorded Vote For: 7 V. Banday R. Fraser D. Kiguel T. Kirkby L. Notash S. Sung G. Wowchuk Against: 15 C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland V. Hilborn S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske R. Walker Abstain: 1 P. Shankar</p>	Complete

		<p>That item g) be added to the list of recommendations with respect to the 2023 Council election “include Equity, Diversity and Inclusion (EDI) improvement changes as defined at Council meeting C-548.”</p> <p>CARRIED</p> <p>Council then voted on the original motion as amended.</p> <p>That Council, with respect to the 2023 Council election:</p> <p>a)approve the 2023 Voting Procedures, as presented to the meeting at C-548-2.4, Appendix A;</p> <p>b)approve the 2023 Election Publicity Procedures, as presented to the meeting at C-548-2.4, Appendix B</p> <p>c)approve the 2023 Nomination Form as presented to the meeting at C-548-2.4, Appendix C;</p> <p>d)approve the 2023 Nomination Acceptance Forms for President-Elect, Vice President, Councillor-at-Large, and Regional Councillor as presented to the meeting at C-548-2.4, Appendix D;</p> <p>e)appoint the Regional Election and Search Committees (RESC) for each Region;</p> <p>f)appoint the Junior Regional Councillor in each Region (Dana Montgomery, P.Eng., Tim Kirkby, P.Eng., David Kiguel, P.Eng., Vicki Hilborn, P.Eng., Pappur Shankar P.Eng.) as Chair of the RESC for their Region.</p> <p>g)include Equity, Diversity and Inclusion (EDI) improvement changes as defined at Council meeting C-548.</p> <p>CARRIED</p>	Complete
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548-2.5	24-Jun-22	Strategic Planning Goals	<p>That Council vote on each of the four strategic planning goals separately. DEFEATED</p> <p>Whereas Council, informed by the best available feedback and evidence from stakeholders, the public, and other jurisdictions, met on May 12-13 and agreed upon the key elements of a Strategic Plan; and Had the opportunity to confirm these elements by survey, Therefore, the following elements will form PEO's 2023-25 Strategic Plan:</p> <p>Goal 1: Improve PEO's licensing processes, without compromising public safety. We will do this by:</p> <ul style="list-style-type: none"> •Creating a fair, transparent, accessible and efficient application process that maintains competency and complies with FARPACTA by July 1, 2023 •Reviewing licensing business processes and implementing changes to improve efficiency without sacrificing public safety or information security by January 1, 2025 •Ensuring all licensing activities reflect the values of equity, diversity and inclusion <p>Goal 2: Optimize organizational performance. We will initiate this by:</p> <ul style="list-style-type: none"> •Updating and developing standards and practice guidelines •Ensuring adequate IT infrastructure, improving our capacity to collect and manage data •Reviewing and improving communication and business processes, including ensuring they reflect the values of equity, diversity and inclusion 	Complete
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			<p>Goal 3: Implement a continuous governance improvement program. We will do this by:</p> <ul style="list-style-type: none"> •Ensuring orientation for Councillors and PEO's Executive Leadership Team •Ensuring Committees and Council have the necessary evidence to support quality decision-making •Establishing metrics for governance performance, which include principles of equity, diversity and inclusion by spring 2023 and implementing an annual review <p>Goal 4: Refresh PEO's vision to ensure all stakeholders see relevance and value in PEO. We will do this by:</p> <ul style="list-style-type: none"> •facilitating meaningful dialogue with members and other stakeholders •undertaking required research •developing a proposed vision for consultation <p>CARRIED Recorded Vote</p> <p>For: 19 C. Bellini R. Brunet C. Chahine C. Chiddle L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Notash L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p>Against: 3 V. Banday T. Kirkby G. Wowchuk</p> <p>Abstain: 1 J. Chisholm</p>	Complete
548-2.6	24-Jun-22	CEO/Registrar Goals For 2022-2023 – Recommendation From Human Resources And Compensation Committee (HRCC)	That Council approve the CEO/Registrar goals as presented at C-548-2.6, Appendix A (Performance Review Form). CARRIED	Complete

548-3.2	24-Jun-22	Consulting Engineer Designation Applications	<p>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-548-3.2, Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-548-3.2, Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title “Consulting Engineers” (or variations thereof) to the firms as set out in C-548-3.2, Appendix A, Section 3.</p> <p>CARRIED</p>	Complete
548-3.3	24-Jun-22	Statutory Committees – Re-appointments Subject To Approval By The Attorney General	<p>To re-appoint members, who are not members of the Council nor members of the Association, as specified in C-548-3.4, Appendix A, to their respective committees for three (3) year terms subject to and effective as of the date of approval by the Attorney-General as required pursuant to sections 19.1(1)1ii, 25.(1)(b) and 27(1)3ii of the Professional Engineers Act.</p> <p>CARRIED</p>	Complete
548-3.4	24-Jun-22	Central Election And Search Committee	<p>The following motion, approved in-camera, was moved into open session.</p> <p>That:</p> <p>a) Michael Chan, P.Eng., and Dave Estrella, P.Eng. be appointed as the the additional members to the 2022-2023 Central Election and Search Committee;</p> <p>b) that the 2021-2022 Central Election and Search Committee be stood down with thanks at the close of this Council meeting; and</p> <p>c) that the 2022-2023 Central Election and Search Committee be constituted at the close of this Council meeting</p> <p>d) Request the CESC to advise Council of decision-making criteria used to recommend the two candidates noted above.</p> <p>CARRIED</p>	

547-4	04-May-22	Special Rules of Order	<p>That the proposed Special Rules of Order, as presented to the meeting at C-547-4, Appendix A, be approved effective immediately and remain in effect until the close of business at the 2022 Annual General Meeting.</p> <p>2/3 majority of votes cast required to carry</p> <p>That the Special Rules be amended to include the following:</p> <p>7. MEETING DETAILS AND AGENDAS</p> <p>7.1 Details of meeting format, location, and time shall be finalized and sent to members of Council not later than two weeks before the meeting. These meeting details may be amended only in case of emergency.</p> <p>7.2 The agenda--along with supporting materials and appendices-- shall be finalized and sent to members of Council not later than one week before the meeting. During the week prior to the meeting, only amendments or additions either of a very minor nature or which are the result of an emergency, may be added, and the members shall be notified.</p> <p>7.3 For the purposes of this section, an emergency is defined as an event or sequence of events which: (i) Was unexpected, (ii) Will result in harm to the organization or to the public if not acted on, or will get worse, and (iii) Cannot wait to be addressed at a subsequent meeting of Council.</p> <p>7.4 A member of Council may add an item to the meeting agenda by submitting it to the Secretariat not later than two weeks prior to the meeting. CARRIED</p>	Complete
547-5	04-May-22	Appointment of Council Meeting Chair	<p>That Nick Colucci, P.Eng., be appointed the Council Meeting Chair for the 2022-2023 Council year or until his successor is appointed. CARRIED</p>	Complete

547-6	04-May-22	In-person Council Meeting Protocol	That Council approve the safety measures, as outlined in Appendix A to C-547-6, in support of the resumption of in-person Council meetings at PEO's premises at 40 Sheppard Avenue West, Toronto. Motion that the safety measures be amended to remove point 1: "Council visiting the PEO office will be required to provide proof of vaccination prior to entering the premises, proof must be sent via email to hr@peo.on.ca" DEFEATED THE ORIGINAL MOTION WAS THEN VOTED ON AND CARRIED	Complete
547-7	04-May-22	Recommended Appointments to Council to Fill Vacancies	That Council appoint Chantal Chiddle, P.Eng., as a Councillor-at- Large and Luc Roberge, P.Eng., as a Northern Region Councillor, each to serve the remaining time in the offices vacated by Pat Quinn and Ramesh Subramanian, that is, to the end of the 2023 Annual General Meeting. CARRIED	Complete
547-8	04-May-22	Appointment of Chair of Regional Councillors Committee	That Christopher Chahine, P.Eng., be appointed as Chair of the Regional Councillors Committee, effective immediately and to hold office until the close of business at the 2023 Annual General meeting. CARRIED	Complete
547-9	04-May-22	Appointment of Vice President	That Lorne Cutler, P.Eng., be appointed as Vice President for the 2022-2023 Council year. CARRIED	Complete

547-10	04-May-22	Appointment of Councillors to Governance Committees for 2022-2023	<p>1. That the Audit and Finance Committee be composed of Council members Vajahat Banday, P.Eng., Robert Brunet, P.Eng., Nick Colucci, P.Eng., Lorne Cutler, P.Eng., Roydon Fraser, P.Eng., Paul Mandel, P.Eng., Pappur Shankar, P.Eng., Sherlock Sung, and Randy Walker, P.Eng., appointed for the 2022-2023 Council year. CARRIED</p> <p>2. That the Governance and Nominating Committee be composed of Council members Arjan Arenja, P.Eng., Christian Bellini, P.Eng., Nick Colucci, P.Eng., Roydon Fraser, P.Eng., Tim Kirkby, P.Eng., Susan MacFarlane, P.Eng., George Nikolov, P.Eng., and Gregory Wowchuk, P.Eng., appointed for the 2022-2023 Council year. CARRIED</p> <p>3. That the Human Resources and Compensation Committee be composed of Council members Christian Bellini, P.Eng., Nick Colucci, P.Eng., Andy Dryland, Roydon Fraser, P.Eng., Luc Roberge, P.Eng., and Scott Schelske, P.Eng., appointed for the 2022-2023 Council year. CARRIED</p> <p>4. That the Regulatory Policy and Legislation Committee be composed of Council members Christopher Chahine, P.Eng., Chantal Chiddle, P.Eng., James Chisholm, P.Eng., Nick Colucci, P. Eng., Roydon Fraser, P.Eng., Vicki Hilborn, P.Eng., David Kiguel, P.Eng., Dana Montgomery, P.Eng., and Leila Notash, P.Eng., appointed for the 2022-2023 Council year. CARRIED</p>	Complete
547-11	04-May-22	Appointment of Governance Committee Chairs	<p>1. That Lorne Cutler, P.Eng., be appointed the Audit and Finance Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p> <p>2. That Arjan Arenja, P.Eng., be appointed the Governance and Nominating Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p> <p>3. That Luc Roberge, P.Eng., be appointed the Human Resources and Compensation Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p> <p>4. That Chantal Chiddle, P.Eng., be appointed the Regulatory Policy and Legislation Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p>	Complete

547-12	04-May-22	Appointment of Councillors to Executive Committee	<p>1. That the number of Executive positions to be appointed from amongst the members of Council under s.28(1)(e) of Regulation 941 be fixed at one (1), who for greater clarity must be a member of Council appointed by the Lieutenant Governor in Council. CARRIED</p> <p>2. That Scott Schelske, P.Eng., be appointed as a member of the Executive Committee for the 2022-2023 Council year, in accordance with ss.28(1)(e) and 28(1.1) of Regulation 941. CARRIED</p>	Complete
547-13	04-May-22	Appointment of Elected Councillor to the Discipline Committee	<p>That the number of positions to be appointed from amongst the members of Council to the Discipline Committee be fixed at two (2). DEFEATED</p> <p>Recorded Vote For: 7 V. Banday, C. Chahine, J. Chisholm, R. Fraser, D. Kiguel, L. Notash, G. Wowchuk Against: 12 C. Bellini, C. Chiddle, L. Cutler, S. MacFarlane, P. Mandel, D. Montgomery, G. Nikolov, L. Roberge, S. Schelske, P. Sankar, S. Sung, R. Walker Abstain: 1 A. Arenja</p> <p>That Nick Colucci, P.Eng., be appointed as a member of the Discipline Committee for the 2022-2023 Council year, in accordance with s.27(1)1 of the Professional Engineers Act. CARRIED</p> <p>Recorded Vote For: 12 A. Arenja, V. Banday, C. Chahine, C. Chiddle, J. Chisholm, L. Cutler, D. Kiguel, S. MacFarlane, D. Montgomery, G. Nikolov, L. Roberge, S. Schelske, P. Shankar, S. Sung, R. Walker Against: 0 Abstain: 3 P. Mandel, L. Notash, G. Wowchuk</p>	Complete

546-2.5	08-Apr-22	2021 Audited Financial Statements	That Council: a) approve the audited financial statements for the year ended December 31, 2021, and the auditor's report thereon, as presented to the meeting at C-546-2.5, Appendix A; and b) authorize the President and President-elect to sign the audited financial statements on Council's behalf. CARRIED	Complete
546-2.6	08-Apr-22	Recommendation of the Appointment of Auditors for 2022	That Council recommend to members at the April 2022 Annual General Meeting that Deloitte LLP be appointed as PEO's auditor for 2022 and hold office until the next annual general meeting or until a successor is appointed. CARRIED	Complete
546-2.8	08-Apr-22	Engineers Canada AMM: Direction to PEO Member Representative	1. That Council direct PEO's Member Representative at the 2022 Engineers Canada Annual Meeting of Members to support the approval of the Engineers Canada Bylaw amendment, as outlined in C-546-2.8, Appendix A and approved by the Engineers Canada Board on February 25, 2022. 2. That Council direct PEO's Member Representative at the 2022 Engineers Canada Annual Meeting of Members to support the approval of the 2024 Per Capita Assessment Fee reduction, as outlined in C-546-2.8, Appendix B and approved by the Engineers Canada Board on December 13, 2021. 3. That Council direct PEO's Member Representative to vote against the motion "THAT the Engineers Canada Board of Directors be reduced in size to 16 members, in the manner proposed in the Governance Committee's May 2020 Report on Board Size, with the reduction taking effect by May 2025" as outlined in C-546-2.8, Appendix C. CARRIED	Complete
546-2.9	08-Apr-22	Engineers Canada – Candidate for President-elect	That Council agrees to re-nominate Nancy Hill, P.Eng., to serve a further two-year term as an Engineers Canada director from Ontario commencing at the 2023 Engineers Canada Annual Meeting of Members, conditional on her being chosen as President-Elect at the May 2022 EC Board Meeting held in conjunction with the EC AMM. CARRIED	Complete
546-2.10	08-Apr-22	Guideline – Pre-Start Health and Safety Review	That Council: 1. Approve the publication of the Pre-Start Health and Safety Review guideline as presented to the meeting at C-546-2.10; and 2. Direct the Registrar to publish the guideline and notify members and the public of its publication through usual PEO communications; and 3. Stand down the subcommittee which prepared the Pre-Start Health and Safety Review guideline. CARRIED	In progress

546-2.11	08-Apr-22	Anti-racism and Anti-discrimination Exploratory Working Group (AREWG) Update	<p>1. That Council approves the Anti-racism & Equity (ARE) Code v.1.1. – included in the Council package –and commits PEO to abide by it and ensure that: (i) its final form is prominently posted as an official PEO policy on PEO’s website, and easily accessible by the public and PEO’s licence holders; and (ii) PEO prominently announces to the public before the 2022 AGM that Council has approved the ARE Code.</p> <p>2. That Council tasks the AREWG to: (i) collaborate with PEO’s staff, committees, initiatives, and/or people resources to deal appropriately with the supplementary feedback obtained in the February-March 2022 consultations; and (ii) ensure that it focuses on public policy in Ontario, with a prioritized focus on viewing policy through racial context lenses, and a subsequent focus on viewing policy through gender lenses.</p> <p>3. That Council tasks the AREWG, with the allocation of appropriate people and financial resources, to complete the remaining AREWG Phase 3 steps that Council approved in November 2021 and report the related progress and any recommendations to Council.</p> <p>4. That Council – recognizing Indigenous Peoples’ constitutionally protected right of self-determination – tasks the AREWG with the allocation of appropriate people, finances, resources and time to evaluate PEO’s role in Truth and Reconciliation and accountabilities to answer the Calls to Action through meaningful engagement with Indigenous Peoples, members, and Communities in Ontario; to work towards developing policy approaches led by Indigenous Peoples; and to regularly provide updates to Council throughout the year and to the membership at every AGM.</p> <p>CARRIED</p>	In progress
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546-2.12	08-Apr-22	Process for Filling Councillor Vacancies	<p>That the process for filling Councillor vacancies be deferred to the next meeting of Council in order to provide a more detailed briefing note that would include issues related to the amount of time remaining in a term. DEFEATED</p> <p>That Council instruct the Governance and Nominating Committee to adopt the following process for recruiting potential candidates for vacant elected positions:</p> <ul style="list-style-type: none"> - Contact the first runner-up from the most recent Council election for the position where the vacancy has arisen to determine if they are interested in serving the unexpired portion of the Council member's term and if so recommend that Council appoint that person at the earliest opportunity; or - In the event the first runner-up for a position declines, contact the next runner-up in the most recent election and, if that person is willing, recommend them for appointment as above; and if that runner-up declines, continue this process in sequence with additional runners-up, as applicable; or - In the event that all runners-up decline, or where there were no runners-up because of an acclamation at the time of the last election, invite expressions of interest from those PEO Members eligible to fill the vacancy, consider candidates and make a recommendation to Council at an appropriate time. and <p>That Council further instruct the Regulatory Policy and Legislation Committee to consider and make appropriate recommendations to Council with respect to setting out the above process in a regulation or by-law. CARRIED</p>	In progress
546	08-Apr-22	Gender Neutral Language and Gender Pronouns	<p>That Council directs the CEO/Registrar to develop – for Council's approval – a policy regarding gender-neutral and gender inclusive language, in alignment with current best practices in the public interest, and directs the RPLC to help ensure the most current gender-neutral language is used in all PEO documents. CARRIED</p>	In progress

546-3.2	08-Apr-22	Consulting Engineer Designation Applications	<p>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-546-3.2, Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-546-3.2, Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title “Consulting Engineers” (or variations thereof) to the firms as set out in C- 546-3.2 Appendix A, Section 3. CARRIED</p>	Complete
546-3.3	08-Apr-22	Changes to the 2022 Statutory and Regulatory Committees' Membership Lists	<p>That Council appoint members to the Academic Requirements Committee (ARC), Consulting Engineer Designation Committee (CEDC) and Complaints Committee (COC) as presented to the meeting at C-546-3.3, Appendix A, and a chair and vice chair to the Consulting Engineer Designation Committee (CEDC) as presented to the meeting at C-546-3.3, Appendix B. CARRIED</p>	Complete