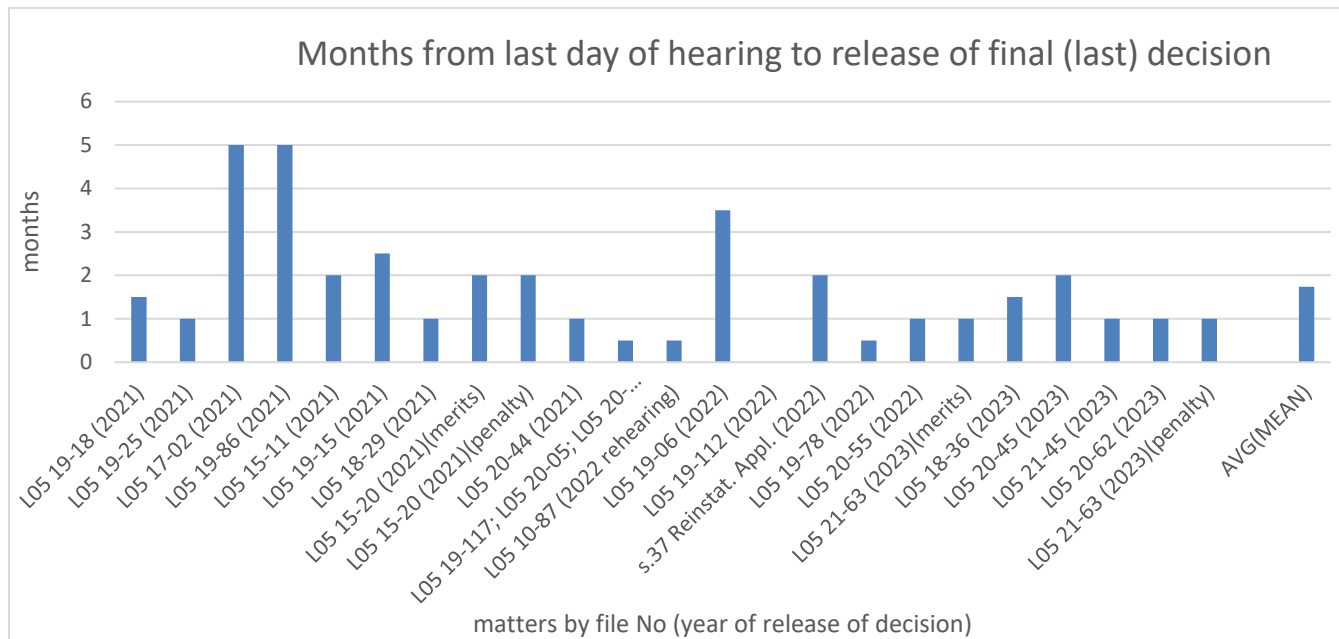


DISCIPLINE STATISTICS – September 2023 Council Meeting Report

Discipline Phase

	2021	2022	2023
			(as of Sep 1)
Matters Referred to Discipline	5*	13	3
Matters Pending (Caseload)	5	12	10
Written Decisions Issued	11	6	6
<i>DIC Activity</i>			
Pre-Hearing Conferences Held	8	17	5
Hearings Phase commenced (but not completed)	0	0	0
Hearings Phase completed (but no D&R issued)	0	0	3

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



REGISTRATION STATISTICS – September 2023 Council Meeting ReportRegistration Phase

	2021	2022	2023 (as of Sep 1)
Requests for Hearing	0	5	7
Premature Applications (No Notice of Proposal)	0	0	0
Matters Pending (Caseload)	3*	5	11
Written Final Decisions Issued	1	1	1
Appeals to the Divisional Court	0	0	0
<i>REC Activity</i>			
Pre-Hearing Conferences Held	1	5	5
Hearings Phase completed, but no D&R issued	0	0	1

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

2023	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Members on Register												
Beginning	87,856	87,105	87,197	87,489	87,626	87,601	87,149	87,361	87,643	87,643	87,643	87,643
New Members	327	288	454	385	331	463	297	405				
Reinstatements	161	47	35	24	124	86	84	31				
Resignations - Regular	(190)	(136)	(113)	(143)	(95)	(104)	(89)	(87)				
- Retirees	(170)	(90)	(68)	(112)	(85)	(86)	(66)	(49)				
Deceased	(22)	(14)	(16)	(17)	(17)	(19)	(14)	(18)				
Deletion, lapsed, withdrew and other - Regular	(483)	(3)	0	0	(253)	(473)	0	0				
- Retirees	(374)	0	0	0	(30)	(319)	0	0				
Total Ending	87,105	87,197	87,489	87,626	87,601	87,149	87,361	87,643	87,643	87,643	87,643	87,643
Members on Register Summary												
Full Fee Members	73,658	73,840	74,137	74,298	74,236	74,110	74,313	74,638				
Partial Fee Remission - Retired	11,606	11,517	11,529	11,472	11,491	11,189	11,200	11,237				
Partial Fee Remission - Health	395	392	395	397	401	394	394	399				
Maternity and/or Parental Leave, Unemployment, Postgraduate remissions & Others	1,446	1,444	1,428	1,459	1,473	1,456	1,454	1,369				
Total Membership	87,105	87,193	87,489	87,626	87,601	87,149	87,361	87,643	0	0	0	0
Membership Licence												
Applications Approved	570	690	974	731	951	683	1,430	53				
Female Members on Register												
Beginning	11,403	11,383	11,482	11,543	11,555	11,567	11,577	11,617				
New Female Engineers	(20)	99	61	12	12	10	40	45				
Total Female Engineers	11,383	11,482	11,543	11,555	11,567	11,577	11,617	11,662	0	0	0	0

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2

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2023 STATS REPORT

EIT

2023 _ EIT	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Recorded												
Beginning of Month	14,436	14,509	14,518	14,559	14,668	14,590	14,561	14,543				
New Recordings	333	308	228	272	226	162	180	715				
Reinstatements	11	11	10	3	4	2	38	4				
P. Eng. Approvals	(133)	(150)	(176)	(138)	(152)	(154)	(139)	(180)				
Resignations/Deletions/Closed and others	(49)	(159)	(20)	(27)	(156)	(39)	(97)	(17)				
Lapsed/Non Payment	(89)	(1)	(1)	(1)	0	0	0	(133)				
Deceased												
Total Ending	14,509	14,518	14,559	14,668	14,590	14,561	14,543	14,932	0	0	0	0
Female Recording on												
Register												
Beginning	2,665	2,848	2,881	2,726	2,707	2,642	2,617	2,578				
New Female Recordings	183	33	(155)	(19)	(65)	(25)	(39)	(42)				
Total Female Recordings	2,848	2,881	2,726	2,707	2,642	2,617	2,578	2,536	0	0	0	0

2023 STATS REPORT
CofA and TCofA

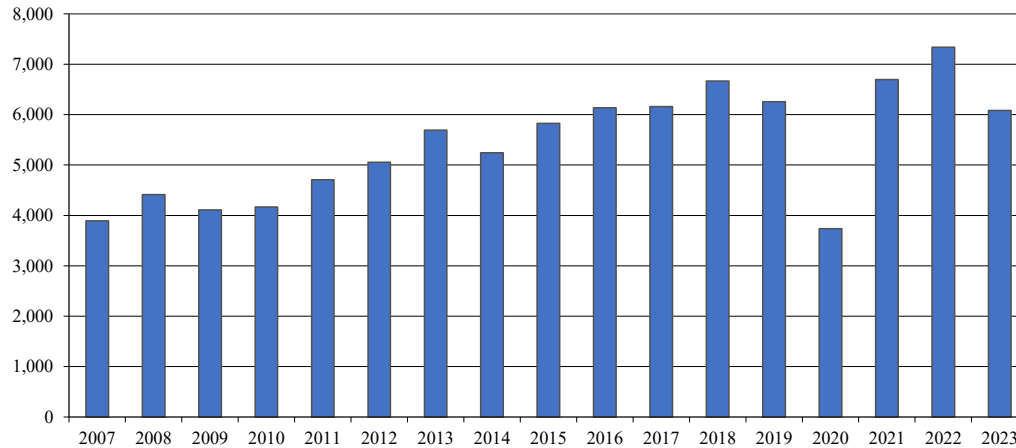
2023	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
C of A Holders - Beginning												
Regular	5,993	6,026	6,030	6,047	6,054	6,089	6,067	6,070	6,087			
Temporary	23	24	25	26	26	25	26	26	25			
Sub Total	6,016	6,050	6,055	6,073	6,080	6,114	6,093	6,096	6,112	0	0	0
New Certificates Issued												
Regular	60	39	43	54	50	44	38	43				
Temporary	2	1	1	0	0	1	0	2				
Sub Total	62	40	44	54	50	45	38	45	0	0	0	0
Reinstatements												
Regular	1	4	3	2	5	1	38	9				
Temporary	0	1	0	0	0	0	0	0				
Sub Total	1	5	3	2	5	1	38	9	0	0	0	0
Deletions												
Closed	(28)	(39)	(29)	(49)	(20)	(66)	(72)	(35)				
Suspended, Revoked and other	0	0	0	0	(1)	(1)	(1)	0				
Temporary	(1)	(1)	0	0	(1)	0	0	(3)				
Sub Total	(29)	(40)	(29)	(49)	(22)	(67)	(73)	(38)	0	0	0	0
Total Ending												
Regular	6,026	6,030	6,047	6,054	6,089	6,067	6,070	6,087	6,087	0	0	0
Temporary	24	25	26	26	25	26	26	25	25	0	0	0
	6,050	6,055	6,073	6,080	6,114	6,093	6,096	6,112	6,112	0	0	0

2023 STATS REPORT
CONSULTING[illegible]

2023 STATS REPORT
APPLICATIONS

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
JANUARY	372	336	393	414	397	440	530	561	453	565	599	611	0	582	766	570
FEBRUARY	234	338	276	278	384	422	380	422	460	403	422	432	0	534	867	690
MARCH	345	379	373	453	398	428	395	368	265	435	436	504	0	594	830	974
APRIL	381	294	239	338	297	414	361	356	484	383	472	556	0	691	646	731
MAY	278	279	303	314	353	394	324	292	450	415	451	645	0	560	705	951
JUNE	332	320	306	322	374	388	356	472	421	485	482	399	0	254	720	683
JULY	460	395	332	398	482	529	486	555	554	513	603	624	0	372	346	1,430
AUGUST	413	326	358	493	508	505	495	547	638	601	661	495	836	480	404	53
SEPTEMBER	415	402	383	451	388	512	542	466	567	586	557	452	838	628	607	
OCTOBER	419	428	372	469	540	646	568	648	566	664	672	603	889	620	501	
NOVEMBER	430	340	497	481	503	525	416	565	754	651	802	499	730	564	508	
DECEMBER	334	270	336	295	432	491	392	576	525	460	510	436	446	815	440	
TOTAL	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	6,082
MONTHLY AVERAGE	368	342	347	392	421	475	437	486	511	513	556	521	312	558	612	760
YEAR TO DATE	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	6,082

Applications Approved - Year To Date



891 410.76
 Applic: 4002 3111 0.286
 PPE 2066.8 1656.1 0.248
 236.92

COMPLAINTS & INVESTIGATION STATISTICS

	2021	2022	2023 (Aug. 31)
COC's Caseload			
Filed Complaints ¹ not disposed of by COC at previous year-end	103	105	120
Complaints Filed (<i>PEAct s. 24. 1(a)</i>) during the Year	72	96	60
Total Caseload in the Year	175	201	180
Total Filed Complaints Disposed of by COC in the Year (for details see <i>COC's Disposition of Complaints</i> below)	70	81	40
Total Filed Complaints Pending for COC Disposition (for details see <i>Status of Active Filed Complaints</i> below)	105	120	140
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>)	4	13	5
Direct that the matter not be referred. (<i>PEAct s. 24. 2(b)</i>)	38	35	30
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>)	28	33	5
COC's Timeliness Regarding the Disposition of the Complaint²			
Complaint disposed of within 90 days of filing	0	0	0
Complaint disposed of between 91-180 days of filing	0	3	0
Complaint disposed of after more than 180 days of filing	70	78	40
COC Processing Time – Days from Complaint Filed to COC Disposition (12 mo. rolling avg.)			
Average # Days	535	554	513
Minimum # Days	251	154	154
Median # Days	446	414	419
Maximum # Days	1245	1766	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		140
<i>Complaints filed more than 180 days ago</i>	98	98
Pending Approval and Reason regarding COC Decision	42	
Complaints under active consideration by COC	13	
Completed Investigation ready for COC consideration	0	
Regulatory Compliance Investigation	43	
<i>Complaints filed between 91-180 days ago</i>	14	14
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	14	
<i>Complaints filed within the past 90 days</i>	28	28
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	28	

Note:

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

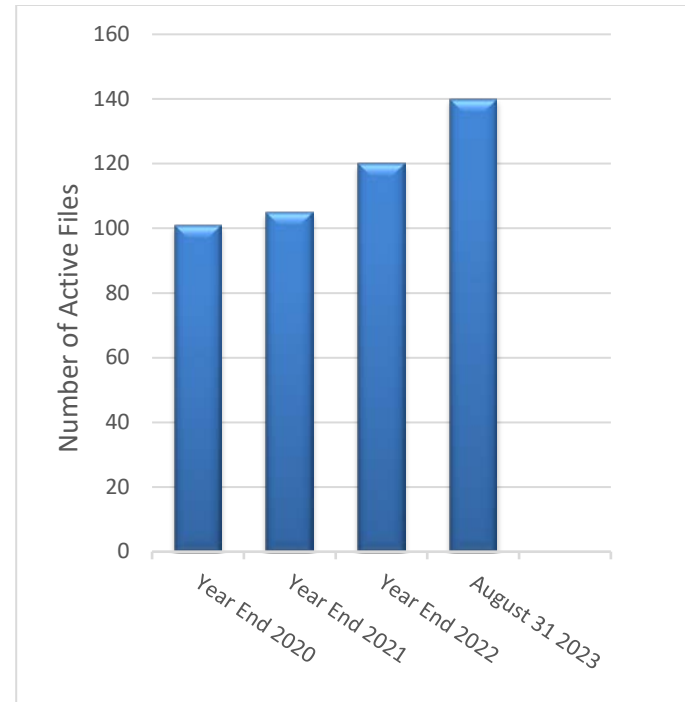
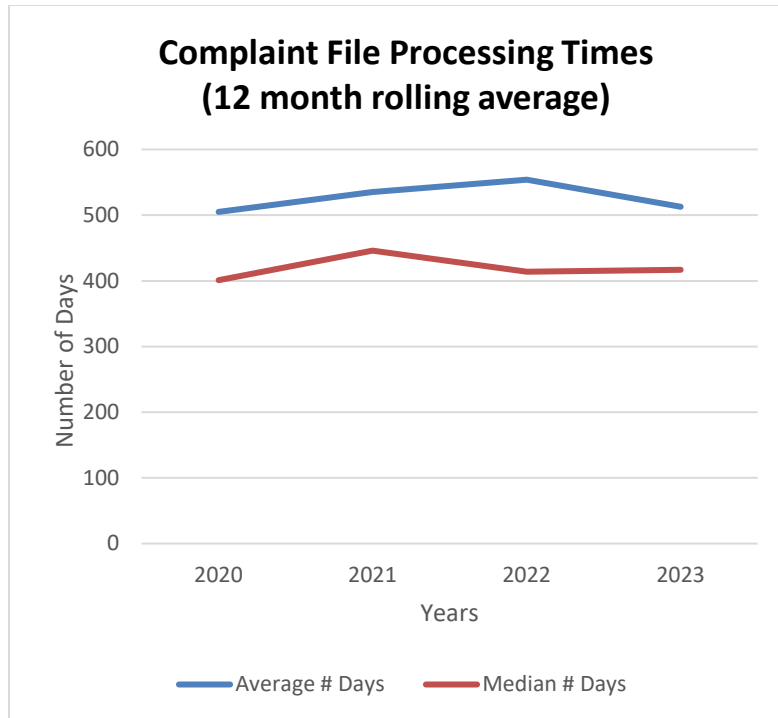
Where a complaint respecting a member of the Association or a holder of a certificate of authorization, a temporary licence, a provisional licence or a limited licence has not been disposed of by the Complaints Committee **within ninety days** after the complaint is filed with the Registrar, upon application 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

Complaints and Investigation Statistics (As at August 31, 2023)





Minutes

C-559-Reports

14th Meeting of the AUDIT AND FINANCE COMMITTEE (AFC) of PROFESSIONAL ENGINEERS ONTARIO was held via ZOOM Videoconference on Tuesday, June 13, 2023, at 9:00 a.m.

Present: Tim Kirkby, P.Eng., Committee Chair and Eastern Region Councillor
Lorne Cutler, P.Eng., MBA, Lieutenant Governor-in-Council Appointee
Paul Mandel, MBA, CPA, CA, CV, CFF, Lieutenant Governor-in-Council Appointee
George Nikolov, P.Eng., Lieutenant Governor-in-Council Appointee
Sherlock Sung, B.A.Sc., Lieutenant Governor-in-Council Appointee

Regrets: Nick Colucci, P.Eng., B.A.Sc., MBA, FEC, President (ex-officio)
Roydon A. Fraser, Ph.D., P.Eng., FEC, President (ex officio)
Ravinder Panesar, P.Eng., West Central Region Councillor
Greg Wowchuk, P.Eng., President-elect (ex officio)

Staff: Jennifer Quaglietta, CEO/Registrar
Dan Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer
Arun Dixit, VP, Corporate Operations & Digital Transformation
Marina Solakhyan, Director, Governance
Peter Cowherd, CPA, CMA, Manager, Financial Services & Procurement
Meilisa Soepiter, Controller, Finance
Meg Feres, Supervisor, Council Operations
Antora Anowar, Council & 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; and made procedural announcements related to the conduct of the meeting.

Approval of Agenda

The Chair reviewed the draft agenda.

Moved by Councillor Mandel, seconded by Councillor Sung:

That the agenda for the June 13, 2023 Audit and Finance meeting be approved as presented.

CARRIED

G. Nikolov abstained

Conflicts of Interest

No conflicts were declared.

Consent Agenda: Previous Minutes

No revision or errors were noted.

Moved by Councillor Mandel, seconded by Councillor Cutler:

That the open session minutes of the Audit and Finance Committee, held on Thursday, April 20, 2023, accurately reflect the business transacted at the meeting.

CARRIED

Draft AFC Work Plan for 2023-24

Staff presented the proposed 2023-2024 AFC work plan including the overview of priority items and topics that are organized by committee meeting and the associated Council meeting dates. Staff reminded the committee members that the workplan is a proposed guideline for the committee as the document is flexible and agenda items can be added anytime as per council's direction. Staff informed that the AFC work plan contains the same items as the previous terms due to cyclical nature of audit and finance, and noted a new item at 2.6, "Legal Expense Policy". The following discussions took place:

- Committee members made a recommendation to add an item titled "carry over items from previous meetings" in the work plan to ensure continuity of discussion.
- Committee members inquired if there are any financial policies under the purview of the committee that need to be reviewed this year. Staff noted work plan item 1.7, "Approach to Expense Reimbursement Policy" which is on this meeting's agenda. Further, there are other policies pending review and staff will seek the Committee's recommendations in that regard.

Moved by Councillor Mandel, seconded by Councillor Nikolov:

That the 2023-2024 AFC work plan be recommended to Council for approval, subject to the following amendments:

- **Adding a reference to the work plan's flexibility to re-prioritize or add items; and**
- **Adding an item titled "carry over items from previous meetings".**

CARRIED

Review of the AFC Charter

All governance committee typically revisit their respective Charters before beginning of each Council term. The following recommendation was made by the committee:

- In the "Composition" section, remove "*As a transitional measure, non-Councillors who are members of the Finance, Audit, or Investment Committees prior to the 2021 AGM may be appointed to the Audit & Finance Committee until the 2022 AGM, at Council's discretion and depending on the Committee's needs*" as this is no longer relevant.

It was agreed that staff would incorporate this change in the next version which will be reviewed by the GNC at its October 2023 meeting. On behalf of the four governance committees, the GNC will recommend Charter changes for Council's approval.

2024 Budget Assumptions

Staff provided an overview of the 2024 budget assumptions, including the areas outlined below.

General Assumptions:

It is assumed that in 2024, PEO will continue with a hybrid mode that allows for both working from home and the office. In line with previous years, Council-directed or special one-time projects will be funded from the cash surplus.

Capital Expenditure Assumptions:

With the to move to a hybrid workforce, PEO will continue to look at all existing business services to determine the required technology to support this new working style. As a result, PEO will continue to improve the IT infrastructure, websites and overall cyber security posture. For a more proactive budgeting model, a 10% technology contingency will be added to the yearly technology budget to cover unexpected costs. Critical and key repairs and upgrades to common areas of the building per the recommendations by PEO's property manager shall be undertaken in 2024.

Revenue Assumptions:

Net growth rate in the number of full-fee P.Eng. members is expected to be in the range of 0.5% to 2% based on historical trends. It is expected that requirements now in effect for compliance with the *Fair Access to Regulated Professions and Compulsory Trades Act* (FARPACTA) will result in a significant decline in the number of new applications since applicants will now need to apply after the four-year experience requirement is met. The impact of various regulatory changes such as mandatory compulsory professional development (CPD) and FARPACTA will be factored in when arriving at budget estimates.

Net growth rate in the number of retirees and partial fee members is expected to be in the range of 1% to 5% based on historical trends. Miscellaneous revenue from enforcement-related activities, regulatory recoveries, and administrative fees will be factored in the 2024 budget. Rental Income will depend on the leases by existing tenants and on whether current vacant spaces are leased.

Committee members inquired if PEO would begin to earn the revenue associated with participation in the Affinity program and if this is reflected in the budget assumptions. Staff responded that affinity revenue will be reflected as an additional and separate line item. Committee members recommended that this item should be explicitly stated as a separate line item under the budget as there are certain restrictions on how the money can be spent.

Expenditure Assumptions:

Statutory deductions include Canada Pension Plan (CPP), Employer Health Tax (EHT) and Employment Insurance (EI). For CPP contributions, effective January 1, 2024, both employees and employers, in addition to 5.95%, will each contribute an additional 4% on earnings above the first earnings ceiling, up to the amount of the second earnings ceiling. EHT is expected to remain unchanged at 1.95%; and EI is expected to remain unchanged at 1.63%.

Staff reported that the Engineers Canada assessment rate is expected to fall to approximately \$8 per member from the current rate of \$10.21 per member.

The nature and volume of complaint, discipline and enforcement files, as well as claims against PEO is expected to remain consistent with previous years. Also, building expenses include operating expenses and finances expenses, the total recoverable tenant expenses are expected to increase by approximately 3% to 5%.

Committee members inquired about how Chapter expenses are monitored and controlled. Staff responded that PEO undergoes an annual independent audit, part of which verifies the controls. Staff informed that the process is proactive as there are controls implemented in terms of invoice review and expense claims for reimbursement. All the invoices and expense claims submitted by Chapters go through the Certify platform, followed by approval by the Chapter's treasurer and chair before releasing reimbursement payment.

Committee members noted that the biggest expenditure is staff salaries and that in budget assumption planning this has historically been the least accurate projections. Staff informed the committee that soliciting information and feedback from leaders in each department is a key part of the process. This area will be further discussed at the AFC's August meeting when the draft operating and capital budgets will be presented. Information was also provided regarding PEO's new merit-based program governing staff salary increases which has replaced the cost-of-living adjustment model. The maximum increase is 4%, based on performance; and though the budget assumptions build in a 4% increase for all staff, not all staff may be eligible for the maximum amount. The associated performance plan and cascading goal system will be launched later in June.

[P. Mandel and S. Sung signed off at 9.57 a.m.]

Strategic Plan Budget

Staff gave an overview of the strategic plan budget and informed the committee that the preparatory work on various strategic plan initiatives has been well underway for the past several months. Based on the inputs from various stakeholders, the incremental costs associated with these projects for fiscal year 2023 have been listed in the schedule provided in the briefing package. Staff reminded the committee that no additional funding is being requested for fiscal year 2023 since the expenses for these projects in the current fiscal year will be covered by the 2023 Council approved budget, utilizing unspent funds from the FARPACTA project.

Staff answered various queries regarding special projects, like centennial gala initiatives and FARPACTA.

Review of Financial Statements for the Four Months Ended April 30, 2023

Staff provided an overview of the financial statement of the first four months of 2023. The total revenue was \$12 million versus a budget \$11 million which gives a \$1.2 million-dollar favorable variance. Staff noted that the investment income is the driving force of the favorable variance in 2023. Staff informed the committee that the total expenses for the first four months of 2023 are \$8.8 million versus budget \$9.2 million, with a \$425,000 favorable variance. It was noted that overall balance sheet is healthy as cash flow is \$8.9 million, marketable securities is at \$28 million, and capital assets at \$27 million.

Building revenue also indicates favorable variance of \$44K. The expenses for the building for the first four months of the year was \$917K versus budgeted \$987K ending in a favorable variance of approximately \$70K. The overall building income statement has an excess revenue over expenses of \$266,172 for the first four months versus budget \$151,718, therefore ending with a favorable balance.

Staff answered various queries regarding credit card fees for membership and if protocol policy was followed for the June workshop held in Waterloo.

Improvements to Chapter Centralized Banking

The Chair provided an update that the Regional Councillors Committee (RCC) is meeting with finance team to develop a plan to bring improvements to the centralized banking system. In spring, the finance team met with the RCC to discuss the changes and asked for the feedback of 36 chapters. The RCC will review this feedback at its July 2023 meeting and the AFC will be updated on this matter at a future meeting.

Approach to Expense Re-imbursement Policy Re: Travel

The Chair proposed that the Expense Reimbursement Policy approved in the spring of 2021 be reviewed, in large measure due to the current hybrid working structure for the governance committees and Council. He noted the importance of conducting an environmental scan to see what other organizations are doing in this regard. Staff noted that the standard practice is to review the policy in its entirety rather than from the perspective of specific provisions.

The Chair noted that further discussion of this topic should take place at the next meeting.

President's Proposal to Budget for Independent Advice

Staff informed the committee that the President has put forward a suggestion to seek independent legal advice separate from the professional legal advice Council typically relies on from staff. The committee agreed that the topic must first be addressed by Council as a policy issue; and pending the outcome and direction by Council, the AFC may discuss the financial aspects and impact.

Adjournment

There was no request to meet in camera and the meeting was adjourned.

There being no further business, the meeting concluded at 10:40 a.m.

These minutes consist of 5 pages.

"Tim Kirkby"

T. Kirkby, P.Eng., Committee Chair

"Marina Solakhyan"

M. Solakhyan, Director, Governance



Minutes

C-559-Reports

The 21st Meeting of the GOVERNANCE AND NOMINATING COMMITTEE (GNC) of PROFESSIONAL ENGINEERS ONTARIO was held via ZOOM Videoconference on Friday, June 9, 2023, at 1:00 p.m.

Present: Susan MacFarlane, P. Eng., Committee Chair and Western Region Councillor
Roydon Fraser, P.Eng., President
Greg Wowchuk, P.Eng., President-elect
Arjan Arenja, P.Eng., Lieutenant Governor-in-Council Appointee
Vajahat H. Banday, P.Eng., MSEE, MSCE, PE (Michigan), FEC, Councillor-at-Large
Christopher Chahine, P.Eng., Vice President (elected)
David Kiguel, P.Eng., East Central Region Councillor
Nanda Lwin, P.Eng., East Central Region Councillor
Glen Schjerning, P.Eng., Councillor-at-Large

Regrets: Nick Colucci, P.Eng., Past President (ex officio)

Staff: Jennifer Quaglietta, CEO/Registrar
Dan Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer
Arun Dixit, Vice President (VP), Corporate Operations & Digital Transformation
Marina Solakhyan, Director, Governance
Sheetal Rawal, Research and Policy Analyst - Special Projects
Meg Feres, Supervisor, Council Operations
Antora Anowar, Council & Committee Coordinator

Guests: Christian Bellini, P.Eng., Chair, Central Elections and Search Committee (CESC)
Leila Notash, P. Eng., Vice President (appointed) and Councillor-at-Large

Call to Order

Notice having been given and a quorum being present, the Chair called the meeting to order and welcomed Committee members, staff, and guests; and made procedural announcements related to the conduct of the meeting. GNC Committee members introduced themselves and provided a brief description on why they joined the GNC and what they seek to achieve in the Council term 2023-2024.

Approval of Agenda

The Chair proposed the addition of the new item *"Recommendation to Appoint Additional Members to 2023-2024 CESC"* at the request of the existing members of the CESC.

Moved by Councillor Chahine, seconded by Councillor Lwin:

That the agenda for the June 9, 2023, meeting be approved as amended to include the new item.

CARRIED

Conflicts of Interest

Councillor Kiguel raised a potential conflict with respect to the Regional Election and Search Committee portion of the 2024 Election Matters item. The Chief Legal Officer noted that this circumstance does not qualify as conflict of interest per the bylaws.

Consent Agenda: Previous Minutes

Amendments related to the following areas were noted:

- Christopher Chahine should be referenced as Vice President (elected) instead of East Region Councillor.
- In the closing remarks section, “ouncil” should be corrected to read “Council”.

Moved by Councillor Arenja, seconded by President Fraser:

That the minutes from of the 20th open session meeting of the Governance and Nominating Committee, held on April 18, 2023 and as amended, accurately reflect the business transacted at that meeting.

CARRIED

Draft GNC Work Plan for 2023-2024

Staff presented the proposed 2023-2024 GNC work plan including the overview of priority items and topics organized by committee meeting and the associated Council meeting dates. It was noted that the work plan is a proposed guideline for the committee as the document is flexible and subject to amendments throughout the year.

The key discussion points and themes from the Committee’s discussion are outlined below.

Council Remuneration Framework: There was a suggestion to move this item from the proposed meeting 5 in March 2024 to the October 2023 meeting to enable efforts to consider changes in time for the 2024 election. Staff noted that the proposed placement of this item reflects the longer-term nature of this matter and that the broad consultation required precludes any of the research outcomes being applied to the 2024 election. Notwithstanding, it was noted that staff will consult internally to determine if the item can be discussed earlier in the term.

Flexibility: There were comments highlighting that a work plan should be flexible so that items can be added, removed, or re-prioritized according to changing or unforeseen circumstances.

Mandate Description: It was recommended that the introductory paragraph related to the mandate be removed pending the review of the Committee’s Charter.

[S. Rawal joined the meeting at 2:05 pm]

Generating Work Plan Items: Discussions took place on establishing a systematic way to generate priority items by engaging stakeholders, in addition to considering items that result from Council direction or that are carried over from the previous term. In response staff noted that the proposed items in the work plan are also guided by and are a key means to achieving the objectives in PEO’s 2023-2025 Strategic Plan.

Independent Legal Advice: Another recommendation was made to add an item to the work plan to establish a policy for Council to obtain independent legal advice. In response, the Chair advised that this item should not be considered for inclusion on the work plan until it has been discussed by Council.

Term Substitution: It was suggested that the term “best practice” be substituted by “common practice” or “current trend” in agenda item 2.7, to recognize that there is a need to first define the criteria or rationale which justify the use of “best”.

The Chair suggested that the Committee express its endorsement of the draft Work Plan in the form of a motion, subject to the changes related to flexibility, the mandate, and term substitution proposed during the discussion. The Committee agreed to proceed in this way, with the understanding that modifications throughout the year are possible, if approved by Council.

Moved by Councillor Arenja, seconded by Councillor Chahine:

That:

The 2023-2024 GNC work plan be recommended to Council for approval, subject to the following amendments:

- **Adding a reference to the work plan’s flexibility to re-prioritize or add items;**
- **Removing the introductory description of the mandate; and**
- **Changing “best practice” references to “common practice”.**

**CARRIED
Recorded Vote**

<u>For: 4</u>	<u>Against: 3</u>	<u>Abstain: 1</u>
A. Arenja	V. Banday	G. Wowchuk
C. Chahine	R. Fraser	
N. Lwin	D. Kiguel	
G. Schjerning		

Review of the GNC Charter

Staff presented the item and noted that all governance committees typically review their Charters before each Council term. The Committee discussed potential revisions and the following recommendations were made:

- With respect to the introductory paragraph, specifically define the word “effectiveness” in the context of corporate governance.
- Add “continuous quality improvement” to the committee’s responsibilities as a way to monitor and scan the environment for unintended consequences.
- Substitute the word “people” with “eligible licence holders”

It was agreed that staff would incorporate these changes for the Committee’s review at its October meeting. In addition, the GNC will review the Charters of the other governance committees and, on their behalf, recommend changes for Council’s approval.

Recommendation to Appoint Additional Members to 2023-2024 CESC

Chair of the 2023-2024 CESC, Christian Bellini, briefed the committee regarding the June 6, 2023 meeting of the CESC’s legislated three members (the penultimate past president, past president, and president of PEO – “CESC 3Ps”). The legislation requires that, at a minimum, two members be added to the CESC. Before the advent of PEO’s governance committees which were instituted in 2021, including the GNC, these recommendations were traditionally made directly to Council by the CESC “3P’s” members. At the June 6 meeting, it was agreed that in PEO current governance structure, the GNC is the appropriate channel through which to nominate the additional members of the CESC. In addition, the CESC 3P’s agreed that instead of appointing the minimum two members, the GNC should consider nominating up to four non-Councillor members, thus increasing the independence of the CESC from the Council.

Moved by President Fraser and seconded by President-elect Wowchuk:

That:

Isidro Buquiron, P.Eng; Giuseppe (Joseph) Facca, P.Eng; Suresh Khanal, P.Eng; and Mostafa Khosravyelhossaini, P.Eng; be recommended to Council for appointment as the additional members of the 2023-2024 Central Election and Search Committee.

CARRIED

(V. Banday abstained)

[C. Bellini signed off at 2:53 pm]

2024 Election

Staff presented the draft 2024 election procedures and nomination forms, largely based on the 2023 election documents that were approved by Council at its June 24, 2022 meeting. The proposed amendments flow from two election-related workstreams: the Governance and Nominating Committee's ongoing election process reform, as well as the Central Election and Search Committee's 2023 elections issues review.

The GNC reviewed draft versions of the procedures and forms. The Committee's recommendations and rationale for substantive changes to the procedural documents and forms for the 2024 election are summarized below.

Nomination and Voting Procedures

- Committee members inquired about elaborating on the procedure for seeking accommodation for a disability that limits a member's access to electronic communication tools. Staff responded that PEO currently does not have an exclusive accessibility policy and each situation is treated on a case-by-case basis and in compliance with the *Ontario Human Rights Code* and *Accessibility for Ontarians with Disabilities Act*.
- Committee members suggested that in addition to adding the telephone number to the procedural document, it is important to state the telephone extension and the hours of operation, and email address.
- Committee members inquired about the mandatory compliance and board basics training and explored the potential roadblock and limitation that it may pose to the potential candidate. Staff clarified and informed the committee that all volunteers are required to complete the training as per Council's decision in 2020. Committee members suggested that for greater clarity the procedural documents should indicate that these trainings are conducted virtually and not in person.
- Discussions revolved around removing the policy for Councillors not to endorse candidates. As these are substantive changes the committee suggested that staff develop a proposed direction and bring it forward to Council for approval.
- Committee members expressed their concerns regarding release of candidates' information to public platforms before PEO's official publication. Staff recommended that language can be added to the procedural document to indicate equitable and fair treatment to all candidates. Furthermore, the document can clarify that PEO will keep the candidacy information confidential and release the final list of candidates at once in its official announcement; however, the candidate can choose to publish their own materials at any time on their own platforms.

Publicity Procedures

- It was recommended that the word “deviation” in item 1 be removed and change the applicable sentence to *“failure to comply with the procedures could result in a nomination being considered invalid”*.
- Committee members suggested that in addition to submitting a Microsoft Word document for e-blast messaging additional document types like PDFs and scanned images should also be included to support the MS Word file and MS Word compatible file.

Nomination Acceptance Form

- Declaration to read PEO’s governance manual was recommended to be removed and staff suggested the declaration can be replaced by one related to reading and understanding PEO’s Councillor Code of Conduct.
- Committee recommended that it should be stated explicitly in the document that the position is a volunteer position, and no remuneration is attached.
- Committee recommended the removal of the line requiring candidates to accept the results of the election as verified by the Returning Officers to ensure candidates are free to disagree with election results.

Motion to Move In Camera

Moved by Councillor Lwin, seconded by President-elect Wowchuk:

That the Committee move in camera.

CARRIED

In Camera

The Committee met in camera to discuss agenda item 9.1.

Return to Open Session

The Committee returned to open session.

There being no further business, the meeting concluded at 4:12 p.m.

These minutes consist of 5 pages.

“Susan MacFarlane”

S. MacFarlane, P.Eng., Committee Chair

“Marina Solakhyan”

M. Solakhyan, Director, Governance

Council Decision Log Open Motions

Mtg	Date	Title	Motion	Status
558	23-Jun-23	3.10 Policy Development Framework	<p>Original Motion That Council adopts the Policy Development Framework as presented.</p> <p>Amendment That the Policy Development Framework be amended to reflect that both policy impact analysis and the Policy Impact Analysis Tool will be expected, but not required, of all PEO regulatory policy initiatives. CARRIED</p>	
558	23-Jun-23	3.9 Selection and Recommendation of Election Officials	<p>That: 1. Council approve the Chief Elections Officer role description and Oath of Office, as presented to the meeting at C-558-3.9, Appendix A and Appendix B;</p> <p>2. That Council approve the Official Elections Agent security requirements, as presented to the meeting at C-558-3.9, Appendix C;</p> <p>3. That the Governance and Nominating Committee's Election Officials Subcommittee be composed of Council members Vajahat Banday, Vicki Hilborn, Nanda Lwin, Luc Roberge, and Glen Schjerning, appointed in accordance with the terms and procedures presented to the meeting at C-558-3.9, Appendices D. CARRIED</p>	
558	23-Jun-23	3.8 CESC Appointments and Transitions	<p>That: a) Isidro Buquiron, P.Eng., Giuseppe (Joseph) Facca, P.Eng., Suresh Khanal, P.Eng., and Mostafa Khosravyelhossaini, P.Eng. be appointed as the additional members to the 2023-2024 Central Election and Search Committee;</p> <p>b) the 2022-2023 Central Election and Search Committee be stood down with thanks at the close of this Council meeting; and</p> <p>c) the 2023-2024 Central Election and Search Committee be constituted at the close of this Council meeting. CARRIED</p>	

558	23-Jun-23	3.7 2024 Council Election Matters	<p>Original Motion</p> <p>That Council, with respect to the 2024 Council election:</p> <p>a) approve the 2024 Nomination and Voting Procedures, as presented to the meeting at C-558-3.7, Appendix A;</p> <p>b) approve the 2024 Election Publicity Procedures, as presented to the meeting at C-558-3.7, Appendix B;</p> <p>c) approve the 2024 Nomination Form as presented to the meeting at C-558-3.7, Appendix C;</p> <p>d) approve the 2024 Nomination Acceptance Forms for President-Elect, Vice President, Councillor-at-Large, and Regional Councillor as presented to the meeting at C-558-3.7, Appendix D;</p> <p>e) appoint the Regional Election and Search Committees (RESC) for each Region;</p> <p>f) appoint the Junior Regional Councillor in each Region (Nanda Lwin, P.Eng., Michelle Liu, P.Eng., Luc Roberge, P.Eng., Ravinder Panesar, P.Eng., Susan MacFarlane, P.Eng.) as Chair of the RESC for their Region.</p> <p>Friendly Amendment</p> <p>To remove the strike-out of section 26 on Election Publicity Procedures at C-558-3.7, Appendix B, and include it in the approved document.</p>	
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558	23-Jun-23	3.7 2024 Council Election Matters	<p>New Motion</p> <p>That all Nomination Acceptance Forms at C-558-3.7 Appendix D, be amended to read:</p> <p>I declare that I have read and understand the Code of Conduct for Councillors located at section 3.1.8 of the PEO Governance Manual and agree to act in accordance with it if elected.</p> <p>I declare that I will complete the PEO mandatory compliance training if elected.</p> <p>I have completed or will complete the “Board Basics” orientation by December 31, 2023.</p> <p>CARRIED</p> <p>Friendly Amendment</p> <p>That changes to the Nomination Form be reflected in Procedures 11 and 12 of the Nomination and Voting Procedures in C-558-3.7, App A. These changes will be made by the CEO/Registrar.</p>	
558	23-Jun-23	3.5 Approval of GNC Work Plan for 2023-2024	That the Work Plan for the Governance and Nominating Committee, as submitted to the meeting at C-558-3.5, Appendix A, be approved. CARRIED	
558	23-Jun-23	3.4 Approval of AFC Work Plan for 2023-2024	That the Work Plan for the Audit and Finance Committee, as submitted to the meeting at C-558-3.4, Appendix A, be approved. CARRIED	
558	23-Jun-23	3.3 Approval of HRCC Work Plan for 2023-2024	That the Work Plan for the Human Resources and Compensation Committee, as submitted to the meeting at C-558-3.3, Appendix A, be approved. CARRIED	
558	23-Jun-23	2.3 Changes to the 2023 Committees Membership Lists	That Council re-appoint the chair of the Experience Requirements Committee (ERC) as presented to the meeting at C-558-2.3, Appendix A. CARRIED	

558	23-Jun-23	2.2- Consulting Engineer Designation Applications	<p>Original Motion</p> <p>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.</p> <p>3. That Council decline the application for designation as a Consulting Engineer as presented to the meeting at C-558, Appendix A, Section 3.</p> <p>4. That Council decline the application for redesignation as a Consulting Engineer as presented to the meeting at C-558, Appendix A, Section 4.</p> <p>5. That Council grant permission to use the title “Consulting Engineers” (or variations thereof) to the firms as presented to the meeting at C-558, Appendix A, Section 5.</p> <p>New Motion: That the applicants to be declined in parts 3 and 4 of the motion have no decision made, pending further clarification. Parts 1, 2, and 5 of the motion are sustained. CARRIED</p>	
557	5-May-23	15. Appointment of Interim Deputy Registrar	<p>That Arun Dixit, P.Eng. be appointed Interim Deputy Registrar, effective May 5, 2023, until such time as Council appoints a permanent Deputy Registrar, and</p> <p>That, if Mr. Dixit is appointed, this decision be moved out of in-camera into open session in order to permit a public announcement. CARRIED</p>	Complete
557	5-May-23	12. 2023 – 2024 Performance Goals for the CEO/Registrar	<p>That Council approve the CEO/Registrar goals as presented at C-557-12, Appendix A (“CEO/Registrar 2023-2024 Goals Review Form”). CARRIED</p>	Complete

557	5-May-23	11. Appointment of Elected Councillor to the Discipline Committee	That Roydon Fraser, P.Eng., be appointed as a member of the Discipline Committee for the 2023-2024 Council year, in accordance with s.27(1)1 of the Professional Engineers Act. CARRIED	Complete
557	5-May-23	10. Appointments to the Executive Committee	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 more than (1), and in this circumstance, at least one position must be filled by a member of Council appointed by the Lieutenant Governor in Council; 2. That Lieutenant Governor Appointee Lorne Cutler, P.Eng., and Michelle Liu, P.Eng., be appointed as members of the Executive Committee for the 2023-2024 Council year, in accordance with ss.28(1)(e) and 28(1.1) of Regulation 941.	Complete
557	5-May-23	9. Appointment of Governance Committee Chairs	1. That Tim Kirkby, P.Eng., be appointed Chair of the Audit and Finance Committee for the 2023-2024 Council year or until his successor is appointed. 2. That Susan MacFarlane, P.Eng., be appointed Chair of the Governance and Nominating Committee for the 2023-2024 Council year or until her successor is appointed. 3. That Luc Roberge, P.Eng., be appointed Chair of the Human Resources and Compensation Committee for the 2023-2024 Council year or until his successor is appointed. 4. That Vicki Hilborn, P.Eng., be appointed Chair of the Regulatory Policy and Legislation Committee for the 2023-2024 Council year or until her successor is appointed.	Complete

557	5-May-23	8. Appointment of Councillors to Governance Committees for 2023-24	<p>1. That the Audit and Finance Committee be composed of Council members Lorne Cutler, P.Eng., Tim Kirkby, P.Eng., Paul Mandel, George Nikolov, P.Eng., Ravinder Panesar, P.Eng., and Sherlock Sung, appointed for the 2023-2024 Council year.</p> <p>2. That the Governance and Nominating Committee be composed of Council members Arjan Arenja, P.Eng., Vajahat Banday, P.Eng., Christopher Chahine, P.Eng., Nanda Lwin, P.Eng., Susan MacFarlane, P.Eng., and Glen Schjerning, P.Eng., appointed for the 2023-2024 Council year.</p> <p>3. That the Human Resources and Compensation Committee be composed of Council members Andy Dryland, Dana Montgomery, P.Eng., Luc Roberge, P.Eng., Scott Schelske, P.Eng., and Pappur Shankar, P.Eng., appointed for the 2023-2024 Council year.</p> <p>4. That the Regulatory Policy and Legislation Committee be composed of Council members Vicki Hilborn, P.Eng., David Kiguel, P.Eng., Michelle Liu, P.Eng., Leila Notash, P.Eng., and Uditha Senaratne, P.Eng., appointed for the 2023-2024 Council year.</p> <p>That David Kiguel, P.Eng., be added to the approved Governance and Nominating Committee roster.</p>	Complete
557	5-May-23	7. Appointment of Vice-President	<p>That Leila Notash, P.Eng., be appointed as Vice President for the 2023-2024 Council year.</p> <p>CARRIED</p>	Complete
557	5-May-23	6. Appointment of Chair of Regional Councillors Committee	<p>That Pappur Shankar, P.Eng., be appointed as Chair of the Regional Councillors Committee, effective immediately and to hold office until the close of business at the 2024 Annual General meeting.</p>	Complete
557	5-May-23	5. Appointment of Council Meeting Chair	<p>That Roydon Fraser, P.Eng., be appointed the Council Meeting Chair for the 2023-2024 Council year or until his successor is appointed.</p>	Complete

557	5-May-23	4. Special Rules of Order	<p>That the proposed Special Rules of Order, as presented to the meeting at C-557-4, Appendix A, be approved effective immediately, and</p> <p>That the Special Rules be referred to the Governance and Nominating Committee for review, and to report back to Council before the end of 2023.</p>	Complete
556	31-Mar-23	3.9 IMPLEMENTATION OF GOVERNANCE DIRECTIONS RE: NON-GOVERNANCE COMMITTEES	<p>New Motion #1</p> <p>That Council direct staff to develop one or more Advisory Groups to replace the Licensing, Enforcement, and Professional Standards Committees, as described in the proposed Terms of Reference in C-556-3.9, Appendix C.</p> <p>New Motion #2</p> <p>That Council approves the revised Terms of Reference of the Academic Requirements Committee and of the Experience Requirements Committee, as proposed in C-556-3.9, Appendices A & B.</p>	In progress
556	31-Mar-23	3.8 GOVERNANCE MANUAL: INCORPORATING CHARTERS/PROTOCOLS & MAKING OTHER CHANGES	<p>That Council approve the updated Governance Manual, which integrates the Charters, Protocols, and other directions approved by Council as part of the 2020/2022 governance roadmap.</p> <p>CARRIED</p>	Complete
556	31-Mar-23	3.7 ELIMINATION OF CANADIAN EXPERIENCE REQUIREMENT	<p>That Council directs the CEO/Registrar to begin work with the Ministry of the Attorney General on the necessary amendments to Regulation 941 to remove the Canadian experience requirement for licensure in its present form in order to comply with the provisions of section 10.2 of the Fair Access to Regulated Professions and Compulsory Trades Act (FARPACTA) with the intent of initiating a further study to explore and address any unintended consequences of this change.</p> <p>CARRIED</p>	

556	31-Mar-23	3.6b CHAPTER ACTIVITIES IN "NEITHER" CATEGORY	<p>That:</p> <p>Council approves to support the following types of chapter activities:</p> <ul style="list-style-type: none"> •Chapter AGMs •Technical seminars/tours •Networking events •30x30 events •Scholarships <p>Council approves to support with modifications the following types of chapter activities:</p> <ul style="list-style-type: none"> •Licence certificate presentations •Education/school outreach activities •Licensure Assistance Program •Chapter social media •GLP chapter activities •Chapter support of community organizations <p>Council approves to re-assign the following types of chapter activities:</p> <ul style="list-style-type: none"> •Regulatory seminars •Chapter websites <p>and</p> <p>Council approves to suspend the following type of chapter activity:</p> <ul style="list-style-type: none"> •Chapter event sponsorship from external sources <p>CARRIED</p>	Complete
556	31-Mar-23	3.6a ORDER OF HONOUR REVIEW	<p>That:</p> <p>Effective immediately, Council hereby approves the revised nomination and selection criteria for the Order of Honour, as proposed by AWC and as presented, Appendix A.</p> <p>Effective immediately, Council hereby approves the change of the AWC name to the Order of Honour Selection Committee (OSC), as proposed by AWC.</p>	
556	31-Mar-23	3.5 RECOMMENDATION OF THE APPOINTMENT OF AUDITORS FOR 2023	<p>That Council recommend to members at the April 2023 Annual General Meeting that Deloitte LLP be appointed as PEO's auditor for 2023 and hold office until the next annual general meeting or until a successor is appointed.</p> <p>CARRIED</p>	Complete

556	31-Mar-23	3.4 2022 AUDITED FINANCIAL STATEMENTS	<p>That Council:</p> <p>a) Approve the audited financial statements for the year ended December 31, 2022, and the auditor's report thereon, as presented to the meeting in C-556-3.4, Appendix A; and</p> <p>b) Authorize the President and President-elect to sign the audited financial statements on Council's behalf.</p>	Complete
556	31-Mar-23	3.3 ENGINEERS CANADA ANNUAL MEETING OF MEMBERS: DIRECTION TO PEO MEMBER REPRESENTATIVE	<p>1. That Council direct PEO's Member Representative or their proxy, to vote against the motion as outlined in C-556-3.3, Appendix A:</p> <p>(a) THAT the term and definition of "2/3-60% Majority" in Section 1.1 of the Engineers Canada Bylaw be deleted and replaced with the following: "3/4 Majority" means a resolution passed by a minimum of three-quarters of the Members voting."</p> <p>(b) AND THAT the references to "2/3-60% Majority" in Articles 2.1(m) and 3.4(2) of the Engineers Canada Bylaw be replaced with the term "3/4 Majority".</p> <p>Amendment</p> <p>2. That Council appoint Nick Colucci, P.Eng., Past President, as proxy holder to vote for and on behalf of the PEO President at the Engineers Canada Annual Meeting of Members on May 27, 2023, and at any and all adjournments thereof, with full power of substitution in the premises.</p>	Complete
556	31-Mar-23	2.2 CONSULTING ENGINEER DESIGNATION APPLICATIONS	<p>That:</p> <p>Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-556-2.2, Appendix A, Section 1.</p> <p>Council approve the applications for redesignation as Consulting Engineer as set out in C-556-2.2, Appendix A, Section 2.</p> <p>Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as set out in C-556-2.2, Appendix A, Section 3.</p> <p>CARRIED</p>	Complete

556	31-Mar-23	2.1 OPEN SESSION MINUTES – 555th Council Meeting	That: a) 555th meeting of Council, held February 24, 2023, as amended at C-556-2.1, Appendix A, accurately reflect the business transacted at that meeting.	Complete
556	31-Mar-23	2.0 Consent Agenda	That the Consent Agenda be approved as amended, consisting of: 2.2 Consulting Engineer Designation Applications	Complete
555-3.11b	24-Feb-23	Supporting Evolutionary Improvements to FARPACTA Admissions	Original Motion: That ARC and ERC be asked to provide, capacity permitting, Council with demonstrations of, and principles and constraints behind, admissions models that maintain compliance with FARPACTA while removing barriers in the initial "P.Eng. only if you have B.Eng." admissions model. New Motion: That the original motion be deferred to the March 2023 Council meeting. CARRIED	In progress
555-3.11a	24-Feb-23	PEO Support for the "Retool the Iron Ring Ritual" Initiative	That Council formally acknowledges and publicly supports the "Retool the Iron Ring Ritual" initiative and requests for the Corporation of the Seven Wardens to implement meaningful changes to the Ritual of the Calling of an Engineer ceremony in ways that reflect contemporary engineering practice, values, and inclusion. CARRIED	Complete
555-3.6	24-Feb-23	January to March 2023 Bridge Goals for the CEO/Registrar	That Council approve the CEO/Registrar goals as presented in C-555-3.6 Appendix A (Goals Review Form). CARRIED	Complete
555-3.5	24-Feb-23	Council Remuneration Framework Review	That Council direct staff to undertake further broad exploration and study, including a variety of options, on the Council Remuneration Framework with a report back to the GNC and ultimately Council for further consideration. CARRIED	In progress

555-3.4b	24-Feb-23	Governance Roadmap – Phase 4: Recommendations for PEO Committee and Task Force Activities Which Are Neither Governance Nor Regulatory	<p>Original Motion:</p> <p>That, effective immediately, Council hereby stands down the following committees and subcommittees:</p> <ul style="list-style-type: none"> • 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). <p>That Council approves to transfer the President's Award (for non-engineers) to OSPE, renamed as the Engineering Ally Award.</p> <p>That Council approves to suspend the following programs: V.G. Smith Award and S.E. Wolfe Thesis Award, until further review.</p> <p>New Motion:</p> <p>To refer the Governance Roadmap "Neither" Recommendations back to the Governance and Nominating Committee for further consultation and to report back at a future Council meeting.</p> <p>DEFEATED.</p> <p>ORIGINAL MOTION CARRIED</p>	Complete
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555-3.4a	24-Feb-23	3.4a Governance Roadmap – Phase 4: Order of Honour Review	<p>Original Motion: That, effective immediately, Council hereby approves the revised nomination and selection criteria for the Order of Honour, as proposed by AWC and as presented at C-555-3.4a, Appendix A.</p> <p>That, effective immediately, Council hereby approves the change of the AWC name to the Order of Honour Selection Committee (O SC), as proposed by AWC.</p> <p>New Motion: To refer the Order of Honour Review back to the Governance and Nominating Committee for further consideration and to report back to Council at the March 2023 meeting.</p> <p>CARRIED</p>	In progress
555-3.3	24-Feb-23	Nomination of PEO Director to Engineers' Canada Board	<p>That Tim Kirkby, P.Eng., be nominated as a PEO Director to the Engineers Canada Board of Directors, for a three-year term effective as of the 2023 Engineers Canada Annual General Meeting.</p> <p>CARRIED</p>	Complete
555-2.4	24-Feb-23	Changes to the 2023 Statutory and Regulatory Committees' Membership Lists	<p>That Council appoint chairs to the Academic Requirements Committee (ARC) and Consulting Engineers Designation Committee (CEDC) as presented to the meeting at C-553-2.4, Appendix A.</p> <p>CARRIED</p>	Complete
555-2.1	24-Feb-23	Open Session Minutes – 552nd Council Meeting	<p>That the minutes of the 552nd meeting of Council, held November 25, 2022, as presented to the meeting at C-555-2.1, Appendix A, accurately reflect the business transacted at that meeting.</p> <p>CARRIED</p>	Complete
555-2.0	24-Feb-23	Consent Agenda	<p>2.1 Minutes – 552nd Council Meeting – November 25, 2022</p> <p>2.2 Engineers Canada Directors Report</p> <p>2.3 Governance Committee Reports</p> <ul style="list-style-type: none"> • Audit and Finance Committee (AFC) • Governance and Nominating Committee (GNC) • Human Resources and Compensation Committee (HRCC) • Regulatory Policy and Legislation Committee (RPLC) <p>CARRIED</p>	Complete

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.	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> <p>CARRIED</p>	Complete
552-3.1	25-Nov-22	Open Session Minutes – 549th Council Meeting	<p>That the minutes of the 549th meeting of Council, held September 23rd 2022, as presented to the meeting at C-552-3.1, Appendix A, accurately reflect the business transacted at that meeting.</p> <p>CARRIED</p>	Complete
552-3.0	25-Nov-22	Consent Agenda	<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>CARRIED</p>	Complete

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 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. DEFEATED</p>	Complete
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. CARRIED</p>	Complete

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>	Complete
552-2.5	25-Nov-22	2023 Capital Budget	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 CARRIED	Complete
552-2.4	25-Nov-22	2023 Operating Budget	That Council approve the draft 2023 operating budget reviewed by the Audit and Finance Committee and as presented to the meeting at C-552-2.4, Appendix A. CARRIED	Complete

552-2.3	25-Nov-22	Compliance with FARPACTA: Academic Equivalency and the Canadian Experience Requirement	<p>1. That Council recognize that obtaining a bachelor's degree in an engineering program that is included in the International Institutions and Degrees Database (IIDD) administered by Engineers Canada, subject to successful completion of a confirmatory examination program, is the engineering educational qualification equivalent to a bachelor's degree in a Canadian engineering program that is accredited to the Council's satisfaction.</p> <p>2. That Council support the use of a competency-based assessment model including ethics indicators to confirm that an applicant for a licence has sufficient experience to enable them to meet the generally accepted standards of practical skill required to engage in the practice of professional engineering.</p> <p>3. These motions are effective as soon as adequate notice of any change in requirements is given to prospective applicants but in any case will apply to new applicants not later than July 1, 2023.</p> <p>There was a friendly amendment to vote on part 1 separately, and to vote on parts 2 and 3 together.</p> <p>First proposed amendment to Part 1:</p> <p>1. That Council recognize that obtaining a bachelor's degree in an engineering program that is:</p> <p>(a) identified as legitimate in the International Institutions and Degrees Database (IIDD) administered by Engineers Canada, and</p> <p>(b) subject to successful completion of a confirmatory examination program to be specified by PEO in consultation with subject matter experts, is the engineering educational qualification equivalent to a bachelor's degree in a Canadian engineering program that is accredited to the Council's satisfaction.</p> <p>DEFEATED</p>	Complete
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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 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 Abstain: 0</p>	Complete

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</p> <p>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</p> <p>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</p> <p>Against: 2 R. Brunet T. Kirkby</p> <p>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</p> <p>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</p> <p>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</p> <p>For: 7 V. Banday R. Fraser D. Kiguel T. Kirkby L. Notash S. Sung G. Wowchuk</p> <p>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</p> <p>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 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	4-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> <p>AMENDMENT CARRIED</p>	Complete
547-5	4-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	4-May-22	In-person Council Meeting Protocol	<p>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</p> <p>THE ORIGINAL MOTION WAS THEN VOTED ON AND CARRIED</p>	Complete
547-7	4-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	4-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	4-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	4-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
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547-11	4-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	4-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	4-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	8-Apr-22	2021 Audited Financial Statements	<p>That Council:</p> <p>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</p> <p>b) authorize the President and President-elect to sign the audited financial statements on Council's behalf. CARRIED</p>	Complete
546-2.6	8-Apr-22	Recommendation of the Appointment of Auditors for 2022	<p>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</p>	Complete

546-2.8	8-Apr-22	Engineers Canada AMM: Direction to PEO Member Representative	<p>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.</p> <p>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.</p> <p>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</p>	Complete
546-2.9	8-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	8-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	8-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. CARRIED</p>	In progress
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546-2.12	8-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	8-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	8-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	8-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