



# Minutes

The 19<sup>th</sup> Meeting of the AUDIT AND FINANCE COMMITTEE (AFC) of PROFESSIONAL ENGINEERS ONTARIO was held via ZOOM Videoconference on Tuesday, September 12, 2024, at 1:00 p.m.

**Present:** Lorne Cutler, P.Eng., MBA, Committee Chair, Lieutenant Governor-in-Council Appointee  
Roydon Fraser, P.Eng., Past President (ex officio)  
Vicki Hilborn, P.Eng., Western Region Councillor  
Paul Mandel, MBA, CPA, CA, CBV, CFF, Lieutenant Governor-in-Council Appointee  
George Nikolov, P.Eng., Lieutenant Governor-in-Council Appointee

**Regrets:** Greg Wowchuk, P.Eng., President (ex officio)  
Fred Saghezchi, P.Eng., President-elect (ex officio)  
Sherlock Sung, B.A.Sc., Lieutenant Governor-in-Council Appointee  
Randy Walker, P. Eng., Councillor-at-Large

**Staff:** Jennifer Quaglietta, CEO/Registrar  
Dan Abrahams, Chief Legal Officer, Vice-President, Policy & Governance  
Arun Dixit, Vice-President, Corporate Operations & Digital Transformation  
Avril Kwiatkowski, Director, Digital Transformation and Information Technology  
Chetan Mehta, Director, Finance  
Deborah Sikkema, Chief People Officer  
Marina Solakhyan, Director, Governance  
Meilisa Soepiter, Controller, Finance  
Meg Feres, Manager, Council Operations  
Graham Pedregosa, Council & Committee Coordinator  
Anita Vijayanathan, Council & Committee Coordinator

**Guests:** Kathleen Jinkerson, The Talent Company  
Rachel Prudhomme, P.Eng., Lieutenant-Governor-in Council Appointee (LGA)

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## Call to Order

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

## Approval of Agenda

The Chair reviewed the draft agenda.

Moved by Councillor Mandel, seconded by Councillor Hilborn:

**That the agenda for the September 12, 2024 Audit and Finance Committee meeting be approved as presented.**

**CARRIED**

## **Conflicts of Interest**

No conflicts were declared.

## **Consent Agenda: Minutes of June 4, 2024 Meeting**

No revision or errors were noted.

[R. Fraser joined the meeting at 1:12 p.m.]

Moved by Councillor Nikolov, seconded by Councillor Mandel:

**That the open session minutes of the Audit and Finance Committee meeting, held on June 4, 2024, accurately reflect the business transacted at the meeting.**

**CARRIED**

## **Consent Agenda: Updated 2024-2025 AFC Work Plan**

Staff responded to a question related to item 3.6 on the work plan, "Cybersecurity 'Tabletop' Exercise", scheduled for the November 12 committee meeting.

## **Technology Use and Security Policy for Councillors and Volunteers**

[K. Jinkerson joined the meeting at 1:17 p.m.]

The committee was provided with a detailed overview of the proposed policy to establish specific requirements to support efficient, reliable, and secure use of PEO's IT assets and resources. It also outlines the acceptable use of technology resources at PEO. The presentation included the following key considerations:

- General Technology Asset Use
- Email/Internet & Laptops/Devices
- Cybersecurity

The committee had a generative discussion regarding the proposed policy. The discussion included the following:

- It was suggested that this policy be added to the Chapters Manual that is being developed by the Regional Councillors Committee (RCC).
- The committee questioned if the term "sensitive information" should be added to the policy when there was no clear difference between confidential information and sensitive information.
- The committee recognized that they are not IT experts and recommended that in the future a group of IT experts be consulted to provide feedback on the policy.
- The committee also expressed appreciation for staff's efforts in conducting a jurisdictional scan to examine how similar policies are developed by other organizations.
- The committee recommended a review of the information classification list within the policy to ensure that it avoids over-classification and does not introduce unnecessary challenges.
- There was discussion regarding the information provided to councillors and whether the materials should be separated into public and confidential sections. Staff recommended that the term "in camera" should be added to the list as this would resolve the issue between public information and confidential information.
- Councillors commented on how volunteers might interpret this policy and recommended that the term "PEO device" be clarified to ensure a more precise understanding.

[R. Fraser left the meeting at 1:32 p.m.]

The committee agreed by general consensus to recommend the policy for Council's consideration at its September 27, 2024 meeting.

[A. Kwiatkowski left the meeting at 1:41 p.m.]

### **Review of 2025 Draft Operating and Capital Budgets**

Staff provided an overview of the 2025 draft Operating and Capital budgets, emphasizing the key guiding principles that informed its development. These principles included ensuring the fulfilment of core regulatory and governance mandates; maintaining fiscal responsibility; and identifying, assessing, and managing risks.

Budget concentrations include core operations, council and strategic initiatives and digital transformation and innovation. Currently, it is anticipated that the budget will have a deficit at \$317,000.

The committee discussed the budgeting process with respect to Chapters, noting that an improved process for gathering their input and feedback using guidelines which reference PEO's priorities, would be beneficial. Staff also responded to a question regarding forecasting for Chapters, noting that the budget notes will be adjusted to clarify this area.

The draft budgets will be reviewed by Council at its next meeting on September 27, 2024. The committee will consider the draft budgets at its next meeting in November, after taking into account feedback from Council's September review.

Staff offered two key considerations to the committee members for discussion and for further guidance to staff:

- Administrative Fees for payments made to PEO by Credit Cards
- NPPE Exam Administrative Fees

[R. Fraser re-joined the meeting at 2:04 p.m.]

The committee reviewed the considerations brought forward by staff and discussed the following:

- Exploring whether the frequency/timing of payments could help reduce the cost of credit card fees but that charging administration fees to those using credits cards to pay PEO is unlikely to be a good approach for cost recovery as it could make it more complicated for members to pay their dues.
- The committee recommended that staff further explore the NPPE exam pricing and its administrative process and to bring this matter to AFC in the future as appropriate.
- Members of the committee suggested that there should be transparency in how the fees are paid.
- Include the topic of Administrative Fees for payments to PEO by credit card on the AFC report for the September Council meeting to ensure Council is aware of AFC's discussion, however these matters will be deferred for future discussion if and as warranted.

[K. Jinkerson and D. Sikkema left the meeting at 2:20 p.m.]

### **Review of Expense Reimbursement Policy**

Based on the request from the last AFC meeting, staff presented the findings of an environmental scan resulting in a short list of five organizations including Engineering Regulators from BC, Manitoba, Nova Scotia, Engineers Canada, and Ontario Public Service.

Staff confirmed that PEO ranked in the higher end of provisions currently offered to both volunteers and staff, confirming the need to continue requiring the submission of itemized receipts. The only exception applies to meal expenses, which can be submitted without receipts but only up to a specific threshold (which is below the receipted meal allowance limits). PEO's current policy allows for this, consistent with practices followed by other organizations. However, for all expense categories, itemized receipts are required, in alignment with good accounting practices and as confirmed by the auditor.

Another area of concern was raised regarding per-diem allowances. Currently, no per diems are issued for non-meal related expenses. Reimbursements are strictly based on actual expenses incurred. Across all the expense policies reviewed, there is a consistent emphasis on cost effectiveness. The underlying expectation is that all individuals (both staff and volunteers) are stewards of the organization's funds and are expected to use them as efficiently as possible.

Based on the environmental scan, committee members discussed the following points:

- The current practice to allow claims for meals associated with virtual meetings and whether this practice should continue.
- Members encouraged staff to consider reviewing reimbursement policies from organizations outside the province as well as those in the private sector to have a more diversified understanding of reimbursement practices.

[R. Fraser and J. Quaglietta left the meeting at 2:35 p.m.]

## **Quarterly Review of Financial Statements**

Staff presented a review of the financial statements ending on July 31, 2024. Highlights of the presentation are outlined below.

### **Revenue**

Year to date revenue is \$22m which is 7.2% higher than the year-to-date budget of \$20m. This was driven by investment income increasing by \$1m along with building revenue exceeding the budget by \$247,000.

### **Operational Expenses**

Year to date operational expenses total is \$17m which is 9.2% lower than the budget of \$19m indicating a savings cost. The lower than budgeted expenses are primarily due to:

- \$695,000 in lower-than-expected spending on staff salaries and benefits
- Legal costs that were \$215,000 below budget
- Contract staff expenses that were \$132,000 below budget
- Chapter expenses were reported to be 34.1% below budget
- Volunteer expenses were also reported to be \$125,000 below budget

### **Special Projects**

The spending on strategic plan projects is \$208,000 under budget for the period from January to July 2024. This favourable variance contributed to an overall financial performance resulting in excess revenue over expenses amounting to \$2,863,627.

Some of the highlighted projects and their expenses were:

- FARPACTA: \$285,000
- Digital Transformation roadmap: \$162,000

- Customer Service Model: \$173,000
- Stakeholder Engagement: \$119,000

PEO's current assets sit at \$11,475,000 and its marketable securities sit at \$30,579,000 along with its current liabilities at \$13,917,000.

The committee also reviewed the building profit and loss statements. Some of the highlights of the review were:

- Revenue was 17.2% above budget due to an unbudgeted tenant rental extension
- Recoverable expenses were 0.8% below budget, mainly due to timing expenses such as repairs and administration fees.
- Non-Recoverable expenses is 10.3% lower than budget mainly due to reduced spending on general landlord expenses.

The committee made the following observations:

- It was noted that while underspending can be beneficial, it may also indicate potential delays in certain projects. However, the committee noted that if staff has confirmed that there are no known issues, no further action would be required on this matter.
- There was some concern on the lack of spending on councillor training. It was suggested that Council should focus on encouraging greater participation in training, particularly for the new councillors who have recently joined.

Staff confirmed that there are no known concerns regarding the lower spending in the budget at this time. Additionally, it was noted that one strategic goal was completed ahead of schedule and under budget. The committee members applauded the success of the project and encouraged the CEO to include this in her remarks for the upcoming Council meeting at the end of September.

## **Update on Investments**

[D. Sikkema re-joined the meeting at 2:53 p.m.]

Staff provided an update on the current investment portfolio, including:

- The balance sheet indicated that the investments are performing significantly better than anticipated during the preparation of the 2024 budget. The latest update from the investment manager indicated that this positive trend is expected to continue.
- The recent reduction in the Bank of Canada's rate to 4.25% is expected to have a positive impact on our investments. Staff confirmed that the investment manager will be requested to attend the November AFC meeting to provide further insights and address any questions from the committee.

## **Update on Pensions**

[A. Kwiatkowski re-joined the meeting at 2:56 p.m.]

Staff confirmed that the pension plan remains on a steady course with no issues of concern at present. The pension plan is overseen by the HR Department and based on the updates from both HR and the Actuary, all regulatory filings related on pension plans are on track.

The next Pension Committee meeting is scheduled for September 23. The Actuary is expected to attend and any important items will be discussed. A subsequent update will be provided to the AFC at its November meeting.

[D. Sikkema left the meeting at 2:57 p.m.]

### **In Camera Session**

The committee moved in camera at 3:00 p.m.

### **Return to Open Session**

The committee returned to open session at 3:54 p.m.

### **Final Discussion**

Final discussion related to the importance of Chapters' budgeting process, as previously discussed in the *Review of 2025 Draft Operating and Capital Budgets* item.

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There being no further business, the meeting concluded at 3:58 p.m. These open session minutes consist of 6 pages.

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L. Cutler, P.Eng., Committee Chair

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# Minutes

**The 31<sup>st</sup> Meeting of the GOVERNANCE AND NOMINATING COMMITTEE (GNC) of PROFESSIONAL ENGINEERS ONTARIO was held via ZOOM Videoconference on Tuesday, September 10, 2024 at 1:00 p.m.**

**Present:** Susan MacFarlane, P.Eng., Committee Chair and Western Region Councillor  
Roydon Fraser, P.Eng., Past President  
Fred Saghezchi, P.Eng., President-elect  
Nanda Lwin, P.Eng., Vice President (appointed) and East Central Region Councillor  
Ahmed Elshaer, P.Eng., Northern Region Councillor  
Ravinder Panesar, P.Eng., West Central Region Councillor

**Regrets:** Greg Wowchuk, P.Eng., President  
Glen Schjerning, P.Eng., Councillor-at-Large

**Staff:** Jennifer Quaglietta, P.Eng., CEO/Registrar  
Dan Abrahams, VP, Policy & Governance and Chief Legal Officer  
Marina Solakhyan, Director, Governance  
Meg Feres, Manager, Council Operations  
Sheetal Rawal, Policy Counsel  
Graham Pedregosa, Council and Committee Coordinator  
Anita Vijayanathan, Council and Committee Coordinator

**Guests:** Guy Boone, P.Eng., Vice President (elected)  
Vicki Hilborn, P.Eng., Western Region Councillor  
Rachel Prudhomme, P.Eng., Lieutenant Governor-in-Council Appointee  
Ben Kates, Partner, WeirFoulds LLC

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## Call to Order

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

## Approval of Agenda

Moved by President-elect Saghezchi, seconded by Vice President Lwin:

**That the agenda for the September 10, 2024 meeting be approved as presented.**

**CARRIED**

## Conflicts of Interest

No conflicts were declared.

## **Consent Agenda – Previous Minutes**

Moved by Past President Fraser, seconded by Vice President Lwin:

**That the minutes of the 27<sup>th</sup> open session meeting of the Governance and Nominating Committee, held on June 3, 2024 accurately reflect the business transacted at that meeting.**

**That the minutes of the 28<sup>th</sup> open session meeting of the Governance and Nominating Committee, held on July 10, 2024 accurately reflect the business transacted at that meeting.**

**That the minutes of the 29<sup>th</sup> open session meeting of the Governance and Nominating Committee, held on August 6, 2024 accurately reflect the business transacted at that meeting.**

**That the minutes of the 30<sup>th</sup> open session meeting of the Governance and Nominating Committee, held on August 19, 2024 accurately reflect the business transacted at that meeting.**

**CARRIED**

## **Consent Agenda – Updated 2024-2025 GNC Work Plan**

No discussion of this item took place.

## **Director Accountability Framework and Accompanying Policies**

The Chair called for the committee to move -in camera to resume the line-by-line review of the Director Accountability Framework and accompanying policies.

[A. Elshaer joined the meeting at 1:11 p.m.]

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

Moved by Past President Fraser, seconded by Councillor Elshaer:

**That the committee move in camera at 1:15 p.m.**

**CARRIED**

### **In Camera**

The committee met in camera to discuss the Director Accountability Framework and accompanying policies.

[A. Elshaer left the meeting at 3:00 p.m. while in camera.]

[G. Boone joined the meeting at 3:48 p.m. while in camera.]

[R. Fraser left the meeting at 3:58 p.m. while in camera.]

### **Return to Open Session**

The committee returned to open session at 4:21 p.m.

[B. Kates left the meeting at 4:21 p.m.]

## **Annual General Meeting: 3-Year Plan**



The committee reviewed a recommendation to Council to approve a 3-year plan for PEO's 2025, 2026, and 2027 AGMs for dates, locations and format.

### **Recommendation for Appointment to Governance and Nominating Committee**

The committee reviewed a recommendation to Council to appoint Rachel Prudhomme, Lieutenant Governor-in-Council Appointee, to be a standing member for the Governance and Nominating Committee for the remainder of the 2024-2025 term. The committee discussed the minimum and maximum of members per each governance committee and determined that Councillor Prudhomme's potential appointment would keep the GNC's membership in alignment with that of the other governance committees.

### **In Camera**

The committee moved in camera at 4:30 p.m.

### **Return to Open Session**

The committee returned to open session at 4:50 p.m.

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There being no further business, the meeting concluded 4:50 p.m.

These minutes consist of 3 pages.

"Susan MacFarlane"

S. MacFarlane, P.Eng., Committee Chair



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# Minutes

The 26<sup>th</sup> Meeting of the REGULATORY POLICY AND LEGISLATION COMMITTEE (RPLC) of PROFESSIONAL ENGINEERS ONTARIO was held via ZOOM Videoconference on Wednesday, September 11, 2024 at 9:00 a.m.

**Present:** Vicki Hilborn, P.Eng., Committee Chair and Western Regional Councillor  
Roydon Fraser, P.Eng., Past President (ex officio)  
Guy Boone, P.Eng., Vice President (elected)  
Chantal Chiddle, P.Eng., Eastern Region Councillor  
Hannah Ehtemam, P. Eng., East Central Region Councillor  
Michelle Liu, P.Eng., Eastern Region Councillor  
Leila Notash, P.Eng., Councillor-at-Large

**Regrets:** Greg Wowchuk, P.Eng., President (ex officio)  
Fred Saghezchi, P.Eng., President-elect (ex officio)

**Staff:** Jennifer Quaglietta, P.Eng., CEO/Registrar  
Dan Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer  
Americo Viola, VP, Regulatory Operations and Deputy Registrar  
Marina Solakhyan, Director, Governance  
Meg Feres, Manager, Council Operations  
Jordan Max, Manager, Policy  
Sheetal Rawal, Policy Counsel, Governance  
Graham Pedregosa, Council and Committee Coordinator  
Anita Vijayanathan, Council and Committee Coordinator

**Guest:** Uditha Senaratne, P.Eng., Lieutenant Governor-in-Council Appointee  
Rachel Prudhomme, P. Eng., Lieutenant Governor-in-Council Appointee

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## Call to Order

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

## Approval of Agenda

The Chair reviewed the draft agenda.

The following change was proposed for open session:

- Move item 9.0 *Schedule of RPLC Meetings* before item 5.0.

Moved by Councillor Liu, seconded by Councillor Notash:

**That the agenda for September 11, 2024 meeting be approved as amended.**

**CARRIED**

## **Conflicts of Interest**

No conflicts were declared though Councillor Hilborn stated she is an employee of the Ontario government and participating at the meeting as a citizen and not a public service employee.

## **Consent Agenda: Previous Minutes**

Moved by Councillor Ehtemam, seconded by Past President Fraser:

**That the open session minutes of the June 3, 2024 accurately reflect the business transacted at both meetings.**  
**CARRIED**

## **Consent Agenda: Updated 2024-2025 RPLC Work Plan**

No discussion of this item took place.

## **2024-2025 Schedule of RPLC Meetings**

The chair requested the item to be added to the agenda, in follow up with committee members since the June 3, 2024, meeting. Staff provided an overview of the process for selecting meeting dates.

Staff informed the committee that a jurisdictional scan was also conducted in August to review practices implemented by other regulators and organizations and results showed similar scheduling to PEO. Further, setting the schedule a few months in advance of the start of a new term supports operational effectiveness and provides clarity as to the meetings and events that will happen in each Council term. It allows PEO to proactively manage its calendar rather than conducting multiple polls on a regular basis to find mutually agreeable dates, given the diverse priorities of councillors both within and outside of PEO. It was noted that if it becomes apparent that quorum will not be reached, meetings and events are re-scheduled, and participants consulted via an online poll. In addition, the proposed calendar has been developed to factor in reasonable and appropriate spacing and intervals between meetings and events, statutory and other holidays/events, and proximity to long weekends. It was noted that since the implementation of a fixed calendar for Council and committee meetings last year, PEO staff have observed the same or improved attendance at committee meetings.

[C. Chiddle joined the meeting at 9:09 a.m.]

There was also discussion related to future plenaries and Council meetings, with concerns raised about attendance challenges due to the scheduling of these meetings during regular business hours.

[G. Boone joined the meeting at 9:12 a.m.]

Staff clarified that the scheduling of all plenary meetings is at the discretion of the Council Chair. In these cases, polls are conducted to determine the availability of councillors so that an appropriate schedule can be established.

It was agreed that the Chair will coordinate with staff to discuss potential polling of RPLC members regarding their availability for the remainder of 2024-2025 meetings, particularly with respect to the time of day.

[J. Quaglietta left the meeting at 9:25 am]

## **Practice Standard Revision: Tower Crane Inspection & Request for Regulation Change to O. Reg 260/08 (Performance Standards)**

Staff presented a recommendation to update the 2015 Tower Crane Practice Standards, highlighting the need for revisions to align with Regulation 213/91 under the Occupational Health and Safety Act. Staff proposed that Council direct staff to work with the Ministry of Attorney General to draft amendments to Ontario Regulation 260/08 (Performance Standards) under the Professional Engineers Act to reference the updated standard.

The committee reviewed material related to the following motions for Council's consideration:

1. *That Council approves the "Engineering Inspection Practice Standard for Tower Cranes as required by Ontario Regulation 213/91 under the Occupational Health and Safety Act" to address the Ontario Regulation 213/91 changes which came into effect on January 1, 2024, and*
2. *That Council directs staff to work with the Ministry of the Attorney General to draft amendments Ontario Regulation 260/08 (Performance Standards) to reference this updated Practice Standard.*

The committee asked for clarification on whether the stakeholders that were consulted on this were professional engineers. Staff clarified that the stakeholders comprised both professional engineers and non-professional engineers.

Via unanimous consent, the committee agreed to recommend the motions for Council's approval at the September 27, 2024 meeting. Additionally, the committee requested that further documentation on the Consultation Report include details identifying which stakeholders were engineers and which were not.

### **Fitness To Practice**

Staff presented Part One of the Policy Impact Analysis to the committee, which focused on identifying gaps in PEO's current regulatory regime related to the management of capacity-related issues. The analysis highlighted potential risks associated with not addressing these gaps. The presentation covered the following:

- A review of what the term "Fitness to Practice" (FTP) included
- A review of the current procedures within PEO
- A brief overview of the notable differences between discipline and FTP.

The committee discussed the expectations surrounding the reporting process, including the accuracy of the information being reported and the method of reporting. Specifically, questions were raised regarding whether the information would be reported by family members or an employer and how the final decision on these matters would be made.

Staff acknowledged the importance of these questions and noted that they will need to be addressed in the next stage of the policy development process. Staff also highlighted the reason for the recommendation for Council consideration is to receive direction to further explore these matters and to provide this information to the committee.

Via unanimous consent, the committee agreed to recommend the following motion for Council's approval at the September 27, 2024 meeting:

*That Council directs the CEO/Registrar to develop policy options for consideration by the Regulatory Policy and Legislation Committee (RPLC) and Council, with the objective of establishing a formal fitness to practice process specifically designed to address issues of incapacity.*

[U. Senaratne left the meeting at 10:17 a.m.]

## **Adding Classes of Licence**

Staff presented a recommendation for the committee to consider, suggesting that Council direct staff to develop a system of licenced classes. This recommendation was based on the findings outlined in the Policy Impact Analysis that was provided to the committee.

The committee reviewed material related to the following motions for Council's consideration:

*That Council directs the CEO/Registrar to develop and propose a revised system of licence classes for consideration by the Regulatory Policy and Legislation Committee and Council.*

The committee discussed the different approaches to addressing this matter, including a more holistic one that would cover the topic of licence types more broadly and comprehensively.

Regarding the recommendation to Council, it was decided that when this item is presented to Council, the feedback from RPLC, which includes suggestions for exploring various approaches to address this matter, will be incorporated into the briefing materials.

[S. Rawal joined the meeting at 10:29 a.m.]

[U. Senaratne re-joined the meeting at 10:31 a.m.]

## **Professional Practice Guideline Review: Human Rights in Professional Practice**

Staff presented the results of the policy impact analysis based on a review of PEO's Guideline for Human Rights in Professional Practice, which was approved by Council and published in 2000.

The committee reviewed material related to the following motions for Council's consideration:

*Whereas Council has committed in the Anti-Racism & Equity Code to "reforming rules, licence-holder reporting, and regulatory oversight process and practices to reinforce the professional obligations of all licence holders to uphold human rights law" and the review of the Guideline on Human Rights in Professional Practice indicates further analysis of PEO's regulatory tools is warranted to address human rights issues affecting the profession,*

*That Council directs staff to review whether PEO's regulatory and non-regulatory measures adequately address human rights issues within its jurisdiction and to propose measures for improvement where appropriate.*

The committee discussed professional guidelines and professional standards in the context of the potential measures that could be utilized, including whether one is developed first or if they are developed in simultaneously. Staff noted that questions such as these and others related to identifying policy gaps or deficiencies will be addressed during the next stage of the policy development process, after which decisions can be made with respect to the optimal mechanisms and policy solutions.

Via unanimous consent, the committee agreed to recommend the motion for Council's approval at the September 27, 2024 meeting.

[R. Prudhomme left the meeting at 11:00 a.m.]

## **Motion to Move In Camera**

Moved by Councillor Chiddle, seconded by Councillor Notash:

**That the committee move in camera at 11:00 a.m.**

**CARRIED**

## **Item Moved to Open Session**

The committee agreed to move the item documented below from in camera to open session.

### **Risk Management Program: Regulatory Policy Risks**

Staff presented the Risk Register related to PEO's regulatory policy and requested the committee's feedback, which will be provided to the AFC which has the overall responsibility for corporate risk management and the organization's risk register to ensure that impact risks are appropriately prioritized. Additionally, all Council governance committees have specified duties related to risk oversight as communicated in their Charters.

A summary of the committee's feedback is provided below.

- It was noted that the approach appeared to be more corporate in nature, rather than industry or profession specific risks.
- With respect to the "Registration/licensure" risk, it was suggested that the "Gaps" section reference that more could be done to address and capture the perception of unfairness in the system among some demographics of licence holders.
- There was a request that staff continue to follow-up with the Ontario government to address the binary gender terminology in its public documents and legislation.

Staff confirmed that additional notes will be made on the registry from today's discussion.

[V. Hilborn left the meeting at 11:29 a.m. and Councillor Chiddle assumed the role of meeting Chair.]

In response to a question about why the Risk Management Program discussion is in camera instead of open session, staff confirmed that due to the sensitive nature of the information related to certain elements of the risk registry, a process was established wherein all four governance committees would review the respective risk register in camera rather than in open session. Staff noted that RPLC-related risk registry did not have any sensitive information in the formal discussion, however advised the committee that the documents shared should remain in camera.

## **Return to Open Session**

Moved by Past President Fraser, seconded by Vice President Boone:

**That the Committee return to open session at 11:43 a.m.**

**CARRIED**

## **Additional Open Session Discussion**

The committee continued discussion related to the two topics outlined below.

**Risk Management Program:** Regarding the risk of 'Registration/Licensure,' a question was asked about the approach used by other provinces concerning Mutual Recognition Agreements (MRA). Staff noted that the topic of MRAs will be discussed by the RPLC/Council in February 2025 as per RPLC's workplan.

[M. Liu left the meeting at 11:56 a.m.]

**Follow-up Regarding Bill 194 (“Strengthening Cyber Security and Building Trust in the Public Sector Act, 2024”):**

There was discussion that it is important that this proposed legislation be addressed with Council; and that the connection between the proposed legislation and the emerging disciplines item on the RPLC work plan or other work done by professional engineers be clearly established for Council discussion. It was agreed that the Bill 194 discussion could be raised in the “Councillor Questions” part of Council’s September 27, 2024 meeting agenda.

**CARRIED**

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There being no further business, the meeting concluded at approximately 12:05 p.m.

These open session minutes consist of 6 pages.

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Vicki Hilborn, P.Eng., Committee Chair

Council Decision Log Open Motions

Mtg	Date	Title	Motion	Status
565	27-Sep-24	10.2 Director Accountability Framework	<p>That Council approves the Councillor Code of Conduct at C-565-10.2, Appendix A.</p> <p>That Council approves the Conflict of Interest Policy and Procedure for PEO Council at C-565-10.2, Appendix B.</p> <p>That Council approves the Anti-Workplace Violence, Harassment, and Discrimination Policy at C-565-10.2, Appendix C.</p> <p>That Council approves the election eligibility criteria presented at C-565-10.2, Appendix D, and directs staff to work with the Ministry of the Attorney General to prepare regulations respecting and governing the qualifications of the members to be elected to the Council as anticipated by clause 2 of subsection 7(1) of the Professional Engineers Act.</p> <p>That Council approves the disqualification conditions presented at C-565-10.2, Appendix E, and directs staff to work with the Ministry of the Attorney General to prepare regulations prescribing the conditions disqualifying members of the Council from sitting on the Council as anticipated by clause 3 of subsection 7(1) of the Professional Engineers Act.</p>	Complete
565	27-Sep-24	9.1 2025-2026 Council and Committee Calendar	That Council approves the proposed 2025-2026 Calendar of Council and Governance Committee Meetings and Events, included at C-565-9.1, Appendix A, subject to quorum requirements and availability of Councillors with respect to specific meetings.	Complete
565	27-Sep-24	7.3 Fitness to Practice	That Council directs the CEO/Registrar to develop a formal fitness to practice process specifically designed to address issues of incapacity, for consideration by the Regulatory Policy and Legislation Committee (RPLC) and Council.	In progress



565	27-Sep-24	7.2 Professional Practice Guideline Review: Human Rights in Professional Practice	<p>Whereas Council has committed in the Anti-Racism &amp; Equity Code to “reforming rules, licence-holder reporting, and regulatory oversight process and practices to reinforce the professional obligations of all licence holders to uphold human rights law” and the review of the Guideline on Human Rights in Professional Practice indicates further analysis of PEO’s regulatory tools is warranted to address human rights issues affecting the profession,</p> <p>That Council directs staff to review whether PEO’s regulatory and non-regulatory measures adequately address human rights issues within its jurisdiction and to propose measures for improvement where appropriate.</p>	In progress
565	27-Sep-24	7.1 Practice Standard Revision: Tower Crane Inspections & Request for Regulation Change To 0.Reg. 260/08	<p>1. That Council approves the “Engineering Inspection Practice Standard for Tower Cranes as required by Ontario Regulation 213/91 under the Occupational Health and Safety Act” as presented in Appendix A, to address the Ontario Regulation 213/91 changes which came into effect on January 1, 2024, and</p> <p>2. That Council directs staff to work with the Ministry of the Attorney General to draft amendments Ontario Regulation 260/08 (Performance Standards) to reference this updated Practice Standard.</p>	In progress
565	27-Sep-24	5.2 Appointment to GNC	<p>That Council approves the appointment of Rachel Prudhomme, P.Eng., to the Governance and Nominating Committee for the remainder of the 2024-2025 Council term, as outlined in the “Recommendation” section of the briefing note presented to the meeting at C-565-5.2.</p> <p>CARRIED</p>	Complete
565	27-Sep-24	5.1 Annual General Meeting 3-Year Plan	<p>That Council approves the 3-Year Plan for PEO AGMs as outlined in the “Recommendations” section of the briefing note presented to the meeting at C-565-5.1.</p>	Complete
565	27-Sep-24	4.1 IT Policy for Council and Volunteers	<p>That Council approve the revised information technology (IT) policy.</p>	Complete
565	27-Sep-24	2.4(a) RCC Work Plan for 2024-2025	<p>That Council approve the Work Plan for the Regional Councillors Committee (RCC), as recommended by RCC, and as submitted to the meeting at C-565-2.4a) Appendix A.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete

565	27-Sep-24	2.3 CEDC Applications - Approve	<p>1. That Council approve the exemption from examination and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title "Consulting Engineers" (or variations thereof) to the firms as set out in Appendix A, Section 3.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
565	27-Sep-24	2.2(a) Approval of Committee Membership Changes	<p>That Council approve the changes to Committee Membership as presented.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
565	27-Sep-24	2.1 Open Session Minutes – 564th Council Meeting	<p>That the minutes of the 564th meeting of Council held June 21, 2024, as presented to the meeting at C-565-2.1, Appendix A, accurately reflect the business transacted at that meeting.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
564	21-Jun-24	10.2 Recommendations for Addressing Truth and Reconciliation "Calls to Action"	<p>That Council receives the recommendations outlined in the report entitled Recommendations for addressing the TRC Calls to Action and Increasing Indigenous Representation in Engineering in Ontario.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
564	21-Jun-24	8.1 RPLC Work Plan for 2024-2025	<p>That the Work Plan for the Regulatory Policy and Legislation Committee, as submitted to the meeting at C-564-8.1, Appendix A, be approved.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
564	21-Jun-24	7.1 HRCC Work Plan for 2024-2025	<p>That the Work Plan for the Human Resources and Compensation Committee, as submitted to the meeting at C-564-7.1, Appendix A, be approved.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
564	21-Jun-24	5.3 Annual General Meeting 2025 Date	<p>That Council selects Saturday, April 26, 2025 as the date for the 2025 Annual General Meeting.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete

564	21-Jun-24	5.2 Election Matters	<p><u>Original Motion</u> That Council, with respect to the 2025 Council election:</p> <p>a) approves the 2025 Nomination and Voting Procedures, as presented to the meeting at C-564-5.2, Appendix A.</p> <p>b) approves the 2025 Election Publicity Procedures, as presented to the meeting at C-564-5.2, Appendix B.</p> <p>c) approves the 2025 Nomination Form as presented to the meeting at C-564-5.2, Appendix C.</p> <p>d) approves the 2025 Nomination Acceptance Forms for President-Elect, Vice President, Councillor-at-Large, and Regional Councillor as presented to the meeting at C-564-5.2, Appendix D.</p> <p>e) appoints the Regional Election and Search Committees for each Region.</p> <p>f) appoints the Junior Regional Councillor in each Region (Chantal Chiddle, P.Eng., Shahandeh Hannah Ehtemam, P.Eng., Ahmed Elshaer, P.Eng., Vicki Hilborn, P.Eng., Pappur Shankar, P.Eng.) as Chair of the Regional Election and Search Committee for their Region.</p> <p><u>New Motion</u> That the Nomination Acceptance Forms be amended to remove the phrase “I understand that a false statement or misrepresentation could result in disciplinary action under the Professional Engineers Act.” CARRIED</p>	Complete
564	21-Jun-24	5.1 GNC Work Plan for 2024-2025	That the Work Plan for the Governance and Nominating Committee, as submitted to the meeting at C-564-5.1, Appendix A, be approved. CARRIED WITH UNANIMOUS CONSENT	Complete
564	21-Jun-24	4.1 AFC Work Plan for 2024-2025	That the Work Plan for the Audit and Finance Committee, as submitted to the meeting at C-564-4.1, Appendix A, be approved. CARRIED WITH UNANIMOUS CONSENT	Complete

564	21-Jun-24	2.3(b) CEDC Applications - Decline	1. That Council decline the application for redesignation as a Consulting Engineer as presented to the meeting at C-564-2.3(b), Appendix A, Section 1. CARRIED WITH CONSENT AGENDA	Complete
564	21-Jun-24	2.3(a) CEDC Applications - Approve	1. That Council approve the exemption from examination and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1. 2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2. CARRIED WITH CONSENT AGENDA	Complete
564	21-Jun-24	2.2(a) Approval of Committee Membership Changes	That Council approve the changes to Committee Membership as presented. CARRIED WITH CONSENT AGENDA	Complete
564	21-Jun-24	2.1 Open Session Minutes – 562nd and 563rd Council Meetings	That the minutes of the 562nd meeting of Council, held April 5, 2024, and of the 563rd meeting of Council held May 3, 2024, as presented to the meeting at C-564-2.1, Appendices A and B respectively, accurately reflect the business transacted at these meetings. CARRIED WITH CONSENT AGENDA	Complete
563	03-May-24	10 Appointment of Elected Councillor to Discipline Committee	That Luc Roberge, P.Eng., be appointed as a member of the Discipline Committee for the 2024-2025 Council year, in accordance with s.27(1)1 of the Professional Engineers Act. CARRIED WITH UNANIMOUS CONSENT	Complete
563	03-May-24	9 Appointment of Councillors to 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 fixed at five (5), and in this circumstance, at least one position must be filled by a member of Council appointed by the Lieutenant Governor in Council. CARRIED 2. That Shahandeh Hannah Ehtemam, P.Eng., Ahmed Elshaer, P.Eng., Vicki Hilborn, P.Eng., Glen Schjerning, P.Eng., and Uditha Senaratne, P.Eng., be appointed as members of the Executive Committee for the 2024-2025 Council year, in accordance with ss.28(1)(e) and 28(1.1) of Regulation 941. CARRIED WITH UNANIMOUS CONSENT  New Motion: That the electronic ballots used for all secret voting be deleted following the meeting. CARRIED WITH UNANIMOUS CONSENT	Complete

563	03-May-24	8 Appointment of Governance Committee Chairs	<p>1. That Lorne Cutler, P.Eng., be appointed Chair of the Audit and Finance Committee for the 2024-2025 Council year or until his successor is appointed.</p> <p>2. That Susan MacFarlane, P.Eng., be appointed Chair of the Governance and Nominating Committee for the 2024-2025 Council year or until her successor is appointed.</p> <p>3. That Luc Roberge, P.Eng., be appointed Chair of the Human Resources and Compensation Committee for the 2024-2025 Council year or until his successor is appointed.</p> <p>4. That Vicki Hilborn, P.Eng., be appointed Chair of the Regulatory Policy and Legislation Committee for the 2024-2025 Council year or until her successor is appointed. CARRIED WITH UNANIMOUS CONSENT</p>	Complete
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563	03-May-24	7 Appointment of Councillors to Governance Committees for 2024-2025	<p>That the proposed membership of the Audit and Finance Committee as listed in C-563-7, Appendix A, be approved.</p> <p>That Vicki Hilborn be added to the proposed membership for the Audit and Finance committee.</p> <p>1. That the Audit and Finance Committee be composed of Council members Lorne Cutler, P.Eng., Vicki Hilborn, P.Eng., Paul Mandel, George Nikolov, P.Eng., Sherlock Sung, and Randy Walker, P.Eng., appointed for the 2024-2025 Council year</p> <p>2. That the Governance and Nominating Committee be composed of Council members Ahmed Elshaer, P.Eng., Nanda Lwin, P.Eng., Susan MacFarlane, P.Eng., Ravinder Panesar, P.Eng., and Glen Schjerning, P.Eng., appointed for the 2024-2025 Council year.</p> <p>3. That the Human Resources and Compensation Committee be composed of Council members Andrew Dryland, Luc Roberge, P.Eng., Scott Schelske, P.Eng., Uditha Senaratne, P.Eng., and Pappur Shankar, P.Eng., appointed for the 2024-2025 Council year.</p> <p>4. That the Regulatory Policy and Legislation Committee be composed of Council members Guy Boone, P.Eng., Chantal Chiddle, P.Eng., Shahandeh Hannah Ehtemam, P.Eng., Vicki Hilborn, P.Eng., Michelle Liu, P.Eng., and Leila Notash, P.Eng., for the 2024-2025 Council year. CARRIED WITH UNANIMOUS CONSENT</p>	Complete
563	03-May-24	6 Appointment of Vice President	That Nanda Lwin, P.Eng., be appointed as Vice President for the 2024-2025 Council year. CARRIED WITH UNANIMOUS CONSENT	Complete
563	03-May-24	5 Appointment of Regional Councillors Committee (RCC) Chair	That Pappur Shankar, P.Eng., be re-appointed as Chair of the Regional Councillors Committee, effective immediately and to hold office until the close of business at the 2025 Annual General meeting. CARRIED WITH UNANIMOUS CONSENT	Complete
563	03-May-24	4 Appontment of Council Meeting Chair	That Gregory Wowchuk, P.Eng., be appointed the Council Meeting Chair for the 2024-2025 Council year or until his successor is appointed. CARRIED WITH UNANIMOUS CONSENT	Complete

562	05-Apr-24	11.2 Sterling Award: Next Steps	That: a) Effective immediately, Council approves to discontinue the G. Gordon M. Sterling Engineering Intern Award Program. b) Effective immediately, the Sterling Award Subcommittee be stood down with thanks to all current and previous members. CARRIED	Complete
562	05-Apr-24	10.2 Councillor Questions – PEO Definition of Public Interest	New Motion To add discussion of the definition of “public interest” to the Council Issues Registry. CARRIED BY UNANIMOUS CONSENT	Complete
562	05-Apr-24	10.2 Councillor Questions – Topics for Registry	New Motion That the below suggestions be placed on the Councillor Issues Registry: 1. That Council create a Past Presidents Advisory Group (PPAG) that meets at least 2x. per year chaired by the immediate past president? 2. Staff to review the costs relating to offering a virtual learning platform that will be available to all PEO license holders in order to maintain their mandatory CPD requirements and bring forward for consideration in future budgets. 3. That staff look at partnering with OSPE to combine future AGM’s with an Engineering Conference (Symposium) to assist PEO members to obtain their CPD hours. 4. That staff provide an update on the consultants used in 2022 and 2023 including a summary of Company Name, Type of Work, Amount Budgeted, Budget Line, Actual Amount Spent, Reason for use of consultant, Steps being taken to complete this work in house. CARRIED BY UNANIMOUS CONSENT	Complete
562	05-Apr-24	8.2 Future of Engineer-in-Training (EIT) Update	New Motion That Item 8.2 be made a topic of a future Plenary session, or of a future Council meeting, to be decided by the President, or by the Chair of Council, as appropriate. CARRIED BY UNANIMOUS CONSENT	Complete

562	05-Apr-24	6.5 Special Rules Review and Councillor Submissions	<p>That the proposed amendments to By-Law No. 1 set out in Appendix A be approved by Council. (2/3 of votes cast required to carry) CARRIED</p> <p>That the Special Rules of Order that are currently in effect be rescinded and that the Special Rules of Order set out in Appendix D be enacted by Council to replace them. (2/3 of votes cast required to carry) CARRIED</p> <p>That the Special Rules of Order provisions dealing with Councillor submissions and the Councillor Submissions Mechanism be reviewed by GNC in April 2025 in order to make recommendations to Council for improvement. (simple majority) CARRIED</p>	Complete
562	05-Apr-24	6.4 Updates to Order of Honour (OOH) Nomination Process	That, effective immediately, Council approves the improvements to the nomination process for the Order of Honour, as proposed by staff and OSC and as presented at C-562-6.4, Appendix A. CARRIED BY UNANIMOUS CONSENT	Complete
562	05-Apr-24	6.3 Order of Honour Selection Committee (OSC) Terms of Reference	That Council approve the reviewed and updated Terms of Reference for the Order of Honour Selection Committee (OSC), as recommended by OSC, and as presented at C-562-6.3, Appendix A. CARRIED BY UNANIMOUS CONSENT	Complete
562	05-Apr-24	6.2 Revisions to Governance Committees' Charters	That Council approves the revised Charters of the Audit and Finance Committee, Governance and Nominating Committee, Human Resources and Compensation Committee, and Regulatory Policy and Legislation Committee, as presented to the meeting at C-562-6.2, Appendices A to D. CARRIED BY UNANIMOUS CONSENT	Complete
562	05-Apr-24	6.1 Appointment of Northern Region Councillor	That Council appoint Ahmed Elshaer as the Northern Region Councillor for the 2024-2026 Council terms, in accordance with the "Filling a Councillor Vacancy" process set out at section 29.1 of By-Law No 1. CARRIED BY UNANIMOUS CONSENT	Complete
562	05-Apr-24	5.3 Payment of Legal Expenses	That Council directs the GNC to oversee the development of a legal expenses framework with respect to individuals performing functions under the Professional Engineers Act. CARRIED	In progress



562	05-Apr-24	5.2 Recommendation of Appointment of Auditor for 2024	That Council directs the GNC to oversee the development of a legal expenses framework with respect to individuals performing functions under the Professional Engineers Act. CARRIED	Complete
562	05-Apr-24	5.1 2023 Audited Financial Statements	That Council: a) approve the audited financial statements for the year ended December 31, 2023, and the auditor's report thereon, as presented to the meeting in Appendix A; and b) authorize the President and President-elect to sign the audited financial statements on Council's behalf. CARRIED BY UNANIMOUS CONSENT	Complete
562	05-Apr-24	4.3 Engineers Canada 2026 Per Capita Assessment Fee	That Councils direct PEO's Member Representative at the 2024 Engineers Canada Annual Meeting of Members to vote in favour regarding the approval of the 2026 Per Capita Assessment Fee increase, as outlined in C-562-4.3, Appendix A and approved by the Engineers Canada Board on December 4, 2023. CARRIED	Complete
562	05-Apr-24	4.2 Engineers Canada National Statement of Collaboration	That Council endorses the National Statement of Collaboration proposed by Engineers Canada and presented to C-562-4.2 at Appendix A in EN and Appendix D in FR.  That Council directs PEO's Member Representative, or their proxy, to vote in favour of the motion proposed by Engineers Canada at its Annual Meeting of Members scheduled for May 25, 2024.  Amendment That the definition of "harmonization" should include the concept of "equitable" as in the main document. DEFEATED  MAIN MOTION CARRIED	Complete
562	05-Apr-24	4.1 Engineers Canada 2025-2029 Strategic Plan	That Council endorses the 2025-2029 Strategic Plan – Realizing Tomorrows proposed by Engineers Canada and presented to C-562-4.1 at Appendix C in EN and Appendix D in FR.  That Council directs PEO's Member Representative, or their proxy, to vote in favour of the motion proposed by Engineers Canada at its Annual Meeting of Members scheduled for May 25, 2024. CARRIED	Complete
562	05-Apr-24	2.3b CEDC Applications - Decline	1. That Council decline the application for redesignation as a Consulting Engineer as presented to the meeting at C-562-2.3(b), Appendix A, Section 1. CARRIED WITH CONSENT AGENDA	Complete

562	05-Apr-24	2.3a CEDC Applications - Approve	<p>1. That Council approve the exemption from examination and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title “Consulting Engineers” (or variations thereof) to the firms as presented to the meeting at C-562-2.3(a), Appendix A, Section 3. CARRIED WITH CONSENT AGENDA</p>	Complete
562	05-Apr-24	2.2(a) Approval of Committee Membership Changes	That Council approve the changes to Committee Membership as presented. CARRIED WITH CONSENT AGENDA	Complete
562	05-Apr-24	2.1 Open Session Minutes – 561 Council Meeting – February 23, 2024	That the minutes of the 561st meeting of Council, held February 23, 2024, as presented at C562-2.1, Appendix A, and amended, accurately reflect the business transacted at that meeting. CARRIED	Complete
562	05-Apr-24	2.0 Consent Agenda	<p>That the Consent Agenda be approved as amended, consisting of:</p> <p>2.2 – Changes to 2024 Statutory and Regulatory Committees’ Membership List</p> <p>a) Approval of Committee Membership Changes</p> <p>b) Committee Membership Changes</p> <p>2.3 – Consulting Engineer Designation Applications a) Approving b) Declining</p> <p>The following items were pulled for individual consideration: 2.1 Open Session Minutes C-561, February 23, 2024 2.4 – Regional Councillors Committee (RCC) Report</p> <p>CARRIED BY UNANIMOUS CONSENT</p>	Complete
561	23-Feb-24	11.4 Safe Disclosure (Whistle-blower Policy)	That Council refer the Safe Disclosure (Whistle-blower) Policy to the Governance and Nominating Committee to consider possible improvements to the Policy and report back with recommendations, if any, by the end of 2024. CARRIED (Moved into open Session)	In progress

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

561	23-Feb-24	6.4 2024 Annual General Meeting: Guide for Member Submissions	<p>That Council approves the revised Guide for Member Submissions at the Annual General Meeting as presented to the meeting at C-561-6.5, Appendix A.</p> <p>Correction to Guide That Section 2.4 be corrected from “The minimum time for presentation of submissions is two minutes.” to ““The maximum time for presentation of submissions is two minutes.”</p> <p>Friendly Amendment to Guide That all references to number of days be referenced as calendar days as needed.</p> <p>Amendment to Guide That Section 3.1 be modified that submitters of motions be notified of the date of the Council meeting when the AGM submissions will be discussed. CARRIED</p>	Complete
561	23-Feb-24	6.3 Enterprise Risk Management Policy	That Council approve the proposed risk management policy as presented to the meeting at C-561-7.1, Appendix A.	Complete
561	23-Feb-24	6.2 Director Conduct Plan	That Council approves the three-step plan proposed by staff regarding governance controls for director conduct.	Complete
561	23-Feb-24	6.1 2024 Election: No Member Nominated for Northern Region Councillor	That the “Filling a Councillor Vacancy” process set out at section 29.1 of By-Law No 1 be followed during the current Council term to select a licence holder residing in the Northern Region for the office of Northern Region Councillor, to be appointed by Council at its April 2024 meeting. CARRIED	Complete
561	23-Feb-24	4.1 Nomination of Two (2) PEO Representatives for Appointment to Engineers Canada Board	That Marisa Sterling, P.Eng. and Arjan Arenja, P.Eng., be nominated as PEO Directors to the Engineers Canada Board of Directors, each for a three-year term effective as of the 2024 Engineers Canada Annual General Meeting. CARRIED	Complete
561	23-Feb-24	2.2(a) Approval of Committee Membership Changes	That Council approve the changes to Committee Membership as presented. CARRIED	Complete

561	23-Feb-24	2.1 Open Minutes -C-560	That the minutes of the 560th meeting of Council, held November 16-17, 2023, as presented to the meeting at C-561-2.1, Appendix A, accurately reflect the business transacted at that meeting. CARRIED	Complete
560	16-Nov-23	9.3c) Term Limits for Elected Councillors	Motion for staff to prepare a report on the potential to increase or potentially remove the term limit for elected Councillors by April 2024.  CARRIED	In progress
560	16-Nov-23	9.3b) Council Registry of Activities and Open Issues	That GNC provide Council with a plan for developing and maintaining a Council Registry of Activities and Open Issues for the April 2024 meeting of Council.  CARRIED BY UNANIMOUS CONSENT	In progress
560	16-Nov-23	9.2 Smith & Wolfe Awards	That, effective immediately, Council approves to discontinue the following programs: V.G. Smith Award and S.E. Wolfe Thesis Award.  CARRIED	Complete
560	16-Nov-23	7.1 Direction to Examine the Current Four-Year Experience Requirement	That Council approve the proposed plan to examine P.Eng. experience requirements, using PEO's Policy Development Framework, as presented in C-560-7.1, Appendix A. CARRIED BY UNANIMOUS CONSENT	Complete
560	16-Nov-23	6.1 CEO/Registrar Performance Review Process: Proposed Changes to Align with Strategy and Operational Planning Timelines	That Council approve the proposed aligned CEO/Registrar Performance Review Process presented at Appendix B to item C-560-6.1.  CARRIED BY UNANIMOUS CONSENT	Complete
560	16-Nov-23	5.5 Advisory Group Proposal	That, effective as of December 31, 2023, the Licensing Committee, Enforcement Committee and Professional Standards Committee be stood down with Council's thanks and appreciation to all current and previous members.  CARRIED	Complete

560	16-Nov-23	5.4 Nomination Process for PEO Representatives on Engineers Canada Board	<p>Original Motion That Council approves the revised process to nominate PEO representatives for appointment to the Engineers Canada Board of Directors, as presented to the meeting at C-560-5.4 Appendix B.</p> <p>It was agreed without objection to change references to “50% + 1 majority” in the document to “a majority of votes cast.”</p> <p>Amended Motion That Council approves the revised process to nominate PEO representatives for appointment to the Engineers Canada Board of Directors, as amended at the meeting at C-560-5.4 Appendix B.</p> <p>CARRIED AS AMENDED BY UNANIMOUS CONSENT</p>	Complete
560	16-Nov-23	5.3 Director Conduct	That Council receives the good practices report and directs staff, by February 2024 to propose a plan to Council for a Code of Conduct to confirm Council's	Complete
560	16-Nov-23	5.2 2024 AGM. Place and Time	That Council direct staff to propose a plan to Council for a Code of Conduct to confirm Council's time, respectively, for PEO's 2024 Annual General Meeting. CARRIED	Complete
560	16-Nov-23	5.1 PEO Council Governance Scorecard	That Council accepts a scorecard of quantitative indicators as presented to support governance oversight of PEO operations. CARRIED BY UNANIMOUS CONSENT	Complete
560	16-Nov-23	4.2 2024 Borrowing	That Council:	Complete
560	16-Nov-23	4.1 2024 Draft Operating and Capital Budgets	That Council approve the draft 2024 operating and capital budgets reviewed by the Audit and Finance Committee and as presented to the meeting at C-560-4.1, Appendix A. CARRIED BY UNANIMOUS CONSENT	Complete
560	16-Nov-23	2.7 Emission Summary and Dispersion Model (ESDM) Guideline Conversion to Standard	That Council approves partially rescinding its September 23, 2016 motion, by no longer requiring that a performance standard be developed for Professional Engineers Providing Engineering Reports under O. Reg. 1/17 (ESDM and AAR Reports). CARRIED WITH CONSENT AGENDA	Complete
560	16-Nov-23	2.6 Acoustical Engineering Service in Land Use Planning Guideline	That Council approves the revised “Professional Engineers Providing Acoustical Engineering Services in the Land-Use Planning Process Guideline, dated August 11, 2023” in Appendix A. CARRIED WITH CONSENT AGENDA	Complete

560	16-Nov-23	2.5 2024 Councillor Training Protocol	That Council approves the 2024 Councillor Training Protocol as presented at Appendix A to the Decision Briefing Note titled “2024 Councillor Training Protocol”, subject to the 2024 budget scheduled to be approved by Council at its November 16 & 17, 2023 meeting. CARRIED BY UNANIMOUS CONSENT	Complete
560	16-Nov-23	2.4 2024-2025 Council and Committee Calendar	That Council approves the Proposed 2024-2025 Calendar of Council and Governance Committee Meetings and Events, included at C-560-2.4, Appendix A. CARRIED BY UNANIMOUS CONSENT	Complete
560	16-Nov-23	2.3 2023 Statutory and Regulatory Committees’ Membership List b) Full Roster	That Council approve the full 2023 Committees Membership Lists for 2024. CARRIED WITH CONSENT AGENDA	Complete
560	16-Nov-23	2.2 Consulting Engineer Designation Applications	That: 1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in Appendix A, Section 1. 2. That Council approve the applications for redesignation as Consulting Engineer as set out in Appendix A, Section 2. 3. That Council grant permission to use the title “Consulting Engineers” (or variations thereof) to the firms as presented to the meeting at C-559, Appendix A, Section 5. CARRIED WITH CONSENT AGENDA	Complete
560	16-Nov-23	2.1 Open Session Minutes – 559 Council Meeting – September 22, 2023	That the minutes of the 559th meeting of Council, held September 22, 2023, as presented to the meeting at C-560-2.1, Appendix A, accurately reflect the business transacted at that meeting. CARRIED WITH CONSENT AGENDA	Complete

559	22-Sep-23	8.4a) Reducing the Engineering Experience 4-year Time Requirement	That RPLC provide Council with a plan at the November 2023 meeting of Council, that includes a timeline and a plan for involving ERC experience requirement experts, to  (a) consider introducing an apprentice/intern pathway to engineering experience as an alternative to CBA; and  (b) consider reducing the 4-year experience requirement for all experience pathways to licensure. CARRIED	In progress
559	22-Sep-23	Motion to Defer	Move to defer all items in Section 7 and all items in Section 8 except:  8.3 (Eng Can Director Report, delivered earlier in meeting) 8.4a) Reducing 4-year Eng. Experience Time Requirement  to the next Council meeting. CARRIED	Complete
559	22-Sep-23	6.5 Appointment of Deputy Registrar	That Americo Viola, P.Eng., be appointed Deputy Registrar, effective September 25, 2023, until such time as Council appoints a successor, and that the temporary appointment of Arun Dixit, P.Eng. as Interim Deputy Registrar be ended, with PEO's gratitude for his additional service, effective the same date. CARRIED UNANIMOUSLY	Complete
559	22-Sep-23	5.1 Report from Tribunals	That Council adopt the appointments as set out in C-559-5.1, Appendix C - the Report on Tribunal Appointments, provided in the September 22, 2023 Briefing Note from Tribunals. CARRIED	Complete
559	22-Sep-23	4.4 Mandatory CPD (PEAK): Proposed Policy Change	That Council approve exempting all Licence and Limited Licence holders who qualify for fee remission from all annual continuing professional development requirements, effective January 2024. CARRIED	Complete
559	22-Sep-23	4.3 RPLC Work Plan for 2023-2024	That the Work Plan for the Regulatory Policy and Legislation Committee, as submitted to the meeting at C-559-4.3, Appendix A, be approved. CARRIED WITH CONSENT AGENDA	Complete



559	22-Sep-23	4.2 2024 AGM	<p>Original Motion That Council endorse a [_____] format for PEO’s 2024 Annual General Meeting.</p> <p>Vote #1 That “in-person” be inserted as the choice of format for PEO’s 2024 Annual General Meeting. DEFEATED</p> <p>Vote #2 That “hybrid” be inserted as the choice of format for PEO’s 2024 Annual General Meeting.</p> <p>Final Motion That Council endorse a hybrid format for PEO’s 2024 Annual General Meeting. CARRIED</p>	Complete
559	22-Sep-23	2.2 Consulting Engineer Designation Applications	<p>That:</p> <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 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. CARRIED WITH CONSENT AGENDA</p>	Complete
559	22-Sep-23	2.1 OPEN SESSION MINUTES – 558th Council Meeting – June 23, 2023	<p>That the minutes of the 558th meeting of Council, held June 23, 2023, as presented to the meeting at C-559-2.1, Appendix A, accurately reflect the business transacted at that meeting. CARRIED WITH CONSENT AGENDA</p>	Complete

558	23-Jun-23	3.10 Policy Development Framework	<p>Original Motion That Council adopts the Policy Development Framework as presented.</p> <p>Amendment That the Policy Development Framework be amended to reflect that both policy impact analysis and the Policy Impact Analysis Tool will be expected, but not required, of all PEO regulatory policy initiatives. CARRIED</p>	Complete
558	23-Jun-23	3.9 Selection and Recommendation of Election Officials	<p>That:</p> <ol style="list-style-type: none"> <li>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;</li> <li>2. That Council approve the Official Elections Agent security requirements, as presented to the meeting at C-558-3.9, Appendix C;</li> <li>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.</li> </ol> <p>CARRIED</p>	Complete
558	23-Jun-23	3.8 CESC Appointments and Transitions	<p>That:</p> <ol style="list-style-type: none"> <li>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;</li> <li>b) the 2022-2023 Central Election and Search Committee be stood down with thanks at the close of this Council meeting; and</li> <li>c) the 2023-2024 Central Election and Search Committee be constituted at the close of this Council meeting.</li> </ol> <p>CARRIED</p>	Complete

558	23-Jun-23	3.7 2024 Council Election Matters	<p>Original Motion</p> <p>That Council, with respect to the 2024 Council election:</p> <p>a) <del>approve</del> the 2024 Nomination and Voting Procedures, as presented to the meeting at C-558-3.7, Appendix A;</p> <p>b) <del>approve</del> the 2024 Election Publicity Procedures, as presented to the meeting at C-558-3.7, Appendix B;</p> <p>c) <del>approve</del> the 2024 Nomination Form as presented to the meeting at C-558-3.7, Appendix C;</p> <p>d) <del>approve</del> 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) <del>appoint</del> the Regional Election and Search Committees (RESC) for each Region;</p> <p>f) <del>appoint</del> 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 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. CARRIED</p> <p>Friendly Amendment 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>	Complete
558	23-Jun-23	3.5 Approval of GNC Work Plan for 2023-2024	That the Work Plan for the Governance and Nominating Committee, as submitted to the meeting at C-558-3.5, Appendix A, be approved. CARRIED	Complete
558	23-Jun-23	3.4 Approval of AFC Work Plan for 2023-2024	That the Work Plan for the Audit and Finance Committee, as submitted to the meeting at C-558-3.4, Appendix A, be approved. CARRIED	Complete
558	23-Jun-23	3.3 Approval of HRCC Work Plan for 2023-2024	That the Work Plan for the Human Resources and Compensation Committee, as submitted to the meeting at C-558-3.3, Appendix A, be approved. CARRIED	Complete
558	23-Jun-23	2.3 Changes to the 2023 Committees 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	Complete
558	23-Jun-23	2.2- Consulting Engineer	Original motion 1. That Council approve the exemption from examinations and the applications	Complete

557	05-May-23	15. Appointment of Interim Deputy Registrar	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  That, if Mr. Dixit is appointed, this decision be moved out of in-camera into open session in order to permit a public announcement.  CARRIED	Complete
557	05-May-23	12. 2023 – 2024	That Council approve the CEO/Registrar goals as presented at C-557-12,	Complete
557	05-May-23	11. Appointment of Executive Director	That Roydon Fraser, P.Eng., be appointed as a Permanent Full-time Discipline Committee for the 2023-2024 Council year.	Complete
557	05-May-23	10. Appointments to the Executive Committee	That the number of Executive positions to be appointed with authority of the members of Council under s. 29(1)(a) of Regulation 041 be more than (1) and in the number of Kirkby, P.Eng., be appointed as a Permanent Full-time Discipline Committee for the 2023-2024 Council year.	Complete
557	05-May-23	9. Appointment of Councillors to	That the fourth 2023-2024 Committee be comprised of council members: Leila Notash, P.Eng., Tim Kirkby, P.Eng., Paul Mendel, George Nikoley, P.Eng.	Complete
557	05-May-23	7. Appointment of Vice-President	That Leila Notash, P.Eng., be appointed as Vice President for the 2023-2024 Council year.  CARRIED	Complete
557	05-May-23	6. Appointment of Chair of Regional Councillors Committee	That Pappur Shankar, P.Eng., be appointed as Chair of the Regional Councillors Committee, effective immediately and to hold office until the close of business at the 2024 Annual General meeting.	Complete
557	05-May-23	5. Appointment of Council Meeting Chair	That Roydon Fraser, P.Eng., be appointed the Council Meeting Chair for the 2023-2024 Council year or until his successor is appointed.	Complete
557	05-May-23	4. Special Rules of Order	That the proposed Special Rules of Order, as presented to the meeting at C-557-4, Appendix A, be approved effective immediately, and  That the Special Rules be referred to the Governance and Nominating Committee for review, and to report back to Council before the end of 2023.	Complete
556	31-Mar-23	3.9 IMPLEMENTATION OF GOVERNANCE DIRECTIONS RE: NON-GOVERNANCE COMMITTEES	New Motion #1 That Council direct staff to develop one or more Advisory Groups to replace the Licensing, Enforcement, and Professional Standards Committees, as described in the proposed Terms of Reference in C-556-3.9, Appendix C.  New Motion #2 That Council approves the revised Terms of Reference of the Academic Requirements Committee and of the Experience Requirements Committee, as proposed in C-556-3.9, Appendices A & B.	In progress

556	31-Mar-23	3.8 GOVERNANCE MANUAL: INCORPORATING CHARTERS/PRO TOCOLS & MAKING OTHER CHANGES	That Council approve the updated Governance Manual, which integrates the Charters, Protocols, and other directions approved by Council as part of the 2020/2022 governance roadmap. CARRIED	Complete
556	31-Mar-23	3.7 ELIMINATION OF CANADIAN EXPERIENCE REQUIREMENT	That Council directs the CEO/Registrar to begin work with the Ministry 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. CARRIED	

556	31-Mar-23	3.6b CHAPTER ACTIVITIES IN "NEITHER" CATEGORY	<p>That: Council approves to support the following types of chapter activities:</p> <ul style="list-style-type: none"> <li>•Chapter AGMs</li> <li>•Technical seminars/tours</li> <li>•Networking events</li> <li>•30x30 events</li> <li>•Scholarships</li> </ul> <p>Council approves to support with modifications the following types of chapter activities:</p> <ul style="list-style-type: none"> <li>•Licence certificate presentations</li> <li>•Education/school outreach activities</li> <li>•Licensure Assistance Program</li> <li>•Chapter social media</li> <li>•GLP chapter activities</li> <li>•Chapter support of community organizations</li> </ul> <p>Council approves to re-assign the following types of chapter activities:</p> <ul style="list-style-type: none"> <li>•Regulatory seminars</li> <li>•Chapter websites</li> </ul> <p>and</p> <p>Council approves to suspend the following type of chapter activity:</p> <ul style="list-style-type: none"> <li>•Chapter event sponsorship from external sources</li> </ul> <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 REPRESENTATI VE	<p>1. That Council direct PEO's Member Representative or their proxy, to vote against the motion as outlined in C-556-3.3, Appendix A:</p> <p>(a) THAT the term and definition of "2/3-60% Majority" in Section 1.1 of the Engineers Canada Bylaw be deleted and replaced with the following: "3/4 Majority" means a resolution passed by a minimum of three-quarters of the Members voting."</p> <p>(b) AND THAT the references to "2/3-60% Majority" in Articles 2.1(m) and 3.4(2) of the Engineers Canada Bylaw be replaced with the term "3/4 Majority".</p> <p>Amendment</p> <p>2. That Council appoint <b>Nick Colucci, P.Eng., Past President</b>, as proxy holder to vote for and on behalf of the PEO President at the Engineers Canada Annual Meeting of Members on May 27, 2023, and at any and all adjournments thereof, 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: That, effective immediately, Council hereby stands down the following committees and subcommittees:</p> <ul style="list-style-type: none"> <li>• Advisory Committee on Volunteers (ACV),</li> <li>• Education Committee (EDU) and Education Conference Planning Subcommittee,</li> <li>• Equity and Diversity Committee (EDC),</li> <li>• External Honours Subcommittee (of the Awards Committee),</li> <li>• Gala Advisory Committee (subcommittee of the Awards Committee),</li> <li>• PEO-OAA Joint Liaison Committee (PEO-OAA JLC),</li> <li>• PEO-OSPE Joint Relations Committee (PEO-OSPE JRC),</li> <li>• Volunteer Leadership Conference Planning Committee (VLCPC).</li> </ul> <p>That Council approves to transfer the President’s Award (for non-engineers) to OSPE, renamed as the Engineering Ally Award. 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: 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. 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	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. 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. 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. CARRIED	In progress
555-3.3	24-Feb-23	Nomination of PEO Director to Engineers' Canada Board	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. CARRIED	Complete
555-2.4	24-Feb-23	Changes to the 2023 Statutory and Regulatory Committees' Membership Lists	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. CARRIED	Complete
555-2.1	24-Feb-23	Open Session Minutes – 552nd Council Meeting	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. CARRIED	Complete
555-2.0	24-Feb-23	Consent Agenda	2.1 Minutes – 552nd Council Meeting – November 25, 2022	Complete
552-3.5	25-Nov-22	Statutory and Consulting Engineers	2.2 Council Approve Appointment of members to PEO's statutory and consulting committees presented at C-552-3.5, Appendix A for one	Complete
552-3.2	25-Nov-22	Engineer	2.3 That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-552-3.2	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. CARRIED	Complete
552-3.0	25-Nov-22	Consent Agenda	That the consent agenda be approved, consisting of: 2.1 Minutes – 549th Council Meeting – September 23, 2022	Complete
552-2.10	25-Nov-22	Membership Referendum on	2.2 That the proposed Council of the mandatory PEAR program, scheduled for January 2023, be deferred until such time as a referendum of PEO	Complete

552-2.7	25-Nov-22	Safe Disclosure ("Whistleblower") Policy	Whereas it is one of the Human Resources and Compensation Committee's (HRCC) risk management Charter responsibilities to "oversee the effective implementation and use of a Safe Disclosure ("Whistleblower") Protocol for staff members and others to safely report potential breaches of conduct of senior management to designated trusted third parties, protecting the anonymity of disclosers"  Be it Resolved: That Council approves the Safe Disclosure ("Whistleblower") Policy as recommended by the HRCC and presented to the meeting at C-552-2.7, Appendix A. CARRIED	Complete
552-2.6	25-Nov-22	Borrowing Resolution	That Council.	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	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 CARRIED</p> <p><b>For: 19</b> V. Banday C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery L. Roberge S. Schelske P. Shankar R. Walker</p> <p><b>Against: 0</b> <b>Abstain: 0</b></p>	Complete

549-2.14	23-Sep-22	Reimbursement Policy: Chapter Volunteers	<p>That Council direct the Audit &amp; Finance Committee to consider the inclusion of 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><b>For: 2</b> T. Kirkby P. Shankar</p> <p><b>Against: 21</b> A. Arenja V. Banday C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske S. Sung R. Walker</p> <p><b>Against: 0</b></p> <p>Council then voted on the original motion. CARRIED</p> <p>For: 18 A. Arenja V. Banday C. Bellini C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel S. MacFarlane P. Mandel D. Montgomery 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><b>For: 6</b> V. Banday C. Chahine J. Chisholm R. Fraser V. Hilborn P. Shankar</p> <p><b>Against: 13</b> A. Arenja C. Bellini R. Brunet C. Chiddle C. Cutler A. Dryland S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Sung R. Walker</p> <p><b>Abstain: 3</b> 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><b>For: 21</b>  A. Arenja C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm C. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p><b>Against: 0</b>  <b>Abstain: 0</b></p>	In progress
549-2.10	23-Sep-22	Workplace Violence and Harassment Policy Update	<p>That Council direct staff to conduct a holistic review of best practices in governance controls vis-à-vis expectations for director behaviour and conduct, forms of director misconduct, and options available to a regulatory board to address director misconduct. This work will be conducted under the oversight of the Human Resources and Compensation Committee (HRCC) and the Governance and Nominating Committee (GNC) in accordance with their respective mandates. CARRIED</p> <p><b>For: 21</b>  A. Arenja C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm C. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p><b>Against: 1</b>  V. Banday</p> <p><b>Abstain: 0</b></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. CARRIED</p> <p><b>For: 14</b> 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><b>Against: 6</b> V. Banday C. Chahine C. Cutler R. Fraser D. Kiguel T. Kirkby</p> <p><b>Abstain: 1</b> P. Shankar</p>	Complete
549-2.8	23-Sep-22	By-law Amendments: Council Directions	<p>That Council be asked to approve the amendments to By-Law No. 1 as presented to the meeting at C-549-2.8, appendices A, B, C and D.</p> <p>2/3 majority of votes cast required to carry CARRIED</p> <p><b>For: 15</b> A. Arenja C. Bellini R. Brunet C. Chiddle C. Cutler A. Dryland V. Hilborn S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske S. Sung R. Walker</p> <p><b>Against: 5</b> V. Banday C. Chahine R. Fraser D. Kiguel T. Kirkby</p> <p><b>Abstain: 1</b> P. 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><b>For: 19</b> A. Arenja C. Bellini R. Brunet C. Chahine C. Chiddle L. Cutler A. Dryland V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p><b>Against: 3</b> V. Banday J. Chisholm R. Fraser</p> <p><b>Abstain: 0</b></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 <b>For: 7</b> V. Banday R. Fraser D. Kiguel T. Kirkby L. Notash S. Sung G. Wowchuk <b>Against: 15</b> C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland V. Hilborn S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske R. Walker <b>Abstain: 1</b> P. Shankar</p>	Complete

			<p>That item g) be added to the list of recommendations with respect to the 2023 Council election “include Equity, Diversity and Inclusion (EDI) improvement changes as defined at Council meeting C-548.” CARRIED</p> <p>Council then voted on the original motion as amended.</p> <p>That Council, with respect to the 2023 Council election:  a) approve the 2023 Voting Procedures, as presented to the meeting at C-548-2.4, Appendix A;  b) approve the 2023 Election Publicity Procedures, as presented to the meeting at C-548-2.4, Appendix B  c) approve the 2023 Nomination Form as presented to the meeting at C-548-2.4, Appendix C;  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;  e) appoint the Regional Election and Search Committees (RESC) for each Region;  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.  g) include Equity, Diversity and Inclusion (EDI) improvement changes as defined at Council meeting C-548. CARRIED</p>	<p>Complete</p>
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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.  <b>DEFEATED</b></p> <p>Whereas Council, informed by the best available feedback and evidence from stakeholders, the public, and other jurisdictions, met on May 12-13 and agreed upon the key elements of a Strategic Plan; and  Had the opportunity to confirm these elements by survey,  Therefore, the following elements will form PEO's 2023-25 Strategic Plan:</p> <p>Goal 1: Improve PEO's licensing processes, without compromising public safety.  We will do this by:</p> <ul style="list-style-type: none"> <li>•Creating a fair, transparent, accessible and efficient application process that maintains competency and complies with FARPACTA by July 1, 2023</li> <li>•Reviewing licensing business processes and implementing changes to improve efficiency without sacrificing public safety or information security by January 1, 2025</li> <li>•Ensuring all licensing activities reflect the values of equity, diversity and inclusion</li> </ul> <p>Goal 2: Optimize organizational performance.  We will initiate this by:</p> <ul style="list-style-type: none"> <li>•Updating and developing standards and practice guidelines</li> <li>•Ensuring adequate IT infrastructure, improving our capacity to collect and manage data</li> <li>•Reviewing and improving communication and business processes, including ensuring they reflect the values of equity, diversity and inclusion</li> </ul>	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"> <li>•Ensuring orientation for Councillors and PEO’s Executive Leadership Team</li> <li>•Ensuring Committees and Council have the necessary evidence to support quality decision-making</li> <li>•Establishing metrics for governance performance, which include principles of equity, diversity and inclusion by spring 2023 and implementing an annual review</li> </ul> <p>Goal 4: Refresh PEO’s vision to ensure all stakeholders see relevance and value in PEO. We will do this by:</p> <ul style="list-style-type: none"> <li>•facilitating meaningful dialogue with members and other stakeholders</li> <li>•undertaking required research</li> <li>•developing a proposed vision for consultation</li> </ul> <p>CARRIED Recorded Vote</p> <p><b>For: 19</b> C. Bellini R. Brunet C. Chahine C. Chiddle L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Notash L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p><b>Against: 3</b> V. Banday T. Kirkby G. Wowchuk</p> <p><b>Abstain: 1</b> 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> <p>AMENDMENT CARRIED</p> <p>That the proposed Special Rules of Order, as presented to the meeting at C 547-</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	That Council appoint Chantal Chiddie, P.Eng., as a Councilor-at-Large and Luc Beherge, P.Eng., as a Northern Region Councillor, each to serve the remaining	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
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547-11	04-May-22	Appointment of Governance Committee Chairs	<p>1. That Lorne Cutler, P.Eng., be appointed the Audit and Finance Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p> <p>2. That Arjan Arenja, P.Eng., be appointed the Governance and Nominating Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p> <p>3. That Luc Roberge, P.Eng., be appointed the Human Resources and Compensation Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p> <p>4. That Chantal Chiddle, P.Eng., be appointed the Regulatory Policy and Legislation Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p>	Complete
547-12	04-May-22	Appointment of Councillors to Executive Committee	<p>1. That the number of Executive positions to be appointed from amongst the members of Council under s.28(1)(e) of Regulation 941 be fixed at one (1), who for greater clarity must be a member of Council appointed by the Lieutenant Governor in Council. CARRIED</p> <p>2. That Scott Schelske, P.Eng., be appointed as a member of the Executive Committee for the 2022-2023 Council year, in accordance with ss.28(1)(e) and 28(1.1) of Regulation 941. CARRIED</p>	Complete

547-13	04-May-22	Appointment of Elected Councillor to the Discipline Committee	<p>That the number of positions to be appointed from amongst the members of Council to the Discipline Committee be fixed at two (2). DEFEATED</p> <p>Recorded Vote  <b>For: 7</b>  V. Banday, C. Chahine, J. Chisholm, R. Fraser, D. Kiguel, L. Notash, G. Wowchuk  <b>Against: 12</b>  C. Bellini, C. Chiddle, L. Cutler, S. MacFarlane, P. Mandel, D. Montgomery, G. Nikolov, L. Roberge, S. Schelske, P. Sankar, S. Sung, R. Walker  <b>Abstain: 1</b>  A. Arenja</p> <p>That Nick Colucci, P.Eng., be appointed as a member of the Discipline Committee for the 2022-2023 Council year, in accordance with s.27(1)1 of the Professional Engineers Act. CARRIED</p> <p>Recorded Vote  <b>For: 12</b>  A. Arenja, V. Banday, C. Chahine, C. Chiddle, J. Chisholm, L. Cutler, D. Kiguel, S. MacFarlane, D. Montgomery, G. Nikolov, L. Roberge, S. Schelske, P. Shankar, S. Sung, R. Walker  <b>Against: 0</b>  <b>Abstain: 3</b>  P. Mandel, L. Notash, G. Wowchuk</p>	Complete
546-2.5	08-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	08-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	08-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	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 &amp; 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	08-Apr-22	Process for Filling Councillor Vacancies	<p>That the process for filling Councillor vacancies be deferred to the next meeting of Council in order to provide a more detailed briefing note that would include issues related to the amount of time remaining in a term. DEFEATED</p> <p>That Council instruct the Governance and Nominating Committee to adopt the following process for recruiting potential candidates for vacant elected positions:</p> <ul style="list-style-type: none"> <li>- Contact the first runner-up from the most recent Council election for the position where the vacancy has arisen to determine if they are interested in serving the unexpired portion of the Council member's term and if so recommend that Council appoint that person at the earliest opportunity; or</li> <li>- In the event the first runner-up for a position declines, contact the next runner-up in the most recent election and, if that person is willing, recommend them for appointment as above; and if that runner-up declines, continue this process in sequence with additional runners-up, as applicable; or</li> <li>- In the event that all runners-up decline, or where there were no runners-up because of an acclamation at the time of the last election, invite expressions of interest from those PEO Members eligible to fill the vacancy, consider candidates and make a recommendation to Council at an appropriate time. and</li> </ul> <p>That Council further instruct the Regulatory Policy and Legislation Committee 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.</p> <p>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