
Minutes

The 33rd Meeting of the GOVERNANCE AND NOMINATING COMMITTEE (GNC) of PROFESSIONAL ENGINEERS ONTARIO was held via ZOOM Videoconference on Monday, February 10, 2025 at 1:00 p.m.

Present: Susan MacFarlane, P.Eng., Committee Chair and Western Region Councillor
Greg Wowchuk, P.Eng., President
Roydon Fraser, P.Eng., Past President
Fred Saghezchi, P.Eng., President-elect
Ahmed Elshaer, P.Eng., Northern Region Councillor
Nanda Lwin, P.Eng., Vice President (appointed) and East Central Region Councillor
Rachel Prudhomme, P.Eng., Lieutenant Governor-in-Council Appointee
Glen Schjerning, P.Eng., Councillor-at-Large

Regrets: Ravinder Panesar, P.Eng., West Central Region Councillor

Staff: Jennifer Quaglietta, P.Eng., CEO/Registrar
Dan Abrahams, Vice-President (VP), Policy & Governance and Chief Legal Officer
Arun Dixit, VP, Digital Transformation & Corporate Operations
Marina Solakhyan, Senior Director, Governance
Meg Feres, Manager, Council Operations
Sheetal Rawal, Policy Counsel
Anita Vijayanathan, Council and Committee Coordinator

Guests: Jodi Butts, Partner, Watson Board Advisors
Elvis Dorencec, Business Analyst, Satori Consulting Inc.
Rahel Sahelu, Analyst, Watson Board Advisors
Geoff Schoenberg, Consultant, Watson Board Advisors
Sandi Verrecchia, President/CEO, Satori Consulting Inc.

Observers: Guy Boone, P.Eng., Vice President (elected)
Vicki Hilborn, P.Eng., Western Region Councillor

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 Wowchuk, seconded by Councillor Prudhomme:

That the agenda for the February 10, 2025, meeting be approved as presented.

CARRIED

Conflicts of Interest

No conflicts were declared.

Consent Agenda – Previous Minutes

Moved by Councillor Elshaer, seconded by Councillor Prudhomme:

That the minutes of the 32nd open session meeting of the Governance and Nominating Committee, held on November 13, 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.

Motion to Move In Camera

Moved by Councillor Elshaer, seconded by Councillor Prudhomme:

That the committee meet in camera.

CARRIED

Return to Open Session

The committee returned to open session at 1:10 p.m.

Annual Review of the Governance Scorecard

The PEO Council Governance Scorecard is a balanced scorecard which is representative of PEO's overall organizational health. The scorecard is comprised of qualitative indicators aligned to PEO's core functions which are used to support governance oversight by measuring organizational performance and the outcomes of operational activities.

[R. Fraser joined the meeting at 1:11 p.m.]

The committee reviewed recommendations from staff regarding the Annual Review of the Governance Scorecard:

1. Removing the 30x30 Licensure Rate indicator from the Council Scorecard. This indicator will continue to be reported internally, and publicly at Council meetings and Engineering Dimensions.
2. Removing the Year-End Performance Review Completion indicator as a Council indicator from the Scorecard. Progress updates will be provided through CEO/Registrar's reports as required.
3. Adding an indicator representing the ARE Code Action Plan Initiative Completion. This indicator reports on progress towards the commitments made by Council under the Anti-Racism and Equity (ARE) Code.
4. Adding a Customer Service Experience Rating as a new Council indicator to provide oversight to PEO's customer service interactions with its membership and applicants.

The committee discussed the options and related matters, summarized below:

- The details of the operational plan of ARE Code Action Plan need to be reviewed by the committee as the messaging can pose potential risk to the organization. Staff informed the committee that ARE Code Action Plan is derived from the Anti-Racism and Equity Code approved by Council in 2022 and the Code's principles explain how the data will be collected, the standards that will be used to collect the information, and how the data will be protected.

- It was suggested that several effectiveness measures, currently not on the scorecard, should be considered going forward. Staff noted the suggestions and commented that definitions would be developed for the next iteration of the scorecard.

Moved by Councillor Elshaer, seconded by Councillor Schjerning:

That the GNC recommends that Council reviews and accepts the proposed changes to the indicators reported to Council in the PEO Council Governance Scorecard.

CARRIED

[A. Dixit left the meeting at 1:45 p.m.]

Councillor Submission: Roles of President and Chair

The committee received a Councillor submission to review By-Law No. 1 in respect of the separate and distinct roles of President and Chair. It was noted that while all councillor submissions are eligible for debate and discussion at Council, the committee is asked for its feedback and support as an initial step.

[G. Boone joined the meeting at 2:07 p.m. N. Lwin joined the meeting at 2:15 p.m.]

A summary of the committee's discussion is below:

- Overview of the duties and responsibilities of the President and Chair as currently understood.
- Benefits to the organization for each role to be clearly distinguished and defined.
- Potential impact on self-regulation, the balance between internal efficiency, and recognizing the will of the members in their election of a President.
- Importance of soliciting Member feedback before undergoing a change in the By-law and re-defining roles and responsibilities.

Moved by Councillor Schjerning, seconded by Councillor Prudhomme:

That the GNC recommends that:

- **Council direct staff to review By-Law No. 1 and propose changes that would align the by-laws with Council's decisions regarding the role and responsibilities of the Chair as Council's chosen representative, specifically in relation to internal administrative functions, including calling meetings and the approval of contracts and expenditures above a specified threshold; and**
- **Proposed recommendations resulting from the review be subject to a consultation and engagement process to gather input and feedback from PEO's membership.**

CARRIED

[E. Dorencec and S. Verrecchia joined the meeting at 2:30 p.m.]

Council Remuneration Framework

The committee received the final report of Satori Consulting Inc (Satori) on the Council Remuneration Project which was approved by Council in February 2023. The presentation included the final findings from an independent review

on primary and secondary research, survey of licence holders, and a literature review along with their recommendations.

The findings of the report revealed that a trend towards remunerating Board/Council members is evident within the regulatory sector. Providing remuneration for Board/Council members could raise the need for greater accountability and engagement. Further, the financial impact could be significant, depending on the chosen remuneration structure, given the size of the PEO Council.

Based on the research findings, Satori Consulting recommends that:

1. Council adopt a remuneration framework that recognizes the time and effort of Councillors without compromising the volunteer ethos of PEO;
2. as part of the remuneration framework, Council shift to a nomination model focused on skills and competencies (supported by 81% of licence holder survey participants who support remuneration); and
3. role descriptions be developed for Councillors to enhance transparency and accountability.

The committee discussed the options and related matters, summarized below:

- Acknowledgement of stakeholder engagement as part of the research and that this is essential in building trust and accountability.
- Skills-based competency nomination may pose challenges as it may discourage members to run for Council, however remuneration can also be seen as an incentive to run.
- Remuneration should not be too high as it should align with PEO's volunteer ethos.

[V. Hilborn joined the meeting at 2:49 p.m.]

Moved by Councillor Prudhomme, seconded by Councillor Lwin:

That the GNC recommends that Council approve the recommendations in Satori Consulting's Council Remuneration report and directs staff to develop an action plan and cost estimate for implementing the recommendations.

CARRIED

[E. Dorencec and S. Verrecchia left the meeting at 3:05 p.m.]

Establishing Metrics for Governance Performance, Including Principles of Equity, Diversity and Inclusion

[J. Butts, R. Sahelu, and G. Schoenberg, joined the meeting at 3:15 p.m.]

The committee received a final report of findings from representatives of Watson Board Advisors who were retained to consult in the development of a Board Evaluation Framework which was approved by Council to support the 2023-2024 strategic goal of continuous governance enhancement. The recommended Council evaluation framework serves to provide the structure needed to enable evaluation and provide tangible and actionable insights. Considerations included key strategic issues, risk, and costs and financial impacts. These objectives are primarily achieved through an annual Council evaluation, supplemented with evaluations of each Council meeting as well as a process for providing feedback to Councillors to support their contributions to Council. Therefore, the Council evaluation framework consists of the following three separate parts:

- 1) Annual Council evaluation,

- 2) Annual Councillor feedback, and
- 3) Council meeting evaluations.

The committee thanked Watson Board Advisors for their extensive work and discussed short- and long-term strategic visions. The Watson Board Advisors informed the committee that the framework works as a structure for long term vision.

Moved by Councillor Elshaer, seconded by Councillor Lwin:

That the GNC recommends that Council approve the recommendations in the Council Evaluation Framework Report by Watson Board Advisors and directs staff to develop an action plan for implementing the recommendations during the 2025-2026 Council term.

CARRIED

There being no further business, the meeting concluded 3:45 p.m.

These minutes consist of 5 pages.

“Susan MacFarlane”

S. MacFarlane, P.Eng., Chair



Minutes

The 28th Meeting of the REGULATORY POLICY AND LEGISLATION COMMITTEE (RPLC) of PROFESSIONAL ENGINEERS ONTARIO was held via ZOOM Videoconference on Thursday, February 6 at 1:30 p.m.

Present: Vicki Hilborn, P.Eng., Committee Chair and Western Region Councillor
Greg Wowchuk, P.Eng., President (ex officio)
Fred Saghezchi, P.Eng., President-elect (ex officio)
Guy Boone, P.Eng., Vice President (elected)
Chantal Chiddle, P.Eng., Eastern Region Councillor
Hannah Ehtemam, P. Eng., East Central Region Councillor
Leila Notash, P.Eng., Councillor-at-Large

Regrets: Roydon Fraser, P.Eng., Past President (ex officio)
Michelle Liu, P.Eng., Eastern Region Councillor

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
David Smith, Director, External Relations
Marina Solakhyan, Director, Governance
Sheetal Rawal, Policy Counsel, Governance
Meg Feres, Manager, Council Operations
Anita Vijayanathan, Council and Committee Coordinator

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

Moved by Councillor Chiddle, seconded by President Wowchuk:

That the agenda for February 6, 2025 RPLC meeting agenda be approved as presented.

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 Chiddle, seconded by Councillor Ehtemam:

That the open session minutes of the November 12, 2024 accurately reflect the business transacted at that meeting.

CARRIED

Consent Agenda: Updated 2024-2025 RPLC Work Plan

No discussion of this item took place.

Engineering Intern (EIT) Program: Progress Report

Staff provided an update on the progress of the consultation process. Since December, efforts have been directed towards implementing the engagement strategy discussed at the EIT Plenary on November 28, 2024, including structured outreach to key stakeholders such as employers, government representatives, Deans, students, chapters and other relevant stakeholders.

A total of 13 focus groups have been scheduled with an additional session added for the employer group due to a high interest. The consultation remains open until the end of February. Early themes indicate broad consensus that the EIT designation should serve as a pathway to licensure rather than an alternative, that academic requirements should be met before entry into the program, and that PEO should retain jurisdiction over the EITs.

To further supplement stakeholder input, a consultation paper was published on the PEO website and was promoted through social media, generating substantial feedback. The methodology guiding this work aligns with Council's direction and includes an exploration of a graduated licensing model, which was discussed at the Executive Committee meeting on February 4.

Committee members expressed interest in attending a focus group session as observers to gain further insights.

The following is a summary of the discussion that followed regarding further insights into the ongoing consultation process:

- importance of understanding generational differences and how the EIT program could effectively address them;
- importance of understanding the role of the Chapters with the EIT program;
- acknowledgement that the key objective would be making EIT mandatory, and also the possibility of another path that would be transitional in nature and not permanent; and
- importance of continued consideration of mobility between provinces and reducing barriers to licensure.

Staff will produce a progress report for the upcoming February Council Meeting and will also present a draft policy proposal for the committee to review at their next meeting that will take place in March. The final policy proposal will then be presented for review at the April Council meeting.

Professional Practice Guideline: Guideline of Forensic Engineering Investigations

Staff provided a summary of the gap analysis review for the Forensic Engineering Investigation's Guideline and determined that the risk associated with the forensic engineering investigations are currently well mitigated by PEO and other stakeholders, such that further regulatory intervention is not necessary.

It was also noted that the Guideline is a key non-regulatory tool that continues to be relevant but has gaps that ought to be addressed related to professional and ethical issues (for example, providing advice on how to manage conflicting duties or conflicts of interest), as well as communications improvement.

A summary of the discussion is highlighted below:

- The committee requested information regarding the stakeholders who were consulted for this initiative. Staff clarified that a small group of stakeholders, including subject matter experts who are professional engineers specializing in forensic engineering, were consulted during the initial stage of the policy impact analysis. Staff emphasized that the revision process should involve re-engagement with these experts and that the

revised guideline should be presented for further feedback from key stakeholders such as Engineers Canada, OSPE, and the Office of the Fire Marshall.

- It was suggested that future stakeholder engagement be developed as a continuing professional development opportunity for members, perhaps in a webinar format.
- The committee sought clarity on whether there were any minimum standards specific to Forensic Engineering Investigations. While there are no minimum standards specific to forensic engineering investigations, professionals rely on various discipline-specific standards. Forensic investigations vary based on client needs and case specifics, so engineers refer to the organizations like ASTM International (formally the American Society for Testing and Materials) and the National Fire Protection Association (NFPA), as well as other specialized textbooks and guidelines.

Staff will present this report to Council at its upcoming February 21 meeting.

Fitness To Practise: Draft Policy Proposal

At its September 2024 meeting, Council directed the CEO/Registrar to develop a Fitness to Practise program to address incapacity. The draft policy proposal includes both policy and operational elements to present a comprehensive framework. Since implementing the program requires amendments to the Professional Engineers Act (“the Act”), which provides only high-level guidance, procedural details will be handled separately. The proposal outlines a step-by-step process, and after feedback it will be refined to focus on key legislative aspects before submission to the government.

The committee reviewed the policy proposal, comprised of an overview of *Fitness to Practise and What Constitutes “Incapacity”* and the *Four Stages of the Incapacity Process*. A summary of the discussion is highlighted below:

- It was suggested that it might be helpful to have a mechanism to guide individuals in determining whether their concerns genuinely qualified for reporting under this process.
- Committee members requested clarification on the appeal process. For Fitness to Practise matters, staff confirmed that license holders would have access to the same process currently used to appeal Discipline decisions.

RPLC’s feedback will be incorporated before launching the public consultation. The final proposal will also reflect feedback from the consultation and undergo an equity impact assessment as part of PEO’s policy development process. The program will be finalized and the necessary amendments to the Act will be presented to RPLC for recommendation to Council for approval.

Review of Policy Impact Analysis & Briefing Note Templates

The committee reviewed the policy impact analysis and briefing note templates. A summary of the discussion is highlighted below:

- The committee members appreciated the clarity of the templates and suggested a variety of formatting and document management options, including section numbering, table of contents, and hyperlinks for improved navigation.
- Committee members recommended including a review of the Policy Development Process, including policy impact analysis, in the orientation program for new Council members.

Staff thanked the committee for the feedback and will make relevant improvements to the templates to align with their basic structures and features.

Motion to Move In Camera

Moved by Councillor Chiddle, seconded by President Wowchuk:

That the committee move in camera at 4:00 p.m.

CARRIED

Return to Open Session

The committee returned to open session at 4:24 p.m.

Additional RPLC Meeting

Staff will poll committee members to determine availability for an additional RPLC meeting in late March to discuss the EIT consultation and the potential policy proposal for Council's consideration at its April 4, 2025 meeting.

There being no further business, the meeting concluded at 4:25 p.m.

These open session minutes consist of 4 pages.

Vicki Hilborn

Vicki Hilborn, P.Eng., Committee Chair

Council Decision Log Open Motions

Mtg	Date	Title	Motion	Status
567	21-Feb-25	9.1 Councillor Questions – Roles of President and Chair	That Council directs staff to review By-Law No. 1 and any applicable policies and propose changes that would align them with Council's decisions regarding the role and responsibilities of the Chair as Council's chosen representative, specifically in relation to internal administrative functions, including calling meetings and the approval of contracts and expenditures above a specified threshold, subject to potential member input as needed. CARRIED	In progress
567	21-Feb-25	8.2b) - Preserving Learnings from 2050 Visioning	1. That the member driven 2050 Visioning for Relevance strategic goal be placed in the Council Registry as an unfinished project requiring future direction from Council to complete. 2. That the vision statements and associated interpretive document be preserved. 3. That the vision statements and associated interpretive document be considered in future strategic planning. CARRIED WITH UNANIMOUS CONSENT	Complete
567	21-Feb-25	8.2a) Inform Members of Member-Driven Vision Work	That staff refer to the Winter 2025 Engineering Dimensions magazine as sufficient communication of the Visioning Update, if deemed satisfactory by the Past President, the current President, the Communications department, and the CEO/Registrar. CARRIED WITH UNANIMOUS CONSENT	Complete
567	21-Feb-25	6.1 2025 Goals for the CEO/Registrar	That Council approve the CEO/Registrar 2025 goals as outlined at C-567-6.1, Appendix A. CARRIED WITH UNANIMOUS CONSENT	Complete
567	21-Feb-25	5.2 Establishing Metrics for Governance Performance	That Council adopts the recommendations in the Council Evaluation Framework Report by Watson Board Advisors and directs staff to develop an action plan for implementing the recommendations during the 2025-2026 Council term. CARRIED WITH UNANIMOUS CONSENT	In progress

567	21-Feb-25	5.1 Council Remuneration Framework	<p>Council:</p> <p>1.</p> <p>a) endorses development of a competitive remuneration structure,</p> <p>b) endorses development of a skills- and competency-based nomination model, and</p> <p>c) agrees to define Councillor role expectations.</p> <p>2. Council directs staff to develop an action plan and cost estimate for implementing the recommendations in Satori Consulting's Council Remuneration report by June 2025.</p> <p>CARRIED</p>	In progress
567	21-Feb-25	4.1 Nomination of Two (2) PEO Representatives for Appointment to Engineers Canada Board	<p>That Christopher Chahine, P.Eng., and Roydon Fraser, P.Eng., be nominated as PEO Directors to the Engineers Canada Board of Directors, each for a three-year term effective as of the 2025 Engineers Canada Annual Meeting of Members.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
567	21-Feb-25	3.3 Strategic Plan Update	<p>That the 2026+ Strategic Plan be made a 5-Year Plan, with a hard reset at 3 years.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
567	21-Feb-25	2.3 2025 PEO Council Governance Scorecard Review	<p>That Council reviews and accepts the proposed changes to the indicators reported in the PEO Council Governance Scorecard, while retaining the 30 x 30 Licensure Rate Indicator.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
567	21-Feb-25	2.2a) Approval of Committee Membership Changes	<p>That Council approve the committee membership changes as presented.</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete
567	21-Feb-25	2.1 Open Session Minutes – 566th Council Meeting	<p>That the minutes of the 566th meeting of Council, held November 29, 2024, as presented to the meeting at C-567-2.1, Appendix A, accurately reflect the business transacted at this meeting.</p> <p>CARRIED WITH CONSENT AGENDA</p>	Complete
566	29-Nov-24	9.1 Councillor Questions - Minimum Academic Requirement	<p>That PEO request to Engineers Canada that the Future of Engineering Accreditation next steps includes an explicit commitment to the licensure academic standard of a “minimum academic depth and breadth requirement for individuals.”</p> <p>CARRIED WITH UNANIMOUS CONSENT</p>	Complete

566	29-Nov-24	7.1 Future Direction of the EIT Program	That Council: 1. Commits to the reinstatement of the Engineering Intern (EIT) Program. 2. Directs the CEO/Registrar to initiate targeted engagement with relevant stakeholders to ensure inclusive and comprehensive input into the program's redevelopment. 3. Directs the Regulatory Policy and Legislation Committee (RPLC) to provide a policy proposal to Council no later than April 2025. CARRIED	In progress
566	29-Nov-24	5.1 Safe Disclosure (Whistleblower) Policy	That Council approves the revised Safe Disclosure ("Whistleblower") Policy at C-566-5.1, Appendix A. CARRIED	Complete
566	29-Nov-24	4.2 2025 Borrowing Resolution	That Council: a) approve the borrowing of money upon the credit of the association by way of: i) an operating overdraft up to an amount not to exceed CAD\$250,000; and ii) use of corporate credit cards with an aggregate limit not to exceed CAD\$120,000. b) in compliance with PEO's Internal Control Banking Policy, hereby confirms that this Borrowing Resolution is to expire on January 31, 2026. CARRIED	Complete
566	29-Nov-24	4.1 2025 Budgets	That Council approve the draft 2025 budgets reviewed by the Audit and Finance Committee (AFC) and as presented to the meeting at C-566-4.1, Appendix A. CARRIED	Complete
566	29-Nov-24	2.6 Discontinuing the "Services of The Engineer Acting Under the Drainage Act" Practice Guideline	That RPLC recommends to Council that PEO's practice guideline titled 'Services of the Engineer Acting Under the Drainage Act' be discontinued. CARRIED WITH CONSENT AGENDA	Complete

566	29-Nov-24	2.5 Charter for the Regional Councillors Committee (RCC)	That Council approves the reviewed and updated Charter (formerly Terms of Reference) for the Regional Councillors Committee (RCC), as recommended by the RCC, as presented at C-566-2.5, Appendix A. CARRIED WITH CONSENT AGENDA	Complete
566	29-Nov-24	2.4 2025 Councillor Training Protocol	That Council approves the 2025 Councillor Training Protocol as presented at Appendix A to the Decision Briefing Note titled "2025 Councillor Training Protocol", subject to the 2025 budget scheduled to be approved by Council on November 29, 2024 at C-566-4.1. CARRIED WITH CONSENT AGENDA	Complete
566	29-Nov-24	2.3 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
566	29-Nov-24	2.2 Approval of Committee Membership Changes	That Council approve the committee membership renewals for 2025. CARRIED WITH CONSENT AGENDA	Complete
566	29-Nov-24	2.1 Open Session Minutes – 564th Council Meeting	That the minutes of the 565th meeting of Council, held September 27, 2024, as presented to the meeting at C-566-2.1, Appendix A, accurately reflect the business transacted at this meeting. CARRIED WITH CONSENT AGENDA	Complete

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 & 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
-----	-----------	--	---	----------

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>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 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> <p>1. Council approve the Chief Elections Officer role description and Oath of Office, as presented to the meeting at C-558-3.9, Appendix A and Appendix B;</p> <p>2. That Council approve the Official Elections Agent security requirements, as presented to the meeting at C-558-3.9, Appendix C;</p> <p>3. That the Governance and Nominating Committee's Election Officials Subcommittee be composed of Council members Vajahat Banday, Vicki Hilborn, Nanda Lwin, Luc Roberge, and Glen Schjerning, appointed in accordance with the terms and procedures presented to the meeting at C-558-3.9, Appendices D. CARRIED</p>	Complete
558	23-Jun-23	3.8 CESC Appointments and Transitions	<p>That:</p> <p>a) Isidro Buquiron, P.Eng., Giuseppe (Joseph) Facca, P.Eng., Suresh Khanal, P.Eng., and Mostafa Khosravyelhossaini, P.Eng. be appointed as the additional members to the 2023-2024 Central Election and Search Committee;</p> <p>b) the 2022-2023 Central Election and Search Committee be stood down with thanks at the close of this Council meeting; and</p> <p>c) the 2023-2024 Central Election and Search Committee be constituted at the close of this Council meeting. CARRIED</p>	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) approve the 2024 Nomination and Voting Procedures, as presented to the meeting at C-558-3.7, Appendix A;</p> <p>b) approve the 2024 Election Publicity Procedures, as presented to the meeting at C-558-3.7, Appendix B;</p> <p>c) approve the 2024 Nomination Form as presented to the meeting at C-558-3.7, Appendix C;</p> <p>d) approve the 2024 Nomination Acceptance Forms for President-Elect, Vice President, Councillor-at-Large, and Regional Councillor as presented to the meeting at C-558-3.7, Appendix D;</p> <p>e) appoint the Regional Election and Search Committees (RESC) for each Region;</p> <p>f) appoint the Junior Regional Councillor in each Region (Nanda Lwin, P.Eng., Michelle Liu, P.Eng., Luc Roberge, P.Eng., Ravinder Panesar, P.Eng., Susan MacFarlane, P.Eng.) as Chair of the RESC for their Region.</p> <p>Friendly Amendment</p> <p>To remove the strike-out of section 26 on Election Publicity Procedures at C-558-3.7, Appendix B, and include it in the approved document.</p>	
-----	-----------	-----------------------------------	--	--

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 "Provisional" discipline committee for the 2022-2024 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 member of the Audit and Finance Committee for the 2023-2024 Council year.	Complete
557	05-May-23	9. Appointment of Councillors to	That the Audit and Finance Committee be comprised of council members: Leona Cutler, P.Eng., Tim Kirkby, P.Eng., Paul Mendel, George Nikoley, P.Eng.	Complete
557	05-May-23	6. 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/PROTOCOLS & 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"> •Chapter AGMs •Technical seminars/tours •Networking events •30x30 events •Scholarships <p>Council approves to support with modifications the following types of chapter activities:</p> <ul style="list-style-type: none"> •Licence certificate presentations •Education/school outreach activities •Licensure Assistance Program •Chapter social media •GLP chapter activities •Chapter support of community organizations <p>Council approves to re-assign the following types of chapter activities:</p> <ul style="list-style-type: none"> •Regulatory seminars •Chapter websites <p>and</p> <p>Council approves to suspend the following type of chapter activity:</p> <ul style="list-style-type: none"> •Chapter event sponsorship from external sources <p>CARRIED</p>	Complete
556	31-Mar-23	3.6a ORDER OF HONOUR REVIEW	<p>That:</p> <p>Effective immediately, Council hereby approves the revised nomination and selection criteria for the Order of Honour, as proposed by AWC and as presented, Appendix A.</p> <p>Effective immediately, Council hereby approves the change of the AWC name to the Order of Honour Selection Committee (OSC), as proposed by AWC.</p>	
556	31-Mar-23	3.5 RECOMMENDATION OF THE APPOINTMENT OF AUDITORS FOR 2023	<p>That Council recommend to members at the April 2023 Annual General Meeting that Deloitte LLP be appointed as PEO's auditor for 2023 and hold office until the next annual general meeting or until a successor is appointed.</p> <p>CARRIED</p>	Complete

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

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

555-3.4b	24-Feb-23	Governance Roadmap – Phase 4: Recommendations for PEO Committee and Task Force Activities Which Are Neither Governance Nor Regulatory	<p>Original Motion: That, effective immediately, Council hereby stands down the following committees and subcommittees:</p> <ul style="list-style-type: none"> • Advisory Committee on Volunteers (ACV), • Education Committee (EDU) and Education Conference Planning Subcommittee, • Equity and Diversity Committee (EDC), • External Honours Subcommittee (of the Awards Committee), • Gala Advisory Committee (subcommittee of the Awards Committee), • PEO-OAA Joint Liaison Committee (PEO-OAA JLC), • PEO-OSPE Joint Relations Committee (PEO-OSPE JRC), • Volunteer Leadership Conference Planning Committee (VLCPC). <p>That Council approves to transfer the President’s Award (for non-engineers) to OSPE, renamed as the Engineering Ally Award. 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
----------	-----------	---	--	----------

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 P.E.A.R. program, scheduled for January 2023, be deferred until such time as a referendum of P.E.O.	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
---------	-----------	--	---	----------

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>For: 19 V. Banday C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel T. Kirkby S. MacFarlane P. Mandel D. Montgomery L. Roberge S. Schelske P. Shankar R. Walker</p> <p>Against: 0 Abstain: 0</p>	Complete

549-2.14	23-Sep-22	Reimbursement Policy: Chapter Volunteers	<p>That Council direct the Audit & Finance Committee to consider the inclusion of a chapter-specific appendix in the Reimbursement Policy, to include partner expense reimbursements when a volunteer attends a Regional Congress.</p> <p>Move to refer the motion back to the Regional Congress Committee for further review. DEFEATED</p> <p>For: 2 T. Kirkby P. Shankar</p> <p>Against: 21 A. Arenja V. Banday C. Bellini R. Brunet C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Schelske S. Sung R. Walker</p> <p>Against: 0</p> <p>Council then voted on the original motion. CARRIED</p> <p>For: 18 A. Arenja V. Banday C. Bellini C. Chahine C. Chiddle J. Chisholm L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel S. MacFarlane P. Mandel D. Montgomery L. Roberge S. Schelske P. Shankar R. Walker</p> <p>Against: 2 R. Brunet T. Kirkby</p> <p>Abstain: 2 G. Nikolov S. Sung</p>	In progress
549-2.13	23-Sep-22	Recommendations on AGM Submissions	<p>That a regulatory impact assessment be conducted as per AGM 2022 Submission #3: Climate Change. DEFEATED</p> <p>For: 6 V. Banday C. Chahine J. Chisholm R. Fraser V. Hilborn P. Shankar</p> <p>Against: 13 A. Arenja C. Bellini R. Brunet C. Chiddle C. Cutler A. Dryland S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Roberge S. Sung R. Walker</p> <p>Abstain: 3 D. Kiguel T. Kirkby S. Schelske</p>	Complete

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

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

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

		<p>That item g) be added to the list of recommendations with respect to the 2023 Council election “include Equity, Diversity and Inclusion (EDI) improvement changes as defined at Council meeting C-548.” 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>
--	--	--	-----------------

548-2.5	24-Jun-22	Strategic Planning Goals	<p>That Council vote on each of the four strategic planning goals separately. DEFEATED</p> <p>Whereas Council, informed by the best available feedback and evidence from stakeholders, the public, and other jurisdictions, met on May 12-13 and agreed upon the key elements of a Strategic Plan; and Had the opportunity to confirm these elements by survey, Therefore, the following elements will form PEO's 2023-25 Strategic Plan:</p> <p>Goal 1: Improve PEO's licensing processes, without compromising public safety. We will do this by:</p> <ul style="list-style-type: none"> •Creating a fair, transparent, accessible and efficient application process that maintains competency and complies with FARPACTA by July 1, 2023 •Reviewing licensing business processes and implementing changes to improve efficiency without sacrificing public safety or information security by January 1, 2025 •Ensuring all licensing activities reflect the values of equity, diversity and inclusion <p>Goal 2: Optimize organizational performance. We will initiate this by:</p> <ul style="list-style-type: none"> •Updating and developing standards and practice guidelines •Ensuring adequate IT infrastructure, improving our capacity to collect and manage data •Reviewing and improving communication and business processes, including ensuring they reflect the values of equity, diversity and inclusion 	Complete
---------	-----------	--------------------------	---	----------

			<p>Goal 3: Implement a continuous governance improvement program. We will do this by:</p> <ul style="list-style-type: none"> •Ensuring orientation for Councillors and PEO’s Executive Leadership Team •Ensuring Committees and Council have the necessary evidence to support quality decision-making •Establishing metrics for governance performance, which include principles of equity, diversity and inclusion by spring 2023 and implementing an annual review <p>Goal 4: Refresh PEO’s vision to ensure all stakeholders see relevance and value in PEO. We will do this by:</p> <ul style="list-style-type: none"> •facilitating meaningful dialogue with members and other stakeholders •undertaking required research •developing a proposed vision for consultation <p>CARRIED Recorded Vote</p> <p>For: 19 C. Bellini R. Brunet C. Chahine C. Chiddle L. Cutler A. Dryland R. Fraser V. Hilborn D. Kiguel S. MacFarlane P. Mandel D. Montgomery G. Nikolov L. Notash L. Roberge S. Schelske P. Shankar S. Sung R. Walker</p> <p>Against: 3 V. Banday T. Kirkby G. Wowchuk</p> <p>Abstain: 1 J. Chisholm</p>	Complete
548-2.6	24-Jun-22	CEO/Registrar Goals For 2022-2023 – Recommendation From Human Resources And Compensation Committee (HRCC)	That Council approve the CEO/Registrar goals as presented at C-548-2.6, Appendix A (Performance Review Form). CARRIED	Complete

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

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

547-11	04-May-22	Appointment of Governance Committee Chairs	<p>1. That Lorne Cutler, P.Eng., be appointed the Audit and Finance Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p> <p>2. That Arjan Arenja, P.Eng., be appointed the Governance and Nominating Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p> <p>3. That Luc Roberge, P.Eng., be appointed the Human Resources and Compensation Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p> <p>4. That Chantal Chiddle, P.Eng., be appointed the Regulatory Policy and Legislation Committee Chair for the 2022-2023 Council year or until their successor is appointed. CARRIED</p>	Complete
547-12	04-May-22	Appointment of Councillors to Executive Committee	<p>1. That the number of Executive positions to be appointed from amongst the members of Council under s.28(1)(e) of Regulation 941 be fixed at one (1), who for greater clarity must be a member of Council appointed by the Lieutenant Governor in Council. CARRIED</p> <p>2. That Scott Schelske, P.Eng., be appointed as a member of the Executive Committee for the 2022-2023 Council year, in accordance with ss.28(1)(e) and 28(1.1) of Regulation 941. CARRIED</p>	Complete

547-13	04-May-22	Appointment of Elected Councillor to the Discipline Committee	<p>That the number of positions to be appointed from amongst the members of Council to the Discipline Committee be fixed at two (2). DEFEATED</p> <p>Recorded Vote For: 7 V. Banday, C. Chahine, J. Chisholm, R. Fraser, D. Kiguel, L. Notash, G. Wowchuk Against: 12 C. Bellini, C. Chiddle, L. Cutler, S. MacFarlane, P. Mandel, D. Montgomery, G. Nikolov, L. Roberge, S. Schelske, P. Sankar, S. Sung, R. Walker Abstain: 1 A. Arenja</p> <p>That Nick Colucci, P.Eng., be appointed as a member of the Discipline Committee for the 2022-2023 Council year, in accordance with s.27(1)1 of the Professional Engineers Act. CARRIED</p> <p>Recorded Vote For: 12 A. Arenja, V. Banday, C. Chahine, C. Chiddle, J. Chisholm, L. Cutler, D. Kiguel, S. MacFarlane, D. Montgomery, G. Nikolov, L. Roberge, S. Schelske, P. Shankar, S. Sung, R. Walker Against: 0 Abstain: 3 P. Mandel, L. Notash, G. Wowchuk</p>	Complete
546-2.5	08-Apr-22	2021 Audited Financial Statements	<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 & 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
----------	-----------	--	--	-------------

546-2.12	08-Apr-22	Process for Filling Councillor Vacancies	<p>That the process for filling Councillor vacancies be deferred to the next meeting of Council in order to provide a more detailed briefing note that would include issues related to the amount of time remaining in a term. DEFEATED</p> <p>That Council instruct the Governance and Nominating Committee to adopt the following process for recruiting potential candidates for vacant elected positions:</p> <ul style="list-style-type: none"> - Contact the first runner-up from the most recent Council election for the position where the vacancy has arisen to determine if they are interested in serving the unexpired portion of the Council member's term and if so recommend that Council appoint that person at the earliest opportunity; or - In the event the first runner-up for a position declines, contact the next runner-up in the most recent election and, if that person is willing, recommend them for appointment as above; and if that runner-up declines, continue this process in sequence with additional runners-up, as applicable; or - In the event that all runners-up decline, or where there were no runners-up because of an acclamation at the time of the last election, invite expressions of interest from those PEO Members eligible to fill the vacancy, consider candidates and make a recommendation to Council at an appropriate time. and <p>That Council further instruct the Regulatory Policy and Legislation Committee to consider and make appropriate recommendations to Council with respect to setting out the above process in a regulation or by-law. CARRIED</p>	In progress
546	08-Apr-22	Gender Neutral Language and Gender Pronouns	<p>That Council directs the CEO/Registrar to develop – for Council's approval – a policy regarding gender-neutral and gender inclusive language, in alignment with current best practices in the public interest, and directs the RPLC to help ensure the most current gender-neutral language is used in all PEO documents. CARRIED</p>	In progress

546-3.2	08-Apr-22	Consulting Engineer Designation Applications	<p>1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in C-546-3.2, Appendix A, Section 1.</p> <p>2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-546-3.2, Appendix A, Section 2.</p> <p>3. That Council grant permission to use the title “Consulting Engineers” (or variations thereof) to the firms as set out in C- 546-3.2 Appendix A, Section 3.</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