

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held on Thursday, March 15, 2018 in the Association premises at 870 Pembina Hwy, Winnipeg, Manitoba, R3M 2M7.

PRESENT: Jonathan Epp, presiding; Doug Bell; Jay Doering; Ruth Eden; John Guenther; Janet Gauthier; Neil Klassen; Florence Lee; Jason Mann; Lindsay Melvin; Jitendra Paliwal

ALSO PRESENT: Grant Koropatnick; Fiona Hillier; Randy Herrmann; Ganpat Lodha; Digvir Jayas

REGRETS: James Blatz; Jacqueline Jasinski

OBSERVERS: Mike Gregoire; Angela Moore; Sharon Sankar; Scott Sarna; Dave Ennis; David Grant

18.02.1 CALL TO ORDER

President Epp called the meeting to order at 12:30 p.m.

18.02.2 TRADITIONAL TERRITORIES ACKNOWLEDGEMENT

President Epp read the statement acknowledging the traditional lands on which Engineers Geoscientists Manitoba sits and to recognize Engineers Geoscientists Manitoba's commitment to Indigenous peoples and communities.

18.02.3 INTRODUCTIONS

President Epp welcomed everyone and introduced guests: Randy Herrmann, Digvir Jayas and Ganpat Lodha.

18.02.4 ADOPTION OF AGENDA

President Epp asked if there were any additions or changes to the agenda.

It was requested that item C4 be removed from the Consent Agenda. President Epp noted that it would be placed after item G4.

He asked if there were any further changes to the agenda. Hearing none, the agenda was approved as amended.

18.02.5 CONFLICT OF INTEREST DECLARATION

President Epp asked Council if anyone had a conflict of interest. Hearing none, he reminded Council that a conflict of interest could be declared at any time, for any item, on the agenda.

18.02.6 MINUTES OF THE COUNCIL MEETING OF January 18, 2018
President Epp asked if there were any corrections to the minutes with proposed corrections.

Hearing none, the minutes were adopted as corrected

OWNERSHIP LINKAGE

18.02.7 O1. OWNERSHIP LINKAGE PRESENTATION; Randy Herrmann, P.Eng., FEC, Engineering Access Program Director, University of Manitoba

At 12:33 p.m. President Epp introduced and welcomed Randy Herrmann.

Randy spoke of the ENGAP program which began at the University of Manitoba in 1985 as a support program for Indigenous students who wanted to go into the Faculty of Engineering. Support is offered in four areas; academic, social, personal and financial. He noted that few Indigenous people are studying engineering (only .57% of the approximate 4.3% Indigenous population in Canada are engineers). Manitoba is slightly better, which could be attributed to the ENGAP program, which has a current enrollment of 6.5%.

Randy spoke of the barriers preventing Indigenous people from getting into engineering and engineering careers which included: a different level of high school education, language barriers, lifestyle barriers and financial barriers.

Ideas suggested by Randy for how the Association could support ENGAP included funding for outreach and recruitment programs with first nations communities, more funding for scholarships and bursaries, an Indigenous Engineering column in the Keystone and implementing a project similar to the 30 by 30 initiative.

The floor was open to questions and Council engaged in further discussion on the topic.

At 1:08 p.m. President Epp thanked Randy for his presentation.

REPORTS TO COUNCIL

18.02.8 B1. CHAIR'S REPORT - President Jonathan Epp, PEng, FEC

18.02.9 B2. ENGINEERS CANADA ANNUAL REPORT (not available)

18.02.10 B3. GEOSCIENTISTS CANADA DIRECTOR'S REPORT

President Epp asked if Council had any questions on the reports. Hearing none, he acknowledged Council's receipt of these reports and thanked the authors.

CONSENT AGENDA

18.02.11 Council approved the Consent Agenda items with the adoption of the agenda.

**C1. APPLICATIONS APPROVED BY THE REGISTRATION COMMITTEE
(REQUIRED APPROVALS AGENDA ITEM)**

Council received a list of applications approved by the Registration Committee between January 1, 2018 and February 28, 2018.

C2. CHAPTER CONSTITUTION UPDATES

C3. PIRC APPOINTMENTS

COUNCIL EDUCATION

18.02.12 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING

President Epp noted that Council was not unanimous in their evaluation of the January 18th meeting, specifically regarding the encouragement of diverse viewpoints amongst councillors. An effort will be made for more roundtable input during the meeting.

ENDS

None

GOVERNANCE

18.02.13 G1. AMENDMENT TO GP-8.6 NATIONAL LIAISON COMMITTEE

Council referred to a Decision Background memo from Doug Bell and Lindsay Melvin dated March 15, 2018.

It was MOVED by Lindsay Melvin and SECONDED by Doug Bell that Council approves an amended policy for GP 8.6 as presented.

CARRIED

President Epp passed the role of Chair to Vice-President Eden.

18.02.14 G2. CHARITABLE GIVING POLICY

Council referred to a Decision Background memo from Jonathan Epp dated March 15, 2018.

It was MOVED by Jonathan Epp and SECONDED by Neil Klassen that Council approves the attached Charitable Giving Policy.

Council discussed the policy, how best to operationalize it and the outcome if it were removed. Grant spoke to the background of the policy adopted by Council in 2013 and noted that the policy is a key part of the Association's

public awareness strategy. A suggestion was made to form a committee that would administrate the policy going forward.

Vice-President Eden called the question on the motion and Council voted.

CARRIED

It was MOVED by Jonathan Epp and SECONDED by Lindsay Melvin that Council add item 6 to EL-3 as follows:

“6. Fails to follow the Charitable Giving Policy approved by Council on March 15, 2018 (attached).”

CARRIED

18.02.15 G3. SPECIAL MEETING OF MEMBERS

Council referred to a Decision Background memo from Jonathan Epp dated March 15, 2018.

It was MOVED by Jonathan Epp and SECONDED by Doug Bell that Council calls for a Special Meeting of Members on April 25, 2018 as per Bylaw 5.3, for the purposes of engaging with the members, and with an agenda as follows:

1. Introduction of the Engineering Changes Lives Initiative.
2. 2018 Bylaw Renewal Update and Roadmap.
3. Planned Executive Limitations Review.
4. Questions for Council.

President Epp asked if Council had any comments. A change of date was suggested to Tuesday, April 24th.

Friendly amendment to remove the date and say “in April”.

Vice-President Eden called the question on the amended motion and Council voted.

CARRIED

Vice-President Eden passed the role of Chair back to President Epp.

18.02.16 G4. DE-REGISTRATION FEE

Council referred to a Decision Background memo from Grant Koropatnick and Sharon Sankar dated March 15, 2018.

It was MOVED by Neil Klassen and SECONDED by Jitendra Paliwal that Council set a De-Registration fee of \$100; coming into effect January 1, 2019.

CARRIED

NOMINATING COMMITTEE APPOINTMENTS (formerly C4)

It was MOVED by Jason Mann and SECONDED by John Guenther that Council appoints Brad Newton, Intern to the 2018 Nominating Committee as per By-law 3.2.5

CARRIED

Alternate Proposed Motion:

It was MOVED by Lindsay Melvin and SECONDED by Jay Doering that Council appoints Ketan Joshi, P.Eng., Khawja Latif, P.Eng., Agustin Salas Alvarez, P.Eng., Efrem Teklemariam, P.Eng., FEC, Ellowyn Nadeau, P.Eng., Andrea Watts, P.Eng., and Gina Seeraj Tylerbest, P.Eng. to the 2018 Nominating Committee as per By-law 3.2.6

President Epp made a procedural note that the policy has a set committee size of nine members. Council was made aware that this motion exceeds the set size.

Friendly amendment to add “recognizing that this is larger than stated in policy (GP-8.1 3.1)”

President Epp called the question on the amended alternate motion and Council voted.

CARRIED

18.02.17

G5. REVIEW OF OUTSTANDING ACTION ITEMS LIST

Council considered a memo from Grant Koropatnick dated March 15, 2018 and the cumulative outstanding action list from Council meetings after January 18, 2018.

- 16.01 Appeal Panel – in progress
- 16.02 Appeal Panel – completed (January 2018)
- GP-7 Council Committee Principles – in progress
- 16.20 Appeal Panel – in progress
- By-law Task Group – add John
- GP-6 Revision – in progress

It was noted that the By-law Task Group was comprised of President Epp, Councillor Bell and Intern Councillor Lee and there was discussion about adding Councillor Guenther to the task group.

It was observed that GP-8.6 should have remained on the action item list and shown as “completed” and then removed from the list for the following meeting.

18.02.18

G6. PLANNING AGENDA FOR THE NEXT MEETING

Council considered a memo from Jonathan Epp dated March 15, 2018 and the proposed agenda for the next Council meeting on May 17, 2018.

Monitoring reports will be prepared for:

GP-3	Council Role and Job Description	Blatz
GP-8.2	Past Presidents Committee	Epp
GP-8.4	Discipline Committee	Doering & committee chair
GP-8.5	Investigation Committee	Gauthier & committee chair
GP-12	Cost of Governance	Mann
E-3	Unqualified persons do not practice	Grant Koropatnick
EL-2	Treatment of Staff	Grant Koropatnick
EL-5	Interactions with Members	Grant Koropatnick

President Epp moved that the meeting go in camera for the purposes of discussing private and confidential matters about an individual, labour relations, investigations, discipline, appeals, litigation or potential litigation.

At 2:00 p.m. Council went In Camera

At 2:07 p.m. Council came out of Camera and took a break

At 2:10 p.m. J. Gauthier arrived at the meeting

At 2:20 p.m. Council returned from break.

It was MOVED by Lindsay Melvin and SECONDED by Doug Bell that Council appoints John Guenther as an additional member to the By-Law Task Group.

CARRIED

At 2:23 p.m. R. Eden returned to the meeting

EXECUTIVE LIMITATIONS AND ENDS

18.02.22 M1. EL-3.1 FINANCIAL CONDITION - AUDIT COMMITTEE

It was MOVED by Lindsay Melvin and SECONDED by Jay Doering that Council accepts the reasonable interpretation of the policy statements and approves this report.

The Audit Committee made two recommendations: (1) report a list of vendors and the total amounts spent on each and (2) that Council prepares a list of restricted funds with stated purpose and spending limit. Councillor Lee and Councillor Guenther will take this away as an Action Item.

President Epp called the question on the motion and Council voted.

CARRIED

18.02.23 M2. EL-6 APPLICATION OF THE ENGINEERING AND GEOSCIENTIFIC PROFESSIONS ACT

Review of Monitoring Report by Grant Koropatnick dated March 15, 2018.

It was MOVED by Ruth Eden and SECONDED by Doug Bell that Council accepts the reasonable interpretation of the policy statements and approves this report.

CARRIED

18.02.24 M3. E-2 PRACTITIONERS PRACTICE WITH COMPETENCE AND CONDUCT THEMSELVES PROFESSIONALLY

Review of Monitoring Report by Grant Koropatnick dated March 15, 2018.

It was MOVED by Neil Klassen and SECONDED by Janet Gauthier that Council accepts the reasonable interpretation of the policy statements and approves this report.

CARRIED

18.02.25 M4. E-5 PRACTITIONERS REFLECT THE DIVERSITY OF THE PUBLIC

Review of Monitoring Report by Grant Koropatnick dated March 15, 2018.

President Epp indicated that article 5.2 was non-compliant, therefore a modified motion was put forward.

It was MOVED by Lindsay Melvin and SECONDED by Ruth Eden that Council accepts the reasonable interpretation of the policy statements while noting the non-compliance for article 5.2 and that Engineering Changes Lives is the approved strategy for achieving compliance.

CARRIED

COUNCIL PERFORMANCE

18.02.26 P1. GP-1 GLOBAL GOVERNANCE COMMITMENT

Monitoring Report by Councillor Eden dated March 15, 2018

Hearing no objections, Council approved this report by unanimous consent

18.02.27 P2. GP-2 GOVERNING STYLE

Monitoring Report by President Epp dated March 15, 2018

Hearing no objections, Council approved this report by unanimous consent.

18.02.28 P3. GP-6 GOVERNANCE SUCCESSION

Monitoring Report by Councillor Doering was deferred.

18.02.29 P4. GP-7 COUNCIL COMMITTEE PRINCIPLES

Monitoring Report by Councillor Gauthier dated March 15, 2018

Hearing no objections, Council approved this report by unanimous consent

18.02.30 P5. GP-8 COUNCIL COMMITTEE STRUCTURE

Monitoring Report by Councillor Jasinski was deferred.

- 18.02.31 P6. GP-8.7 OWNERSHIP LINKAGE COMMITTEE**
Monitoring Report by Councillor Mann and committee chair was deferred.
- 18.02.32 P7. GP-8.10 CONTINUING COMPETENCY COMMITTEE**
Monitoring Report by Councillor Eden and committee chair was deferred.
- 18.02.33 P8. GP-8.12 PUBLIC INTEREST REVIEW COMMITTEE (DEFERRED FROM JANUARY 18, 2018)**
Monitoring Report by Councillor Klassen and committee chair dated March 15, 2018. Hearing no objections, Council approved this report by unanimous consent
- 18.02.34 P9. GP-14 PRIMARY COUNCIL LINKAGES**
Monitoring Report by President Epp dated March 15, 2018
Hearing no objections, Council approved this report by unanimous consent
- 18.02.35 P10. GP-15 COUNCIL LINKAGES WITH OTHER ORGANIZATIONS**
Monitoring Report by Councillor Paliwal dated March 15, 2018
- It was noted that as an Action Item, the list of Council Appointees be updated. It was further noted that the first meeting of the CTTAM Joint Board will be Friday, March 23rd.
- Hearing no objections, Council approved this report by unanimous consent
- 18.02.36 P11. CE-5 MONITORING EXECUTIVE PERFORMANCE**
Monitoring Report by President Epp dated March 15, 2018
Hearing no objections, Council approved this report by unanimous consent

EXECUTIVE LIMITATIONS

None

COUNCIL-CEO RELATIONSHIP

None

INFORMATION ITEMS

- 18.02.37 Council received the following information items from the CEO:**
- N1. MEMBERSHIP STATISTICS AS AT FEBRUARY 28, 2018**
 - N2. FINANCIAL STATEMENT AS AT JANUARY 31, 2018**
 - N3. THE COUNCIL ONE PAGER MARCH 2018**
 - N4. CREATING UNCONVENTIONAL SOLUTIONS**
 - N5. ENGAP GRAD DINNER INVITATION**
 - N6. DORN VS. ENGINEERS GEOSCIENTISTS MANITOBA - APPEAL COURT DECISION**

President Epp stated that given the available time, Council would discuss items N7 and N8.

N7. RETURN TO ACTIVE PRACTICE GUIDELINE

President Epp stated that legislation does not exist that points to the definition of or approval of guidelines by Council. He suggested that a By-law be created that clarifies the definition of practice guidelines and a member's obligation to follow them.

It was MOVED by Ruth Eden and SECONDED by John Guenther that Council approves the Return to Active Practice Guideline and asks the Bylaw Task Group to draft legislation to codify the authority of Council approved guidelines.

As councillor on the Continuing Competency Committee, Ruth Eden spoke to the background of the guideline. President Epp mentioned that there are multiple guidelines on the website, but the ones that have been approved by Council are not identified as such.

It was suggested that the motion be split into two separate motions.

Friendly amendment to remove "and asks that the Bylaw Task Group to draft legislation to codify the authority of Council approved guidelines."

President Epp called the question on the amended motion and Council voted.

CARRIED

It was MOVED by John Guenther and SECONDED by Florence Lee that Council asks the By-law Task Group to draft legislation to codify the authority of Council approved guidelines.

It was suggested that the By-law Task Group be changed to say Council By-law Task Group to be consistent with the Action Item List.

Friendly amendment to remove "By-law Task Group" and replace it with "Council By-law Task Group".

President Epp called the question on the amended motion and Council voted.

CARRIED

President Epp passed the role of Chair to Vice-President Eden.

N8. GOOD STANDING POLICY

President Epp noted that the term "Good standing" is used in a number of places, but never defined.

It was MOVED by Jonathan Epp and SECONDED by Florence Lee that Council asks the Council By-law Task Group to draft legislation that would incorporate the proposed definition for “Good Standing” into Bylaw.

It was observed that the Code of Ethics was not included in point 3(a). It was suggested that this could be reviewed by the task group.

Vice-President Eden called the question on the motion and Council voted.

CARRIED

Vice-President Eden passed the role of Chair back to President Epp.

FURTHER INFORMATION ITEMS

- 18.02.38 Council received the following information items:**
**Q1. LETTER OF JANUARY 16, 2018 FROM ALAN POLLARD
RESPONSE TO LETTER**
Q2. APPEAL DECISION
Q3. ENGINEERS CANADA CELEBRATES NATIONAL ENGINEERING MONTH
Q4. GEOSCIENTISTS CANADA APPOINTS NEW CEO
Q5. LINDSAY POSTER CHILD ("NICE TO KNOW")

SELF-EVALUATION

- 18.02.39** President Epp asked councillors to fill out the evaluation form for today’s meeting. Council made round table comments about the meeting and noted that it was a productive meeting with good engagement, good time management and a good Ownership Linkage presentation.

18.02.40 **ADJOURNMENT**

The meeting adjourned at 3:48 p.m.

The next meeting of Council will be held at 12:30 p.m., Thursday, May 17, 2018.

Jonathan Epp, P.Eng., FEC
President

Grant Koropatnick, P.Eng. FEC
CEO & Registrar