

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held on Thursday, January 16, 2020 at 870 Pembina Hwy, Winnipeg, Manitoba, R3M 2M7.

PRESENT: Jitendra Paliwal presiding; Vaibhav Banthia; Ruth Eden; Carolyn Geddert; Neil Klassen; Cheryl Lashek; Katrine Levesque; Jason Mann; Linda Murphy; Allan Silk; Ian Smallwood; Efrem Teklemariam; Izabela Witkowska

ALSO PRESENT: Grant Koropatnick; Fiona Hillier; Dawn Nedohin-Macek; Annie Dietrich; Alex Beveridge

REGRETS: Christina McDonald

OBSERVERS: Nicole Everett; Mike Gregoire; Scott Sarna; Lisa Stepnuk; Dave Ennis

20.01.1 CALL TO ORDER

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

20.01.2 TRADITIONAL TERRITORIES ACKNOWLEDGEMENT

President Paliwal 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.

20.01.3 INTRODUCTIONS

President Paliwal welcomed everyone to the meeting and introduced guests Dawn Nedohin-Macek, Engineers Canada Manitoba Director and Ownership Linkage presenters Annie Dietrich, P.Eng., P.Geo. and Alex Beveridge, P.Eng.

20.01.4 ADOPTION OF AGENDA

President Paliwal asked if there were any changes to the agenda. Hearing none, the agenda was approved as circulated.

20.01.5 CONFLICT OF INTEREST DECLARATION

President Paliwal asked Council if anyone had a conflict of interest to declare.

Councillors Levesque and Geddert noted a perceived conflict with Information Item N3 and agreed not to participate in any discussion that may take place.

President Paliwal asked Council to observe a moment of silence for the victims of Flight PS752 crash on January 8, 2020.

20.01.6 MINUTES OF THE COUNCIL MEETING DECEMBER 5, 2019

President Paliwal asked if there were any corrections to the minutes of the meeting of December 5, 2019. Hearing none, the minutes were adopted as circulated.

OWNERSHIP LINKAGE

20.01.7 O1. Annie Dietrich, P.Eng., P.Geo. and Alex Beveridge, P.Eng. present Technical Women of KGS Task Force and linkages to Manitoba 2030 Coalition

At 12:36 p.m. President Paliwal invited Annie Dietrich and Alex Beveridge to deliver their presentation to Council.

Annie Dietrich and Alex Beveridge introduced themselves and provided some background on the KGS Task Force which was established to improve the culture, recruitment and retention of women within their organization and led to the creation of the Technical Women of KGS Group.

The group is actively involved in both internal events (TED Talks, Lunch & Learn Presenters) and external events (Women in Engineering and Geosciences Mentorship Program, industry sponsored events). Their efforts are focused on creating braver spaces for junior engineers, establishing an informal support network and being a resource for HR and Senior Management (i.e. parental leave policies).

The group applauded the leadership shown by the Association and suggested that guidance documents regarding diversity initiatives (i.e. business case examples, sample policies on hiring, parental leave, etc.) be developed and provided as a resource for similar groups.

The group identified challenges faced within their organization (culture shift, lack of women in senior roles) and those faced by women within the Consulting Industry ("motherhood penalty", lack of strong negotiating skills). It was suggested that workshops and training opportunities (both technical and non-technical) could help to overcome these challenges.

The floor was open to questions and comments from Council.

At 1:15 p.m. President Paliwal thanked Annie and Alex for their presentation.

REPORTS TO COUNCIL

20.01.8 B1. CHAIR'S REPORT - PRESIDENT JITENDRA PALIWAL, P.ENG., FEC
President Paliwal noted the he would be attending the AGM for the Chinese Members Chapter on Saturday and that he and Grant would be meeting with Dean Beddoes next month to discuss Grant's presentation to the Faculty of Engineering.

20.01.9 B2. ENGINEERS CANADA ANNUAL REPORT
President Paliwal asked if there were any questions on the report. Hearing none, he thanked Dawn for the report.

CONSENT AGENDA

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

C1. APPLICATIONS APPROVED BY THE REGISTRATION COMMITTEE

Council received a list of applications approved by the Registration Committee between December 1, 2019 and December 31, 2019.

C2. MANUAL OF ADMISSIONS - SMALL EDIT

Council referred to a Background memo from the Director of Admissions dated January 16, 2020, which informed Council of the changes made to Section 9 of the Manual of Admissions which were adopted by the Registration Committee.

C3. PAKISTAN MEMBERS CHAPTER

Council referred to a Background memo from Grant Koropatnick dated January 16, 2020.

Council approved the constitution and by-laws of the Pakistan Members Chapter Constitution, thereby establishing it as a chapter under By-law 19.3.

C4. NIGERIAN MEMBERS CHAPTER

Council referred to a Background memo from Grant Koropatnick dated January 16, 2020.

Council approved the constitution and by-laws of the Nigerian Members Chapter Constitution, thereby establishing it as a chapter under By-law 19.3.

COUNCIL EDUCATION

20.01.11 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING

President Paliwal noted that many councillors were satisfied with the December meeting. Vice President Mann was pleased to see names beside the comments.

20.01.12 D2. ENGINEERS GEOSCIENTISTS MANITOBA - A HUMAN ENTERPRISE

Council referred to a document from Grant Koropatnick dated January 16, 2020. Grant spoke to the document and emphasized the value of time and work given by volunteers.

ENDS

None

GOVERNANCE

20.01.13 G1. 2019 AGM RESOLUTION #1 DRAFT NOTICE TO MEMBERS

Council referred to Decision Background memo from Grant Koropatnick dated January 16, 2020.

It was MOVED by Ruth Eden and SECONDED by Carolyn Geddert that Council adopts the proposed notice to members as presented.

Council reviewed the notice and discussed whether including the legal opinion was necessary. Council agreed to amend the last paragraph of the notice to say "On the basis of a legal opinion received on the validity of the special meeting held September 19, 2019, the meeting was properly constituted. As a result, the Resolution #1 submitted to the 2019 AGM will not be adopted."

Friendly Amendment to change "that Council adopts the proposed notice to members as presented" to "that Council adopts the proposed notice to members as amended".

The friendly amendment was accepted by the mover and seconder.

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

Councillor Smallwood - opposed
CARRIED

It was MOVED by Ruth Eden and SECONDED by Allan Silk that in addition to the requirement in by-law 13.8.4 (c) the Secretary will give the above approved notice to members by February 14, 2020.

Councillor Smallwood - opposed
CARRIED

20.01.14 G2. 2020 ANNUAL GENERAL MEETING

Council referred to a Decision Background memo from Grant Koropatnick dated January 16, 2020.

It was MOVED by Jason Mann and SECONDED by Vaibhav Banthia that Council approves that the 2020 Annual General Meeting take place at 1:30 p.m. Thursday, October 15 at the RBC Convention Centre in conjunction with the Ingenium Conference.

CARRIED

20.01.15

G3. SPECIAL MEETING FOR 2020 BY-LAW DISCUSSION

Council referred to a Decision Background memo from Grant Koropatnick dated January 16, 2020.

It was MOVED by Carolyn Geddert and SECONDED by Neil Klassen that Council approves the expedited vote on proposed by-laws to coincide with the voting period for the 2020 Council Election.

Council reviewed the pros and cons for aligning the voting periods and calling a special meeting to provide the best opportunity to engage members.

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

Councillor Silk – opposed
CARRIED

It was MOVED by Vaibhav Banthia and SECONDED by Izabela Witkowska that Council approves a special meeting, on September 17, 2020, whose purpose will be to discuss by-law proposals.

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

CARRIED

20.01.16

G4. REVISION TO POLICY GP-8.12

Council referred to a Decision Background memo from Councillor Silk dated January 16, 2020.

It was MOVED by Allan Silk and SECONDED by Ruth Eden that Council approves the revisions to policy GP-8.12 as presented.

Council discussed the purpose of the committee to be a resource to Council on difficult issues, and that a referral of any issue could come from anywhere. Council agreed to remove sub-points (a) through (f) in GP-8.12(1).

Friendly amendment to change “that Council approves the revisions to policy GP-8.12 as presented” to “that Council approves the revisions to policy GP-8.12 as amended”.

The friendly amendment was accepted by the mover and seconder.

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

CARRIED

20.01.17

G5. REVIEW OF OUTSTANDING ACTION ITEMS LIST

Council considered a memo from Grant Koropatnick dated January 16, 2020 and the cumulative outstanding action list from Council meetings after December 5, 2019.

- Ownership Linkage Committee – in progress
- IC/DC Procedures Manual Task Group – in progress
- 16.03 Appeal Panel – in progress

20.01.18

G6. PLANNING AGENDA FOR THE NEXT MEETING

Council considered a memo from President Paliwal dated January 16, 2020 and the proposed agenda for the next Council meeting on March 12, 2020.

Monitoring reports will be prepared for:

| | | |
|---------|--|-------------------|
| GP-8.7 | Ownership Linkage Committee | Linda Murphy |
| GP-8.10 | Continuing Competency Committee | Cheryl Lashek |
| GP-15 | Council Linkages with Other Organizations | Ian Smallwood |
| E-5 | Practitioners reflect the diversity of the public | Grant Koropatnick |
| EL-3.1 | Financial Condition | Grant Koropatnick |
| EL-6 | Application of The Engineering and Geoscientific Professions Act | Grant Koropatnick |

At 2:33 p.m. President Paliwal announced that Council would take a 15-minute break.

At 2:51 p.m. Council returned from break and President Paliwal 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 3:56 p.m. Council came out of Camera

EXECUTIVE LIMITATIONS AND ENDS

20.01.23

M1. EL-4 ASSET PROTECTION & RISK MANAGEMENT - KOROPATNICK

Review of Monitoring Report by Grant Koropatnick dated January 16, 2020. It was MOVED by Vaibhav Banthia and SECONDED by Izabela Witkowska that Council accepts the reasonable interpretation of the policy statements and approves this report.

CARRIED

20.01.24 M2. E-4 STAKEHOLDERS UNDERSTAND AND VALUE THE CONTRIBUTION OF THE PROFESSIONS - KOROPATNICK

Review of Monitoring Report by Grant Koropatnick dated January 16, 2020.

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

CARRIED

COUNCIL PERFORMANCE

20.01.25 P1. GP-8.9 REGISTRATION COMMITTEE - LEVESQUE

Monitoring Report by Councillor Levesque dated January 16, 2020

It was MOVED by Katrine Levesque and SECONDED by Carolyn Geddert that Council approves this monitoring report.

CARRIED

20.01.26 P2. GP-8.12 PUBLIC INTEREST REVIEW COMMITTEE - SILK

Monitoring Report by Councillor Silk dated January 16, 2020

It was MOVED by Allan Silk and SECONDED by Efrem Teklemariam that Council approves this monitoring report.

CARRIED

20.01.27 P3. GP-12 COST OF GOVERNANCE - TEKLEMARIAM

Monitoring Report by Councillor Teklemariam dated January 16, 2020

It was MOVED by Efrem Teklemariam and SECONDED by Allan Silk that Council approves this monitoring report.

CARRIED

EXECUTIVE LIMITATIONS

None

COUNCIL-CEO RELATIONSHIP

None

INFORMATION ITEMS

20.01.28 COUNCIL RECEIVED THE FOLLOWING INFORMATION ITEMS:

- N1. Membership Statistics as at December 31, 2019
- N2. Financial Statement as at November 30, 2019

At 4:04 p.m. President Paliwal passed the role of Chair to Vice-President Mann and excused himself from the meeting.

- N3. 17.19 Appeal Panel Decision.

At 4:08 p.m. President Paliwal returned to the meeting. Vice President Mann passed the role of Chair back to President Paliwal.

- N4. Competency-Based Assessment System
- N5. IC Approved Authentication Guideline
- N6. Centennial Celebration Update

SELF-EVALUATION

20.01.29 V1. EVALUATION PAGE FOR THIS MEETING

President Paliwal asked for councillors to fill out the evaluation form for today's meeting.

FYI 'NICE TO KNOW' INFORMATION

20.01.30 F1. LETTER OF WARNING (FROM THE ARCHIVES) - REMEMBERING Y2K

ADJOURNMENT

20.01.31 The meeting adjourned at 4:24p.m.

The next Council meeting will be Thursday, March 12, 2020, at 12:30 p.m.

Jitendra Paliwal, P.Eng., FEC
President

Grant Koropatnick, P.Eng., FEC
CEO & Registrar