

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held online and at 870 Pembina Hwy, Winnipeg, MB on Thursday, March 16, 2023.

PRESENT: Ian Smallwood presiding; Jessica Adelman; David Amorim; Kathryn Atamanchuk; Mike Houvardas; Christina McDonald; Crystal Paculan; Alan Pollard; Celine Rivard; Allan Silk; Lisa Thomson; Shipra Verma; Eric Yang

ALSO PRESENT: Doug Bell; Michael Gregoire; Fiona Hillier; Angela Moore; Dawn Nedohin-Macek; Scott Sarna; Lisa Stepnuk; Ian Wiebe; Anjanette Zielinski

OBSERVERS: Dave Ennis

23.02.1 CALL TO ORDER

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

23.02.2 TRADITIONAL TERRITORIES ACKNOWLEDGEMENT

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

23.02.3 INTRODUCTIONS

President Smallwood welcomed everyone to the meeting and introduced guests; Engineers Canada Manitoba Director, Dawn Nedohin-Macek, Geoscientists Canada Manitoba Director, Doug Bell, and Ownership Linkage presenter Jessica Vandenberghe.

23.02.4 ADOPTION OF AGENDA

President Smallwood asked if there were any proposed changes or additions to the agenda. Hearing none, the agenda was adopted as presented.

23.02.5 CONFLICT OF INTEREST DECLARATION

President Smallwood asked if anyone had a conflict of interest to declare. Hearing none, Council was reminded that one could be declared at any time, for any item on the agenda.

23.02.6 MINUTES OF THE COUNCIL MEETING JANUARY 19, 2023

President Smallwood asked if there were any corrections to the minutes of the January 19, 2023 Council meeting. Hearing none, the minutes were adopted as circulated.

OWNERSHIP LINKAGE PRESENTATION

23.02.7 O1. JESSICA VANDENBERGHE, P.ENG. (GUIDING STAR CONSULTING)

At 12:34 p.m. Lisa Stepnuk, Director of Equity and Representation, introduced Jessica Vandenberghe.

Jessica thanked Council for the opportunity to present and provided some background information on herself. She spoke of the Equity & Engagement in Professional Regulation project and highlighted the four themes that came out of the environmental scan which included,

- Public and regulatory expectations are changing,
- Diverse, equitable, and inclusive (DEI) workplaces are delivering results,
- Regulation language is becoming more explicit, and
- Canada is learning the truth and starting to reconcile.

She spoke of the timeline and noted that the first phase of the project (i.e., environmental scan) was near completion. The next phase would be consultation, to be completed July 2023, and the final phase would be strategy development, to be completed by the end of 2023.

At 12:55 pm the floor was open to questions and comments.

At 1:00 p.m. President Smallwood thanked Jessica for her presentation.

At 1:01 p.m. Jessica Vandenberghe left the meeting.

REPORTS TO COUNCIL

23.02.8

B1. CHAIR'S REPORT - PRESIDENT IAN SMALLWOOD, P.ENG.

President Smallwood reported on the events he attended since the last meeting of Council, which included the Engineers Canada Presidents Group meeting, the Engineers Canada Board meeting, and the Engineers Canada Strengthening Collaboration and Harmonization workshop. He commented that he will be attending the UMES graduation dinner next week and reported that the Executive Committee had been working with the HR consultant on developing recommendations for the CEO/Registrar succession.

23.02.9

B2. ENGINEERS CANADA DIRECTOR'S REPORT

Dawn Nedohin-Macek spoke to the highlights of her report which included the Strengthening Collaboration and Harmonization workshop held at the Association office on March 9, the update to the website for Future of Engineering Accreditation, and the 30 by 30 annual national conference in May.

At 1:08 p.m. Dawn Nedohin-Macek left the meeting.

23.02.10

B3. GEOSCIENTISTS CANADA DIRECTOR'S REPORT

Doug Bell spoke to the highlights of his report which included an update on the Public Reporting for Professionals Short Course, and the fossil-free careers campaign in the UK.

He then gave a presentation of Geoscientists Canada Implementation (Strategic) Plan Renewal, and spoke of its purpose, initiatives, and timeline.

- 23.02.11 B4. FINANCE COMMITTEE REPORT**
Councillor Amorim, Chair of the Finance Committee spoke to the report, which included the financial statement as of January 31, 2023 and a summary of any significant variances reported YTD. He commented that a draft of the 2024 budget would be presented to Council at their May meeting.
- 23.02.12 B5. GOVERNANCE TASKFORCE REPORT**
Councillor McDonald, Vice Chair of the taskforce, provided a verbal report on the work done to date. The next meeting was scheduled for Tuesday, May 28th and every second Tuesday after that.
- 23.02.13 B6. BY-LAW REVIEW COMMITTEE REPORT**
Michael Gregoire spoke to the highlights of the report and the work of the committee done to date.

CONSENT AGENDA

- 23.02.14** 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 January 1, 2023 and February 28, 2023.

COUNCIL EDUCATION

- 23.02.15 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING**
President Smallwood commented that feedback was appreciated and asked Council if there were any further comments. Hearing none, he continued with the agenda.

At 1:46 p.m. Mike Houvardas left meeting

GOVERNANCE

- 23.02.16 G1. 2023 ANNUAL GENERAL MEETING LOCATION**
Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar (Acting), dated March 16, 2023.

MOTION: It was MOVED by Celine Rivard and SECONDED by Christina McDonald that Council confirms that the location of the 2023 Annual General Meeting will be in Winnipeg, Manitoba.

CARRIED

At 1:49 p.m. Mike Houvardas returned to the meeting

The president asked staff to provide Council with their recommendation for the AGM venue, based on the feedback received during the meeting.

23.02.17 G2. COFA APPLICATIONS BY OWNERS

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar (Acting), dated March 16, 2023.

MOTION: It was MOVED by Allan Silk and SECONDED by David Amorim that Council directs the Registrar to consider a sole director, officer and shareholder of a company applying for a certificate of authorization (CofA) to be a “full- time employee” of the corporation for compliance with the requirement in 16(1)(b) of the Act.

CARRIED

23.02.18 G3. CENTENNIAL RECOGNITION ENDOWMENT FUND

Council referred to a Decision Background memo from Lisa Stepnuk, EIT, Director of Equity and Representation, dated March 16, 2023.

Lisa Stepnuk spoke to the background of the fund and the terms of reference.

MOTION: It was MOVED by Christina McDonald and SECONDED by Celine Rivard that Council approves the Terms of Reference, as presented, for the five engineering bursaries to be allocated to the Price Faculty of Engineering and approves the proposed Terms of Reference for the one geoscience bursary to be allocated to the Clayton H. Riddell Faculty of Environment, Earth, and Resources.

CARRIED

23.02.19 G4. 2023 ENGINEERS CANADA ANNUAL MEETING OF MEMBERS - PROPOSED MOTION

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar (Acting), dated March 16, 2023.

President Smallwood transferred the role of chair to Vice President Atamanchuk.

MOTION: It was MOVED by Ian Smallwood and SECONDED by Allan Silk that it is the will of Council that representatives from Manitoba vote in favor of the motion being put forward at the upcoming 2023 Engineers Canada Annual Meeting of Members by the President of Nova Scotia regarding raising the majority needed to pass any motion at any Engineers Canada Meeting of Members, as detailed in the motion briefing note provided by the President of Nova Scotia.

A friendly amendment was proposed to replace “representatives” to “the President”. The mover and seconder agreed to the amendment.

AMENDED MOTION: It was MOVED by Ian Smallwood and SECONDED by Allan Silk that it is the will of Council that the President vote in favor of the motion being put forward at the upcoming 2023 Engineers Canada Annual Meeting of Members by the President of Nova Scotia.

CARRIED

23.02.20

G5. COUNCIL MEETING SCHEDULE

Council referred to a Decision Background memo from President Smallwood, dated March 16, 2023.

MOTION: It was MOVED by Ian Smallwood and SECONDED by Eric Yang that Council approves adding one additional Council meeting per year, with the intention that future schedules generally include setting the Council retreat for the beginning of November and the first formal Council meeting for mid-November. To reflect this, policy GP-6 2.1 will be modified, replacing the word "six" with "seven".

CARRIED

Vice President Atamanchuk transferred the role of chair back to President Smallwood.

23.02.21

G6. REGISTRATION COMMITTEE APPOINTMENT

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar (Acting), dated March 16, 2023.

MOTION: It was MOVED by Kathryn Atamanchuk and SECONDED by Christina McDonald that Council approves the appointment of Christian Bohm, P.Ge. to the Registration Committee for a two-year term.

At 2:48 p.m. Councillor Verma left the meeting.

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

CARRIED

At 2:49 p.m. Councillor Verma returned to the meeting.

23.02.22

G7. 2023 NOMINATING COMMITTEE APPOINTMENTS

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar (Acting), dated March 16, 2023.

MOTION: It was MOVED by Jessica Adelman and SECONDED by Crystal Paculan that Council appoints the following members to the 2023 Nominating Committee, Dilruba Jeba, EIT, Alix Cruickshank, P.Ge., Efreem Teklemariam, P.Eng., and Cee Nguyen, P.Eng.

CARRIED

23.02.23

G8. AUDIT COMMITTEE APPOINTMENTS

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar (Acting), dated March 16, 2023.

MOTION: It was MOVED by Allan Silk and SECONDED by Kathryn Atamanchuk that Council appoints the following members to the 2023 Audit Committee, Sebastien Tremblay, P.Eng., Don Bergen, CPA, CA.

CARRIED

MOTION: It was MOVED by Kathryn Atamanchuk and SECONDED by David Amorim that Council appoints Don Bergen as Chair and Christina McDonald as Vice Chair of the 2023 Audit Committee.

CARRIED

23.02.24 G9. APPOINTMENT OF OFFICER OF ENGINEERS GEOSCIENTISTS MANITOBA

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar (Acting), dated March 16, 2023.

MOTION: It was MOVED by Kathryn Atamanchuk and SECONDED by Jessica Adelman that Council approves that Ian Wiebe, Manager of Finance, be appointed as an 'officer' of Engineers Geoscientists Manitoba, in accordance with By-law 5.1(c).

At 3:13 p.m. Councillor Verma left the meeting.

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

CARRIED

At 3:14 p.m. Councillor Verma returned to the meeting.

At 3:15 p.m. Doug Bell left the meeting

At 3:15 p.m. Council took a break

At 3:27 p.m. Council returned from break

At 3:27 p.m. President Smallwood 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 3:48 p.m. Councillor Thomson left the meeting

At 3:56 p.m. Council came out of Camera

EXECUTIVE LIMITATIONS AND ENDS

23.02.27 M1. E-2 PRACTITIONERS PRACTICE WITH COMPETENCE AND CONDUCT THEMSELVES PROFESSIONALLY - GREGOIRE

Michael Gregoire, CEO & Registrar (Acting), spoke to his monitoring report, dated March 16, 2023.

Hearing no objections, the monitoring report was accepted.

23.02.28 M2. E-5 PRACTITIONERS REFLECT THE DIVERSITY OF THE PUBLIC - GREGOIRE

Michael Gregoire, CEO & Registrar (Acting), spoke to his monitoring report, dated March 16, 2023.

Hearing no objections, the monitoring report was accepted.

Council discussed the recommendation to review the Ends and it was advised that this wait until the governance review process determines whether Council will still be involved with Ends-type analysis.

23.02.29 M3. EL-3 FINANCIAL CONDITION - GREGOIRE

Michael Gregoire, CEO & Registrar (Acting), spoke to his monitoring report, dated March 16, 2023.

Hearing no objections, the monitoring report was accepted.

23.02.30 M4. EL-6 APPLICATION OF THE ENGINEERING AND GEOSCIENTIFIC PROFESSIONS ACT - GREGOIRE

Michael Gregoire, CEO & Registrar (Acting), spoke to his monitoring report, dated March 16, 2023.

Hearing no objections, the monitoring report was accepted.

It was suggested that a list of the monitoring reports' recommendations be created, so they can be retained and considered during the governance review process.

COUNCIL PERFORMANCE

23.02.31 P1. GP-8.7 OWNERSHIP LINKAGE COMMITTEE - ATAMANCHUK

Monitoring Report by Vice President Atamanchuk – deferred

23.02.32 P2. GP-8.10 CONTINUING COMPETENCY COMMITTEE - RIVARD

Councillor Rivard spoke to her monitoring report dated March 16, 2023. On the basis of this review, Council was compliant with the administration of this policy, except with section 4.2 (Chair term of office).

At 4:35 p.m. Councillor Verma left the meeting

Council agreed to ask staff to renew efforts to find a new Chair for the Continuing Competency Committee, including approaching existing committee members as well as asking the volunteer coordinator to put out a call for volunteers.

Hearing no objections, the monitoring report was accepted.

23.02.33 P3. GP-15 COUNCIL LINKAGES WITH OTHER ORGANIZATIONS - THOMSON

Council reviewed the monitoring report by Councillor Thomson dated March 13, 2022. On the basis of this review, Council was compliant with the administration of this policy, except with section 2.1 (Legislated linkages with other organizations).

Council discussed whether there was interest, from either side, in re-populating either of the joint boards, or if the requirement in the Act should be removed.

Council agreed to ask Scott Sarna, Director of Government Relations, to add the removal of the this requirement to the list of future Act changes.

Hearing no objections, the monitoring report was accepted.

INFORMATION ITEMS

23.02.34 COUNCIL RECEIVED THE FOLLOWING INFORMATION ITEMS:

- N1. Planning agenda for the next meeting
- N2. Membership statistics as at February 28, 2023
- N3. Fair Registration Practices Office 2022 Review Report

At 4:49 p.m. Councillor Paculan left the meeting

- N4. Permit Dispute Resolution Regulation & Performance Standards Regulation
- N5. Approval of Posthumous P.Eng. to deceased EIT
- N6. Engineers Canada National Position Statements

SELF-EVALUATION

23.02.35 V1. EVALUATION PAGE FOR THIS MEETING

President Smallwood asked for councillors to complete and submit the evaluation form for today's meeting.

ADJOURNMENT

23.02.36 The meeting adjourned at 5:00 p.m.

The next Council meeting will be Thursday, May 11, at 12:30 p.m.

Ian Smallwood, P.Eng.
President

Michael Gregoire, P.Eng., FEC
CEO & Registrar (Acting)