

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held online and at 870 Pembina Hwy, Winnipeg, MB on Thursday, December 14, 2023.

PRESENT: Kathryn Atamanchuk presiding; Jessica Adelman; David Amorim; Mike Houvardas; Carol Martiniuk; Christina McDonald; Crystal Paculan; Alan Pollard; Ian Smallwood; Lisa Thomson; Kyle Ward; Steven Wu

ALSO PRESENT: Doug Bell; Michael Gregoire; Fiona Hillier; Curt Hull; Paul Labossiere; Angela Moore; Dawn Nedohin-Macek; Raphael Nwabuzor; Scott Sarna; Malcom Shield; Lisa Stepnuk; Ian Wiebe; Anjanette Zielinski

REGRETS: Shipra Verma

OBSERVERS: Liam Ager; Samantha Cambell-Mymko; Dave Ennis; Monika Franz-Lien; David Grant; Mitchell Haw; Tim Klassen; Blair Mukanik; Linda Murphy; Gabriel Nadeau; Chelsea Nguyen; Cella Lao Rousseau; Katy Schram; Arnulfo Tan Jr.; Brittany Toews

23.07.1 CALL TO ORDER

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

23.07.2 TRADITIONAL TERRITORIES ACKNOWLEDGEMENT

President Atamanchuk 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.

23.07.3 INTRODUCTIONS

President Atamanchuk welcomed councillors, staff, invited guests and observers to the December Council meeting.

23.07.4 ADOPTION OF AGENDA

President Atamanchuk noted that Applications approved by the Registration Committee is now in the Information Item section and an update related to the APEGA appeal will be added to the Governance section.

Past Present Smallwood asked that item C1 be removed from the Consent Agenda and added to the Governance section. President Atamanchuk noted that C1 would become G1, and the remaining items will be renumbered accordingly.

Hearing no further changes, the agenda was adopted as amended.

23.07.5 MOMENT OF SILENCE – NATIONAL DAY OF REMEMBRANCE

President Atamanchuk spoke on the National Day of Remembrance and a moment of silence was observed in memory of the 14 women who were tragically murdered during the Ecole Polytechnique massacre on December 6, 1989.

23.07.6 MINUTES OF THE COUNCIL MEETING NOVEMBER 16, 2023

President Atamanchuk asked if there were any corrections to the minutes of the Council meeting on November 16, 2023. Hearing none, the minutes were adopted as circulated.

OWNERSHIP LINKAGE

23.07.7 O1. OWNERSHIP LINKAGE PRESENTATION – DR. PAUL LABOSSIERE, P.ENG.

President Atamanchuk welcomed Dr. Paul Labossiere, Associate Dean of Design Education, Director of the Centre for Engineering Professional Practice and Engineering Education, Price Faculty of Engineering, University of Manitoba, and Warden of Camp 8, for the Corporation of the Seven Wardens.

Dr. Labossiere provided a brief history on the 98-year-old ritual of the calling of an engineer. He noted that the individual camps are governed by the Corporation of the Seven Wardens and that each camp is provided with a manual of camp practice that they are required to follow.

The Corporation initiated a formal review committee, prompted by the Retool the Ring statement, to look at the language used in the ritual, with the intent to make it more inclusive. Paul reviewed the Ritual Review document which summarizes the committee’s findings, the case for change and the steps being made by the Corporation to implement a new ceremony for the 100-year anniversary.

The Camp Wardens were surveyed as part of the review. Camp 8 provided feedback beyond the survey and strongly encouraged the Corporation to update the wording.

The floor was opened for questions and comments.

President Atamanchuk thanked Dr. Paul Labossiere for his presentation and the invitation to Council and staff to attend the November Iron Ring ceremony.

At 1:10 p.m. Paul Labossiere left the meeting.

23.07.8 CONFLICT OF INTEREST DECLARATION

President Atamanchuk asked if anyone had a conflict of interest to declare. Hearing none, Council was reminded that one could be declared at any time.

REPORTS TO COUNCIL

23.07.9 B1. CHAIR'S REPORT - PRESIDENT KATHRYN ATAMANCHUK, P.ENG., FEC

President Atamanchuk spoke to the highlights in her report, which included a thank you to councillors for attending the Engineers Canada Strategic Plan consultation session on November 17th and the Iron Ring Ceremony on November 21st.

She noted that volunteer calls went out for five Council committees and that it will be the responsibility of the committee members to conduct the interviews and bring forth recommendations to Council. Also, the new Governance and Human Resources Committees are intended to be self-sufficient and will operate without staff support.

President Atamanchuk also commented on the voting rights of the chair and asked the By-law Review Committee to consider revising By-law 4.19, to be in line with Robert's Rules of Order.

- 23.07.10 B2. CEO'S REPORT – MICHAEL GREGOIRE, P.ENG., FEC**
Michael Gregoire spoke to the highlights in his report, which included the progress made by the KPI task group, and the International Engineering Alliance.
- 23.07.11 B3. ENGINEERS CANADA DIRECTOR'S REPORT**
Dawn Nedohin-Macek provided a verbal report which included Engineers Canada 2026 Per Capita Assessment fee increase, Engineers Canada CEO search, and the upcoming Annual Meeting of Members, to be held in Winnipeg, May 2024.
- 23.07.12 B4. GEOSCIENTISTS CANADA DIRECTOR'S REPORT**
Doug Bell spoke to the highlights in his report, which included the 2024-2028 Implementation Plan to be discussed at the upcoming board meeting in January, Geoscientists Canada CEO search, and the search for a new home for Geoscientists Canada's physical office.
- 23.07.13 B5. FINANCE COMMITTEE REPORT**
Councillor Amorim, Chair of the Finance Committee spoke to the highlights in the report, which included the new favourable variance identified in the line item 'Meeting, venue, and speaker costs', due to lower than budgeted costs for video production for the AGM and Awards.

President Atamanchuk noted that the Finance Committee Report had been received.

COUNCIL EDUCATION

- 23.07.14 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING**
President Atamanchuk thanked Council for providing feedback on the November meeting.
- 23.07.15 D2. BACK CHANNELS IN THE BOARDROOM ARTICLE**
President Atamanchuk encouraged councillors to read the article.
- 23.07.16 D3. 2023 COUNCIL RETREAT SURVEY RESULTS**
Michael noted that the results were overall positive, and staff was receptive to hearing any changes that would help to improve the event going forward.

GOVERNANCE

23.07.17 G1. OFFSITE STORAGE RECOMMENDATION FROM THE INVESTIGATION COMMITTEE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated December 14, 2023.

MOTION: It was **MOVED** by Alan Pollard and **SECONDED** that Council approves the recommendation by the Investigation Committee, that all of the investigation and discipline related paper files that are stored offsite be destroyed.

President Atamanchuk opened the floor for discussion.

Council debated if there were any potential risks in destroying the files or any benefits in keeping them.

A friendly amendment was put forward to include “pending legal opinion that does not advise against destruction” to the motion. The mover and seconder agreed to the amendment.

Hearing no further discussion, President Atamanchuk called the question on the amended motion.

AMENDED MOTION: It was **MOVED** by Alan Pollard and **SECONDED** that Council approves the recommendation by the Investigation Committee that all of the investigation and discipline related paper files that are stored offsite be destroyed, pending legal opinion that does not advise against destruction.

CARRIED

23.07.18 G2. RECRUITMENT COMMITTEE MEMBER

Council referred to a Decision Background memo from President Atamanchuk dated December 14, 2023.

President Atamanchuk reported that Past President Smallwood, Chair of the Recruitment Committee, reached out to Jitendra Paliwal, to ask if he would be part of the committee, and Jitendra accepted.

MOTION: It was **MOVED** by Crystal Paculan and **SECONDED** that Council appoints Jitendra Paliwal, P.Eng., FEC to the Recruitment Committee until a hiring decision is made.

CARRIED

23.07.19 G3. APPEAL COMMITTEE MEMBERS

Michael Gregoire, CEO & Registrar, provided an update on the recruitment of committee members.

23.07.20

G4. EXECUTIVE COMMITTEE REPORT TO COUNCIL

Council referred to a Decision Background memo from President Atamanchuk dated December 14, 2023.

MOTION: It was MOVED by Carol Martiniuk and SECONDED that Council appoints Christina McDonald and Ian Smallwood to a task group with the CEO and the Manager of Finance to review the Chapter structure within EGM and potentially recommend changes to the Chapter structure and/or Constitution and By-laws.

CARRIED

23.07.21

G5. QUEER PLUS MEMBERS CHAPTER

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated December 14, 2023.

MOTION: It was MOVED by Jessica Adelman and SECONDED that Council takes from the table the motion from the November 16, 2023 Council meeting relating to Council approving the constitution and by-laws of the Queer Plus Members Chapter, thereby establishing it as a chapter under By-law 19.3.

CARRIED

MOTION: It was MOVED by Steven Wu and SECONDED that Council approves the constitution and by-laws of the Queer Plus Members Chapter, thereby establishing it as a chapter under By-law 19.3.

President Atamanchuk opened the floor for discussion.

Council discussed the equitable treatment of all chapters, and debated whether the chapters should be separated from the Association to mitigate potential risks to the Association.

President Atamanchuk reminded Council that the motion was to approve the Queer Plus Members Chapter and determine whether they meet today's requirement to establish a chapter within the Association.

Concerns were raised that promoting this new category of chapters could cause division, not inclusion, and expand the potential risks to the Association.

Other comments were that this new chapter supports End 5 "Practitioners reflect the diversity of the public" and it follows the overarching theme of all the chapters in that it creates opportunities for engagement for underrepresented groups. Hearing no further discussion, President Atamanchuk called the question on the motion.

CARRIED

President Atamanchuk noted that as chair, she is unable to vote and asked the record to show that she would have voted in favour of the motion.

23.07.22

G6. IRON RING CEREMONY

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated December 14, 2023.

PROPOSED MOTION FOR CONSIDERATION: That Engineers Geoscientists Manitoba communicate with the Corporation of the Seven Wardens to indicate that, although it is clear that progress has begun towards modernizing the Ritual of the Calling of the Engineer, further modernization is required and that the process for implementing these changes must occur in a transparent method. Further, Engineers Geoscientists Manitoba wishes to make it clear to the Corporation of the Seven Wardens, as well as the local camp, that future funding of the Ritual is contingent upon these changes.

President Atamanchuk opened the floor to discussion.

Council considered the information presented by Dr. Labossiere and put forward an alternate motion.

MOTION: It was MOVED by David Amorim and SECONDED that Engineers Geoscientists Manitoba communicate with the local camp and with the Corporation of the Seven Wardens expressing thanks for the invitation to attend the latest iron ring ceremony and presenting at our recent Council meeting. We are encouraged by the progress being made to the modernization and we look forward to seeing the work continue.

CARRIED

23.07.23

G7. ENGINEERS CANADA BOARD – CALL FOR NOMINEES

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated December 14, 2023.

MOTION: It was MOVED by Lisa Thompson and SECONDED that Council directs staff to put a call out to:

- All Past Presidents who are in good standing, and
- All past councillors who are in good standing

to determine who is interested in serving as the Manitoba director on the Engineers Canada Board. Council also appoints Kathryn Atamanchuk, Alan Pollard, and Steven Wu to interview the potential candidates and to make a recommendation to Council as to the nominees that will be presented to Engineers Canada for consideration.

CARRIED

23.07.24

G8. CCC APPOINTMENT

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated December 14, 2023.

MOTION: It was MOVED by David Amorim and SECONDED that Council directs staff to put out a call for volunteers to all professional geoscientist members resident in Manitoba and appoints Jessica Adelman to interview the potential candidates and to make a recommendation to Council for appointment to the Continuing Competency Committee.

CARRIED

At 2:51 p.m. Council took a break

At 3:01 p.m. Council returned from break

23.07.25 G9. UPDATE FROM APEGA

Michael Gregoire reported that Engineers Canada has applied for intervenor status in the APEGA appeal.

President Atamanchuk suggested that Michael speak with legal about the process and cost for Engineers Geoscientists Manitoba to apply for intervenor status. Noting the uncertainty of urgency for action, Council agreed that Michael could report back to the Executive Committee if a response was needed prior to the January 18th Council meeting.

MOTION: It was MOVED by Crystal Paculan and SECONDED that Council directs the CEO to engage with legal to determine the process/cost for applying for intervenor status and report back to the Executive Committee.

CARRIED

23.07.26 G10. ENVIRONMENT AND CLIMATE CHANGE PRESENTATION

Council referred to a Decision Background memo from Scott Sarna, Director of Government Relations, dated December 14, 2023.

Scott Sarna thanked Council for the opportunity to present on the Environment and Climate Change project and introduced himself, Curt Hall, and Malcom Shield.

In the presentation, Malcom Shield spoke of the physical risk and the transition risk of climate change and the impacts it has on the engineering and geoscience professions. He reviewed the findings from the 2021 EngGeoMB Member Survey, which showed that 91% of the membership already understand the role that climate change will play in their practice, and that 78% could benefit from additional information.

He reviewed the work done to date (e.g., BRACE, MCRT) and explained that the proposed project would take a deep dive into understanding the implications of climate change on the Association and determine how best to prepare and support the membership as the climate and regulations continue to change.

President Atamanchuk announced that the meeting would now move in camera, with Curt Hull, Scott Sarna and Malcom Shield present, to discuss the Environment and Climate Change project proposal.

At 3:24 p.m. President Atamanchuk 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 4:45 p.m. Council came out of Camera and took a break

At 4:46 p.m. Councillor McDonald left the meeting

At 4:49 p.m. Council returned from break

EXECUTIVE LIMITATIONS AND ENDS

23.07.30 M1. E-5 PRACTITIONERS REFLECT THE DIVERSITY OF THE PUBLIC - GREGOIRE

Michael Gregoire, CEO & Registrar spoke to his monitoring report dated December 14, 2023.

Hearing no further discussion, President Atamanchuk noted that the recommendation to review E-5 would be added to the action item list for the Governance Committee and that the monitoring report for E-5 had been received.

23.07.31 M1. EL-9 EMERGENCY EXECUTIVE SUCCESSION - GREGOIRE

Michael Gregoire, CEO & Registrar spoke to his monitoring report dated December 14, 2023.

It was MOVED by David Amorim and SECONDED that Council accepts the reasonable interpretation of the policy statement and approves this report.

CARRIED

COUNCIL PERFORMANCE

23.07.32 P1. GP-13 COUNCIL MEMBER ORIENTATION - WU

Councillor Wu spoke to his monitoring report, dated December 14, 2023.

President Atamanchuk noted that the monitoring report for GP-13 had been received.

23.07.33 P2. GP-14 PRIMARY COUNCIL LINKAGES - AMORIM

Vice President Amorim spoke to his monitoring report, dated December 14, 2023.

President Atamanchuk noted that the monitoring report for GP-14 had been received.

INFORMATION ITEMS

23.07.34 COUNCIL RECEIVED THE FOLLOWING INFORMATION ITEMS:

- N1. Applications approved by the Registration Committee
- N2. Planning agenda for the next meeting
- N3. Membership statistics as at November 30, 2023
- N4. Engineers Canada – national workshop on collaboration and harmonization summary
- N5. Engineers Canada 2026 Per Capita Assessment Fee
- N6. Keystone Survey Report
- N7. Curling Funspiel – January 10, 2024
- N8. 2023 Indigenous Environmental Scan
- N9. Thank you letter from the Price Faculty of Engineering
- N10. ASET CEO Message & response from APEGA

SELF-EVALUATION

23.07.35 V1. EVALUATION PAGE FOR THIS MEETING

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

ADJOURNMENT

23.07.36 The meeting adjourned at 5:03 p.m.

The next Council meeting will be Thursday, January 18, 2024 at 12:30 p.m.

Kathryn Atamanchuk, P.Eng., FEC
President

Michael Gregoire, P.Eng., FEC
CEO & Registrar