



2026 By-law Proposals

PROPOSAL 1 – BY-LAW 15.3.8 REPORT OF THE INVESTIGATION COMMITTEE	2
PROPOSAL 2 – BY-LAW 10.1 DUES AND FEES	3
PROPOSAL 3 – BY-LAW 10.2 REDUCTION, WAIVER OR DEFERMENT OF DUES	7

Proposal 1 – By-law 15.3.8 Report of the Investigation Committee

Recent changes made to the appeal structure of complaints in *The Engineering and Geoscientific Professions Act* permits dismissals, cautions, and penalties imposed by the Investigation Committee to be appealed to the Appeal Committee.

This by-law change updates the language to match that of the Act and ensures that all complainants are notified of their right to appeal decisions of the Investigation Committee.

Current Wording	Proposed Wording
By-law 15.3.8 Report of the Investigation Committee After completing its investigation, the investigation committee shall give notice to the investigated person and the complainant setting out the decision of the investigation committee under section 35(1) of the Act and the reasons for the decision. If the complaint is dismissed, the complainant shall also be notified of the complainant's right of appeal to the appeal committee and that any such appeal must be accompanied by the complainant's reasons for their appeal.	By-law 15.3.8 Report of the Investigation Committee After completing its investigation, the investigation committee shall give notice to the investigated person and the complainant setting out the decision of the investigation committee under section 35(1) of the Act and the reasons for the decision. If the <u>investigation committee</u>: a) <u>dismisses the</u> complaint <u>under s. 35(1)(c) of the Act</u> is dismissed; b) <u>issues a caution under s. 35(1)(e) of the Act; or</u> c) <u>imposes a penalty under s. 35(1)(f) of the Act;</u> the complainant shall also be notified of the complainant's right to <u>of</u> appeal <u>the investigation committee's decisions</u> to the appeal <u>committee pursuant to s. 36.1(1) and s. 36.1(2) of the Act</u> and that any such appeal must be accompanied by the complainant's reasons for their appeal.

Proposal 2 – By-law 10.1 Dues and Fees

This by-law change clarifies the differences between what a “due” is and what a “fee” is and how and when each is published and is to be remitted.

It also clarifies that all extraordinary dues increases must be voted on by the members, not just for dues increases for profession members.

Current Wording	Proposed Wording
10.1 Dues and Fees (a) On or before December 31 of each calendar year, the council shall publish the dues and fees payable for the upcoming calendar year, based upon the financial needs, objectives, and requirements of the association. (b) Without limiting the generality of the foregoing, by resolution the council may set and/or impose: - dues and fees upon any professional member (whether a general member, an on leave member, or a senior member), intern, student, temporary licensee, and/or specified scope of practice licensee; - fees relating to the admission, registration, cancellation, suspension, reinstatement of any professional member (whether a general member, an on leave member, or a senior member), intern, student, temporary licensee, and/or specified scope of practice licensee;	10.1.1 Dues and Fees (a) On or before December 31 of each calendar year, the council shall <u>establish and</u> publish the <u>annual</u> dues and fees payable for the upcoming calendar year <u>by professional members, holders of certificates of authorization, interns, students, temporary licensees and/or specified scope of practice licensees, which dues shall be</u> based upon the financial needs, objectives, and requirements of the association. (b) Without limiting the generality of the foregoing, by resolution the council may set and/or impose: dues and fees upon any professional member (whether a general member, an on leave member, or a senior member), intern, student, temporary licensee, and/or specified scope of practice licensee; fees relating to the admission, registration, cancellation, suspension, reinstatement of any

Current Wording	Proposed Wording
iii. fees relating to application for and renewal of certificates of authorization, the review and/or assessment of academic credentials and/or written examinations; and iv. fees relating to the late payment of any fees or dues owing to the association; and v. fees relating to any program providing professional liability insurance to any or all members, interns or licensees that the association may, in the discretion of council, participate in. (c) Where council wishes to enact an extraordinary dues increase for professional members for the upcoming year, council shall obtain the approval of a majority of professional members using the process set out in by-laws 16.6.8, 16.6.9, 16.6.10, 16.6.11, and 16.6.12. Notice of and a justification for the proposed extraordinary dues increase shall be issued to all professional members no less than 90 days before the annual general meeting with voting results to be available within 30 days of the notice. (d) All dues and fees published by the council shall be due at or within the timelines so specified in the council's publication and shall be remitted to the registrar in accordance therewith.	professional member (whether a general member, an on leave member, or a senior member), intern, student, temporary licensee, and/or specified scope of practice licensee; iii. fees relating to application for and renewal of certificates of authorization, the review and/or assessment of academic credentials and/or written examinations; and iv. fees relating to the late payment of any fees or dues owing to the association; and v. fees relating to any program providing professional liability insurance to any or all members, interns or licensees that the association may, in the discretion of council, participate in. (c) <u>(b)</u> Where council wishes to enact an extraordinary dues increase for professional members for the upcoming year, council shall obtain the approval of a majority of professional members using the process set out in by-laws 16.6.8, 16.6.9, 16.6.10, 16.6.11, and 16.6.12. Notice of and a justification for the proposed extraordinary dues increase shall be issued to all professional members no less than 90 days before the annual general meeting with voting results to be available within 30 days of the notice.

Current Wording	Proposed Wording
	(d) <u>(c)</u> All dues and fees established and published by the council shall be <u>remitted to the Registrar in accordance with timelines set by the council due at or within the timelines so specified in the council's publication and shall be remitted to the registrar in accordance therewith.</u>
	<u>10.1.2 Fees</u> <u>The council may from time to time establish and publish fees to be paid to the association, including, but not limited to, fees relating to:</u> a) <u>the admission, registration, cancellation, suspension or reinstatement of any professional member, intern, student, temporary licensee, and/or specified scope of practice licensee;</u> b) <u>applications for and renewals of certificates of authorization, the review and/or assessment of academic credentials and/or written examinations;</u> c) <u>the late payment of any fees or dues owing to the association; and</u> d) <u>any program providing professional liability insurance to any or all members, interns or licensees that the association may, in the discretion of the council, participate in.</u> <u>All fees established and published by the council shall take effect on a date to be determined by the council and shall be</u>

Current Wording	Proposed Wording
	<u>remitted to the Registrar in accordance with timelines set by the council.</u>

Proposal 3 – By-law 10.2 Reduction, Waiver or Deferment of Dues

The change proposed clarifies language around what is more broadly referred to as “Dues Relief”. This change would be accompanied by a new Council approved policy, as seen below.

Current Wording	Proposed Wording
10.2 Reduction, Waiver or Deferment of Dues (a) Upon written application to the registrar and in accordance with the policy and terms regarding relief established by resolution of the council from time to time, dues payable to the association may be reduced, waived, and/or deferred. (b) Without limiting the generality of the foregoing, dues payable to the association may be reduced, waived, and/or deferred in the event the applicant tenders evidence satisfactory to the council that that person: - is unemployed; - is not engaging in the practice of professional engineering and/or professional geoscience, as applicable, due to illness, disability, or parental leave; - is a full-time student within a post-graduate university program that is relevant to the practice of professional engineering and/or professional geoscience, as applicable; and/or	10.2 Reduction, Waiver or Deferment of Dues <u>Relief</u> (a) Upon written application to the registrar and in accordance with <u>any applicable policies</u> the policy and terms regarding <u>dues</u> relief established by resolution <u>of</u> the council from time to time, dues payable to the association may be reduced <u>for the year for which the application is made</u> waived, and/or deferred. (b) <u>The council, or its designate, shall have the sole discretion to decide whether an applicant is eligible for dues relief in accordance with any applicable policies established by the council.</u> (c) <u>In the case of an On Leave Member, annual dues shall be reduced in accordance with any applicable policies established by the council from time to time. For greater certainty, On Leave Members shall not be required to submit an application for dues relief pursuant to this by-law.</u> Without limiting the generality of the foregoing, dues payable to the association may be reduced, waived, and/or deferred in the event the applicant tenders evidence satisfactory to the council that that person: is unemployed;

Current Wording	Proposed Wording
iv. is faced with other circumstances, which at the sole discretion of the council, warrant relief from payment of any dues.	ii. is not engaging in the practice of professional engineering and/or professional geoscience, as applicable, due to illness, disability, or parental leave; iii. is a full-time student within a post-graduate university program that is relevant to the practice of professional engineering and/or professional geoscience, as applicable; and/or iv. is faced with other circumstances, which at the sole discretion of the council, warrant relief from payment of any dues.

Policy on Dues Relief

In accordance with By-law 10.2, this policy establishes the principles and terms under which Members, Temporary Licensees, and Interns of the Association may apply for dues relief. The goal of this policy is to ensure fairness and consistency in the application process while supporting individuals facing financial or personal hardships.

Eligibility Criteria for Dues Relief

Members, Temporary Licensees, and Interns may apply for dues relief if they meet one or more of the following criteria, subject to the conditions outlined below:

- 1) Unemployment
 - a. The applicant must be fully unemployed, meaning they are not engaged in any form of employment, whether in Manitoba or elsewhere.
 - b. Underemployment (i.e., working part-time or earning below a certain threshold) does not qualify for dues relief.
 - c. The applicant may only apply for dues relief after three months of continuous unemployment.
- 2) Illness or Disability
 - a. Applicants who are unable to engage in the practice of professional engineering and/or geoscience due to illness or disability may apply for dues relief.
 - b. If applying for dues relief beyond one year (i.e., a second application), the applicant must provide a doctor's note confirming their continued inability to work due to illness or disability.
- 3) Parental Leave
 - a. Applicants on parental leave who are not engaging in professional practice may apply for dues relief.
- 4) Post-Graduate Study
 - a. Applicants enrolled full-time in a post-graduate university program relevant to professional engineering and/or geoscience may apply for dues relief.
- 5) Other Circumstances
 - a. Applicants experiencing other circumstances deemed appropriate by Council may apply for dues relief. Approval is at the sole discretion of Council, based on evidence provided by the applicant.

Terms of Dues Relief

- 1) Reduction of Dues
 - a. All approved applications will result in a 50% reduction of annual dues payable to the Association.
 - b. No option for full waiver or deferment of dues is available under this policy.
- 2) Maximum Duration

- a. Dues relief may be granted for a maximum cumulative period of six years over the course of an applicant's lifetime.

Application Process

1) Submission Requirements

- a. Applicants seeking dues relief must submit a written application to the Registrar, including:
 - i. Evidence supporting their eligibility (e.g., proof of unemployment, enrollment confirmation from an academic institution, parental leave documentation, etc.).
 - ii. For illness or disability-related applications beyond one year, a doctor's note confirming ongoing inability to work must be provided.

2) Review and Approval

- a. Applications will be reviewed by the Registrar, or their designate, in accordance with this policy and By-law 10.2. The Registrar, or their designate, has the right to request additional information or documentation from applicants as needed. If no additional information is required, applications will be processed within 14 calendar days.

Policy Review and Amendments

This policy will be reviewed periodically by Council to ensure alignment with By-law 10.2 and any changes in organizational priorities or member needs.

By implementing this policy, the Association seeks to balance compassion for individuals facing hardships with its responsibility to maintain financial sustainability and uphold professional standards.