

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held online and at 870 Pembina Hwy, Winnipeg, MB on Thursday, January 29, 2026.

PRESENT: Mike Houvardas presiding; David Amorim; Christian Bohm; Steve Brennan; Arshdeep Chauhan; Kaitlin Fritz; Crystal Paculan; Alan Pollard; Justin Rempel; Julia Singh; Lisa Thomson; Brent Turman; Steven Wu

ALSO PRESENT: Stuart Blake; Michael Gregoire; Fiona Hillier; Jitendra Paliwal; Antonio Ruales; Elie Sawaya; Eric Schillberg; Lisa Stepnuk; David Thiessen; Anjanette Zielinski

REGRETS: Richard Marshall; Jason Mann

26.01.1 CALL TO ORDER

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

26.01.2 LAND ACKNOWLEDGEMENT

President Houvardas read a land acknowledgement

26.01.3 INTRODUCTIONS

President Houvardas welcomed councillors, guests, staff, and observers to the meeting. Additionally, President Houvardas extended a welcome to newly appointed lay councillor Brent Turman.

26.01.4 ADOPTION OF AGENDA

President Houvardas requested the following changes to the agenda:

- That items C3 and C4 be removed from the Consent agenda and moved to the Monitoring section, following the Governance section.
- That item G7 be addressed immediately after G1, after which Council will go in camera.
- That a brief second in camera session be held at the end of the meeting.

President Houvardas asked if there were any further changes or additions to the agenda. Hearing none, he called for a motion to adopt the agenda.

It was MOVED by Alan Pollard and SECONDED that Council adopt the agenda as amended.

CARRIED

26.01.5 CONFLICT OF INTEREST DECLARATION

President Houvardas asked if anyone had a conflict of interest to declare on any item on the agenda.

Councillor Turman noted a conflict of interest with Consent Agenda item C7, which pertains to his appointment to the Finance Committee.

Hearing no further declarations, President Houvardas announced that the meeting will proceed with the Reports section of the agenda until the Ownership Linkage presenter was available to join the meeting.

REPORTS TO COUNCIL

26.01.6 B1. CHAIR'S REPORT - PRESIDENT MIKE HOUVARDAS, P.ENG.

President Houvardas highlighted some of the events in his report, including the second round of consultation for the Engineers Canada Governance Review, an Intern Term Limits task group meeting, and the recent Council governance education session.

At 12:40 p.m. Elie Sawaya joined the meeting

OWNERSHIP LINKAGE

26.01.7 OWNERSHIP LINKAGE PRESENTATION:

Elie Sawaya, Secretary and Head of Legal Affairs for OIQ provided a presentation to Council on the legal requirements for prohibiting the use of a Professional Title by Artificial Intelligence (AI). Following the presentation, the floor was opened for comments and questions.

President Houvardas and Council thanked Elie Sawaya for his presentation.

At 12:58 p.m. Elie Sawaya left the meeting

REPORTS TO COUNCIL (cont'd)

26.01.8 B2. CEO'S REPORT – MICHAEL GREGOIRE, P.ENG., FEC

Michael Gregoire provided a summary of his report, highlighting various activities which relate to the strategic imperatives and outcomes within the strategic plan. These included giving feedback to Engineers Canada about updates to the National Member Database, meeting with CTTAM's CEO to discuss Act changes that may involve defining a scope of practice for technologists, and working towards completing a cybersecurity assessment before the end of June.

For the Act Change Report, Mike noted that the next step is the development of drafting instructions which will provide further guidance on the legislative changes. He also highlighted the ongoing engagement and consultation activities.

Michael provided an overview of the items within the Governance Scorecard that have been updated since the December Council meeting.

26.01.9 B3. ENGINEERS CANADA DIRECTOR'S REPORT

Jitendra Paliwal spoke to the recent activities of the board, specifically the ongoing Governance Review which included discussions on whether the board should be

competency-based, the potential inclusion of independent board members, and the debate regarding board size and structure. Jitendra also noted that Manitoba's process for nominating directors was commended as a best practice, being the only regulator to provide multiple candidates for board selection.

At 1:15 p.m. Councillor Paculan joined the meeting

President Houvardas thanked Jitendra Paliwal for his report.

26.01.10 B4. GEOSCIENTISTS CANADA DIRECTOR'S REPORT

President Houvardas informed Council that Jason Mann was unable to attend the meeting and has sent his regrets. He asked councillors to review the Geoscientists Canada Director's Report included in the agenda.

26.01.11 B5. FINANCE COMMITTEE REPORT

Vice President Fritz delivered the report, noting that the variances were nominal compared to the overall budget.

26.01.12 B6. GOVERNANCE COMMITTEE REPORT

Past President Amorim presented the report, highlighting the task groups that have been established to address the actions within the committee's work plan.

CONSENT AGENDA

26.01.13 C1. MINUTES OF THE COUNCIL MEETING DECEMBER 11, 2025

C2. MINUTES OF THE IN CAMERA SESSION OF DECEMBER 11, 2025

C6. NOMINATING COMMITTEE APPOINTMENTS

That Council appoints the following members to the Nominating Committee:

- James Adu, P.Eng.
- Mostafa Ansari, EIT
- Preet Dhingra, P.Eng.
- Joan Santos, P.Eng.

C7. FINANCE COMMITTEE APPOINTMENT

That Council approves the appointment of Councillor Brent Turman to the Finance Committee for a one-year term.

By placement on the consent agenda, council has pre-approved these items with the approval of the agenda at the beginning of the meeting.

COUNCIL EDUCATION

26.01.14 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING

President Houvardas reviewed the comments and feedback from the December meeting.

Following this, President Houvardas stated that the meeting will proceed to item G2 under Governance until all presenters for item G1 were present.

GOVERNANCE

26.01.15 G2. APPROVAL OF DRAFT ORGANIZATIONAL KEY PERFORMANCE INDICATORS (KPIs)

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 29, 2026.

MOTION:

It was MOVED by Kaitlin Fritz and SECONDED that Council approve the draft KPIs presented today to replace the KPI scorecard that was approved at the May 9, 2024 meeting of Council, recognizing that additional reporting for evaluation of strategy performance will continue through the CEO's report and detailed financial performance.

CARRIED

At 1:45 p.m. Jitendra Paliwal left the meeting

At 1:45 p.m. Council went on break

At 1:52 p.m. Councillor Rempel joined the meeting

At 1:53 p.m. Council returned from break

26.01.16 G1. APPROVAL OF LEGISLATIVE PROPOSAL

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 29, 2026.

Eric Schillberg introduced Stuart Blake and David Thiessen from Fillmore Riley, then presented the Legislative Proposal (LP).

At 1:55 p.m. Councillor Brennan joined the meeting

Eric outlined the timeline, key tasks and continued engagement efforts. He reviewed Council's current authority, authority post LP approval and authority after LP submission to Cabinet. The framework and broad topics of the LP were discussed as well as an overview of the objectives and how they were formed.

MOTION:

It was MOVED by David Amorim and SECONDED that Council authorize the formal submission of the Legislative Proposal to the Minister of Labour and Immigration and officials of the Government of Manitoba for the purpose of facilitating formal consideration and preparation for submission to Cabinet; and

that Council permits the Association to submit draft versions, in part or in whole, of the drafting instructions to government and interest holders for the purposes of consultation and engagement prior to Council's formal approval. These purposes shall be for input only, with Council retaining full control over the contents of the drafting instructions until a final version is approved for submission to government.

Eric proposed a friendly amendment to the Legislative Proposal, highlighting two minor refinements. Firstly, that the LP include Stuart Blake, CEO and managing partner at Filmore Riley LLP, as a legal counsel representative on the contact form. Secondly, that the LP reword the proposed use of regulations to provide clearer language. He emphasized that these changes are minor and do not alter the overall intent of the motion.

Hearing no objections, President Houvardas called the question on the motion.

CARRIED

Councillor Pollard requested that his opposition be recorded.

President Houvardas stated that item G5 would be moved up next on the agenda to fit Councillor Rempel's schedule, as he was only able to participate for a narrow window of time in the meeting.

26.01.17

G5. REMUNERATION OF COUNCIL MEMBERS

Council referred to a Decision Background memo from the Remuneration Task Group, dated January 29, 2026.

Councillor Rempel presented the report and the recommendations made by the task group.

MOTION (NO.1):

It was MOVED by Lisa Thomson and SECONDED that Council acknowledge receipt of the Remuneration Task Force Report and approve recommendations 1 through 5 contained at section 7 of the Report.

Concerns were raised about whether introducing honorariums could influence individuals' motivations for serving on Council, and whether it might alter the core values associated with volunteering for the professions.

The distinction between honorariums for Council and those already provided for Appeal and Discipline Committee members was debated, with arguments about time commitment, employer support, and fairness.

Council considered the use of honorariums as a means to attract a diverse range of candidates to Council, while also acknowledging the increasing demands placed on

Council members. Additionally, it was observed that providing an option to decline the honorarium accommodates individual circumstances and personal preferences.

Financial considerations were discussed and Council was assured that the estimated expenses are manageable and can be accommodated without significant hardships to the Association.

President Houvardas called the question on the motion.

CARRIED

Councillor Pollard requested that his opposition be recorded.

MOTION (NO.2):

It was MOVED by Lisa Thomson and SECONDED that Council direct that the Remuneration Task Force Report be submitted to the By-Law Review Committee as part of the 2026 by-law review cycle, to consider any revisions to the existing By-Laws, including By-Law 19.2, which may be necessary to implement the recommendations approved by Council

Michael Gregoire suggested that Council consider pushing the review to the next by-law cycle, due to the topic and potential debate.

A friendly amendment was proposed to remove “as part of the 2026 by-law review cycle” from the motion. The mover and seconder agreed to amendment.

AMENDED MOTION (NO.2):

It was MOVED by Lisa Thomson and SECONDED that Council direct that the Remuneration Task Force Report be submitted to the By-Law Review Committee to consider any revisions to the existing By-Laws, including By-Law 19.2, which may be necessary to implement the recommendations approved by Council

Hearing no objections to the amended motion, President Houvardas called the question.

CARRIED

PROPOSED MOTION (NO.3):

It was MOVED by Lisa Thomson and SECONDED that Council further direct the Governance Committee to review and recommend revisions to any policy of EGM to ensure the implementation of the recommendations resulting from the bylaw changes, should these changes be approved by the membership.

CARRIED

At 2:54 p.m. Councillor Rempel left the meeting.

26.01.18

G7. PTC REQUEST FOR ALTERNATIVE TO D&E INSURANCE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 29, 2026.

Stuart Blake spoke to the request, noting that while the policy in question is similar to liability coverage, there is a gap. The gap is described as narrow and because PTC only provides services to a parent company, the likelihood of a claim is considered low. Blake advised Council to view PTC's request favourably.

MOTION:

It was MOVED by Steven Brennan and SECONDED that in light of additional information received since the November 13, 2025, meeting of Council, that Council (in accordance with 16(2)(e)(ii) of the Act) approve PTC's Commercial General Liability as sufficient coverage to comply with the Act and its intended purpose to protect the public, provided that they submit confirmation annually, in writing that PTC's sole client is its parent company.

Concerns were raised about setting a precedent and questioned whether similar situations might arise or if other firms would seek to adjust their coverage. It was noted that this is a unique situation and unlikely to be common. Council also discussed the implications if the request was not approved.

At 3:04 p.m. Councillor Singh left the meeting

A friendly amendment was proposed to include in the motion that written notice also be provided should the current situation change. The mover and seconder agreed to amendment.

AMENDED MOTION:

It was MOVED by Steven Brennan and SECONDED that in light of additional information received since the November 13, 2025, meeting of Council, that Council (in accordance with 16(2)(e)(ii) of the Act) approve PTC's Commercial General Liability as sufficient coverage to comply with the Act and its intended purpose to protect the public, provided that they

- submit confirmation annually in writing that PTC's sole client is its parent company, and
- notify Engineers Geoscientists Manitoba when the current situation changes.

Hearing no objections to the amended motion, President Houvardas called the question.

CARRIED

At 3:13 p.m. President Houvardas 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 3:34 p.m. Council came out of camera and went on break
At 3:34 p.m. Stuart Blake and David Thiessen left the meeting

At 3:45 p.m. Council returned from break

GOVERNANCE (cont'd)

26.01.21 G3. APEGM-AMLS RESOLUTIONS

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 29, 2026.

MOTION:

It was MOVED by David Amorim and SECONDED that Council create a task group consisting of David Amorim, Lisa Thomson, Mike Houvardas, and Michael Gregoire, who will:

- meet with Engineers Geoscientists Manitoba members, CTTAM, and AMLS to review options that will address potential issues regarding:
 - the 2007 resolutions, and
 - the “AMLS – APEGM Joint Board on Inter-Professional Issues”, and
- make a recommendation back to Council on how to proceed.

CARRIED

26.01.22 G4. PROPOSED POLICY ON STAFF ADVANCEMENT OF WORK

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 29, 2026.

MOTION:

It was MOVED by Kaitlin Fritz and SECONDED that Council ask the Governance Committee to review this policy and make a recommendation back to Council.

CARRIED

26.01.23 G6. ENGINEERS CANADA 2028 PER CAPITA ASSESSMENT FEE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 29, 2026.

MOTION:

It was MOVED by Lisa Thomson and SECONDED that Council direct President Houvardas to vote in favour of setting the 2028 Per Capita Assessment Fee to \$12.00 per Registrant at the May 23, 2026 annual meeting of members of Engineers Canada.

CARRIED

26.01.24

G8. CODES ACCELERATION INFORMATION HUB

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 29, 2026.

Council discussed the Province of Manitoba's request for Engineers Manitoba to lead the development of a centralized information hub to support the Codes Acceleration Fund. Concerns were raised about the tight timeline for spending the allocated funds. Mike also clarified that the project would not return to Council for approval before the next meeting due to the timeline, so the Executive Committee would be asked to approve any agreements, on behalf of Council.

Council agreed that, while it may not be possible to spend all the funds before the deadline, the initiative aligns with the Association's strategic plan.

MOTION:

It was MOVED by Steven Wu and SECONDED that Council approve further discussions between Engineers Geoscientists Manitoba and the Province of Manitoba to partner on:

- the development of an information hub to accelerate the adoption and implementation of the highest feasible energy performance tiers of the national model energy code in Manitoba, as well as
- communication activities that are in alignment with the Codes Acceleration Fund's objectives.

Formal agreements towards these initiatives will not proceed without approval by Engineers Geoscientists Manitoba's Executive Committee.

CARRIED

26.01.25

G9. REVIEW OF OUTSTANDING ACTION ITEMS LIST

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 29, 2026 and the following updates were made,

- IC to develop guideline on limiting liability and bring to Council for input – in progress
- Remuneration Task Group – complete
- CEO Evaluation Review – in progress
- Nominating Committee Appointments – complete
- Intern Term Limits Task Group – in progress
- Engineers Canada Regional CEAB Member Interview Panel – in progress

26.01.26

G10. PLANNING THE AGENDA FOR THE NEXT MEETING

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 29, 2026.

GP-8.10 Continuing Competency Committee – Arshdeep Chauhan
GP-15 Council Linkages with other Organizations – Steven Wu

MONITORING

26.01.27 C3. GP-8.9 REGISTRATION COMMITTEE – THOMSON

Councillor Thomson noted that the report listing individuals who have been accepted as members, licensed, or registered as Engineering or Geoscience Interns has been removed from the agenda.

Council discussed whether to add the report back on the agenda or update the policy to remove this requirement.

MOTION:

It was **MOVED** by Lisa Thomson and **SECONDED** that Council direct the Governance Committee to review policy GP-8.9 regarding the reports to Council listing those accepted for membership, licensed or enrolled as an Engineering Intern or Geoscience Intern.

CARRIED

26.01.28 C4. GP-8.12 PUBLIC INTEREST REVIEW COMMITTEE – PACULAN

Council discussed the policy, noting that it states the committee shall provide recommendations to Council, but questioned how this is possible if the committee does not exist. It was clarified that PIRC is now an ad hoc committee, and only if an issue is brought forward does Council consider forming the committee.

Michael explained that both the CEO and President have access to the PIRC email account and are responsible for monitoring the inbox. If an issue arises, it is brought to Council, who then decides whether to assemble the committee.

Hearing no further discussion, at 4:21 p.m. President Houvardas 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.

ADJOURNMENT

26.01.29 At 4:38 p.m. Council came out of camera and the meeting was adjourned.
The next Council meeting will be Thursday, March 12, 2026 at 12:30 p.m.

Mike Houvardas, P.Eng.
President

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