

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

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

ALSO PRESENT: Doug Bell; Michael Gregoire; Fiona Hillier; Angela Moore; Raphael Nwabuzor; Scott Sarna; Lisa Stepnuk; Ian Wiebe; Anjanette Zielinski

REGRETS: Dawn Nedohin-Macek

OBSERVERS: Dave Ennis; Mitchell Haw; Charly John; Vicki Poirier; Allan Silk; Chinyere Wokacha

23.06.1 CALL TO ORDER

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

23.06.2 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.

23.06.3 INTRODUCTIONS

President Atamanchuk welcomed everyone to the meeting, in particular the new councillors, staff, and observers.

23.06.4 ADOPTION OF AGENDA

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

23.06.5 CONFLICT OF INTEREST DECLARATION

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

Councillor Pollard announced that he was on the board of the Engineering and Geoscience Education Foundation.

Hearing no further conflicts, Council was reminded that one could be declared at any time, for any item, on the agenda.

23.06.6 MINUTES OF THE COUNCIL MEETING SEPTEMBER 14, 2023

President Atamanchuk asked if there were any corrections to the minutes of the Council meeting on September 14, 2023. Hearing none, the minutes were approved as circulated.

REPORTS TO COUNCIL

23.06.7 B1. CHAIR'S REPORT - PRESIDENT KATHRYN ATAMANCHUK, P.ENG., FEC
President Atamanchuk spoke of the meetings and events she attended since taking on the President's role one month ago. She also reported that the process to identify and add a fourth Appointed Councillor to Council will begin, that Councillors Amorim and Verma will continue their roles on the Finance Committee, and that volunteer calls will be issued to appoint members to both the Finance Committee and Nominating Committee.

23.06.8 B2. CEO'S REPORT – MICHAEL GREGOIRE, P.ENG., FEC
Michael Gregoire commented that this was a new report for the Council agenda and that it highlights the work he and Management have been working on since the last Council meeting. He then spoke to the highlights of the Performance Indicators presentation in his report. The interim plan is for a task group, which would include Management and a couple of councillors, to develop KPIs based on the Ends . Councillors Pollard and McDonald volunteered to be on the task group.

23.06.9 B3. ENGINEERS CANADA DIRECTOR'S REPORT
President Atamanchuk asked councillors to please read the report on the agenda.

23.06.10 B4. GEOSCIENTISTS CANADA DIRECTOR'S REPORT
Doug Bell spoke to the highlights in his report, which included the retirement of CEO Andrea Waldie, the reallocation of Geoscientists Canada offices, and an update on the strategic plan initiatives.

At 12:47 pm Councillor Verma arrived at the meeting

At 12:49 pm Doug Bell left the meeting

23.06.11 B5. FINANCE COMMITTEE REPORT
Councillor Amorim, Chair of the Finance Committee spoke to the highlights in the report, which included proposed revisions to the Charitable Giving policy.

MOTION: It was MOVED by Christina McDonald and SECONDED that Council formally approves the revised Charitable Giving Policy which will replace the current policy in Appendix A of GP-8.13.

President Atamanchuk opened the floor for discussion.

Council discussed whether recipients needed to be a registered charity. They agreed that the annual publication (noted in clause 5) shall include the status of each charity (i.e., registered vs non-registered).

Hearing no further discussion, President Atamanchuk called the question.

CARRIED

Councillor Amorim spoke to the revisions to GP-9 Expense Reimbursement Policy (formerly Council and Committee Expenses policy).

MOTION: It was MOVED by Steven Wu and SECONDED that Council formally approves the revisions to GP-9 Expense Reimbursement Policy.

President Atamanchuk opened the floor for discussion.

Questions regarding cancellation insurance, excess baggage and travel for partners were raised and discussed.

Hearing no further discussion, President Atamanchuk called the question.

CARRIED

Michael Gregorie reminded Council that the plan this year is to expend the charitable giving funds already budgeted for this fiscal year.

Councillor Amorim noted that the term for the current member-at-large on the Finance Committee, Kian Tan, is up as of December 2023. It was recommended by the committee that Kian's term be extended until a new member is appointed.

MOTION: It was MOVED by Jessica Adelman and SECONDED that Kian Tan, P.Eng., temporarily continue as the Finance Committee's Member-at-Large, on a monthly basis, until such time that a replacement Member-at-Large has been appointed.

President Atamanchuk opened the floor for discussion.

A friendly amendment was put forward to remove "on a monthly basis" from 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 Jessica Adelman and SECONDED that Kian Tan, P.Eng., temporarily continue as the Finance Committee's Member-at-Large until such time that a replacement Member-at-Large has been appointed.

CARRIED

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

CONSENT AGENDA

23.06.12 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 September 1, 2023 and October 31, 2023.

C2. ENGINEERS CANADA NATIONAL POSITION STATEMENTS

Council supports the Engineers Canada NPS on Building a Safer and more Resilient Future: Engineers' Role in Strengthening Canada's Building Code in principle and directs the CEO to forward the feedback from Councillor Houvardas.

Council supports the Engineers Canada NPS on Engineers' Contributions to Inclusive Design: Creating Accessible Environments in principle and directs the CEO to forward the feedback from Councillor Houvardas.

Council supports the Engineers Canada NPS on Indigenous People's Access to Post-Secondary Engineering Education in principle and directs the CEO to forward the feedback from IPIC member Rockford McKay and Councillor Houvardas.

C3. CONTINUING COMPETENCY COMMITTEE – CHAIR APPOINTMENT

Council appoints Joseph Lovelace, P.Eng. as Chair of the Continuing Competency Committee

COUNCIL EDUCATION

23.06.13 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING

President Atamanchuk encouraged all councillors to fill out the evaluation form at the end of each Council meeting.

GOVERNANCE

23.06.14 G1. ELECTION OF VICE-PRESIDENT AND EXECUTIVE COMMITTEE MEMBER

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.

President Atamanchuk asked an appointed councillor to assist the Secretary, Michael Gregoire, and act as a witness to the nominating and vote counting. Councillor McDonald volunteered.

President Atamanchuk called for nominations for the position of Vice-President.

Nomination forms were distributed to all Council members, then collected by the Secretary. The list of nominees was given to President Atamanchuk.

President Atamanchuk read the names of the nominees aloud and asked whether they would allow their name to stand:

- Alan Pollard (accepted)
- Mike Houvardas (declined)
- David Amorim (accepted)

Ballots were distributed to all Council members, then collected by the Secretary. The name of the elected person was given to President Atamanchuk.

President Atamanchuk announced that David Amorim had been elected Vice-President.

President Atamanchuk called for nominations for the position of Executive Committee Member.

Nomination forms were distributed to all Council members, then collected by the Secretary. The list of nominees was given to President Atamanchuk.

President Atamanchuk read the names of the nominees aloud and asked whether they would allow their name to stand:

- Mike Houvardas (accepted)
- Lisa Thomson (accepted)
- Alan Pollard (accepted)
- Jessica Adelman (declined)

Ballots were distributed to all Council members, then collected by the Secretary. The name of the elected person was given to President Atamanchuk.

President Atamanchuk announced that Mike Houvardas had been elected as the Executive Committee member.

MOTION: It was MOVED by David Amorim and SECONDED that Council approves that the ballots and nomination forms be destroyed immediately after the meeting.

CARRIED

23.06.15

G2. NOMINATING COMMITTEE MEMBERS

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.

MOTION: It was MOVED by Lisa Thomson and SECONDED that Council appoints new councillor Kyle Ward to the Nominating Committee for a one-year term.

CARRIED

23.06.16

G3. OWNERSHIP LINKAGE COMMITTEE MEMBERS

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.

MOTION: It was MOVED by Ian Smallwood and SECONDED that Council appoints Steven Wu, Christina McDonald, and Carol Martiniuk to the Ownership Linkage Committee for a one-year term.

CARRIED

23.06.17

G4. RECRUITMENT COMMITTEE MEMBERS

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.

MOTION: It was MOVED by Mike Houvardas and SECONDED that Council appoints Crystal Paculan, Jessica Adelman, and Shipra Verma to the Recruitment Committee for a one-year term.

President Atamanchuk opened the floor for discussion.

A friendly amendment was put forward to change “for a one-year term” to “until a hiring decision is made”. 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 Mike Houvardas and SECONDED that Council appoints Crystal Paculan, Jessica Adelman, and Shipra Verma to the Recruitment Committee until a hiring decision is made.

CARRIED

23.06.18

G5. CONTINUING COMPETENCY COMMITTEE - COUNCIL MEMBER

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.

MOTION: It was MOVED by Jessica Adelman and SECONDED that Council appoints Lisa Thomson as the member of Council to the Continuing Competency Committee for 2023-2024.

CARRIED

MOTION: It was MOVED by Lisa Thomson and SECONDED that Council appoints Celine Rivard to the Continuing Competency Committee.

CARRIED

- 23.06.19 G6. AUDIT COMMITTEE MEMBERS**
Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.
- MOTION: It was MOVED by Carol Martiniuk and SECONDED that Council appoints councillor Kyle Ward to the Audit Committee for 2023 – 2024.
- CARRIED
- 23.06.20 G7. BY-LAW REVIEW COMMITTEE MEMBERS**
Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.
- MOTION: It was MOVED by Alan Pollard and SECONDED that Council appoints councillors Alan Pollard, Lisa Thomson and Crystal Paculan to the By-law Review Committee for 2023-2024.
- CARRIED
- 23.06.21 G8. HUMAN RESOURCES COMMITTEE MEMBERS**
Council referred to a Decision Background memo from the Governance Taskforce, dated November 16, 2023.
- MOTION: It was MOVED by David Amorim and SECONDED that Council appoints councillors Shipra Verma and Christina McDonald to the Human Resources Committee for 2023-2024.
- CARRIED
- 23.06.22 G9. GOVERNANCE COMMITTEE MEMBERS**
Council referred to a Decision Background memo from the Governance Taskforce, dated November 16, 2023.
- MOTION: It was MOVED by Alan Pollard and SECONDED that Council appoints councillors David Amorim, Alan Pollard and Christina McDonald to the Governance Committee for 2023-2024.
- CARRIED
- 23.06.23 G10. UMES - COUNCIL LIAISON**
Council referred to a Decision Background memo from the Governance Taskforce, dated November 16, 2023.
- MOTION: It was MOVED by Lisa Thomson and SECONDED that Council appoints Kyle Ward, Intern Councillor, as the Council liaison to the UMES for 2023-2024.
- CARRIED

23.06.24

G11. GEOLOGY STUDENTS - COUNCIL LIAISON

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.

MOTION: It was MOVED by Jessica Adelman and SECONDED that Council appoints P.Geo. Councillor Carol Martiniuk as the Council liaison to the University of Manitoba Geology Club and the Brandon University Geology Club for 2023-2024.

CARRIED

23.06.25

G12. EGAIAR JOINT BOARD MEMBER COUNCIL LIAISON

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.

MOTION: It was MOVED by Ian Smallwood and SECONDED that Council directs staff to communicate with the Minister appointed by the Lieutenant Governor in Council to administer The Labour Relations Act to indicate that neither the MAA nor Engineers Geoscientists Manitoba plan to re-populate the EGAIAR Board at this time.

President Atamanchuk opened the floor for discussion.

During the discussion, Michael Gregorie commented that a liaison would be appointed if the Minister did not agree with Council's decision, and that the communique to the Minister would come from both the MAA and Engineers Geoscientists Manitoba.

Hearing no further discussion, President Atamanchuk called the question.

CARRIED

23.06.26

G13. THE ENGINEERING AND GEOSCIENCE EDUCATION FOUNDATION COUNCIL LIAISON

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.

MOTION: It was MOVED by Christina McDonald and SECONDED that Council appoints Kathryn Atamanchuk as the Council liaison to the Engineering and Geoscience Education Foundation for 2023-2024.

CARRIED

23.06.27

G14. APPOINTMENTS TO FACULTY COUNCIL, PRICE FACULTY OF ENGINEERING UNIVERSITY OF MANITOBA

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.

MOTION: It was MOVED by Crystal Paculan and SECONDED that Council appoints CEO and Registrar, Michael Gregoire, P.Eng., FEC to the Price Faculty of Engineering Faculty Council.

CARRIED

MOTION: It was MOVED by Christina McDonald and SECONDED that Council appoints Steven Wu to the Price Faculty of Engineering Faculty Council for 2023-2024.

CARRIED

23.06.28 G15. MANUAL OF ADMISSIONS UPDATES

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.

MOTION: It was MOVED by Kyle Ward and SECONDED that Council approves the proposed updates to the Manual of Admissions to align with amendments to *The Engineers and Geoscientists Professions Act* and changes to the Confirmatory Program.

CARRIED

23.06.29 G16. MANUAL OF ADMISSIONS TASK GROUP

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.

MOTION: It was MOVED by Crystal and SECONDED that Council appoints Carol Martiniuk, Lisa Thomson and Kathryn Atamanchuk to a task group with the Registrar and the Director of Registration to oversee engagement with stakeholders to review and potentially recommend changes to the Manual of Admissions.

CARRIED

23.06.30 G17. QUEER PLUS MEMBERS CHAPTER

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.

MOTION: It was MOVED by Jessica Adleman 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 whether there were any potential risks having the Association legally tied to the chapters and if there should be more oversight by the Association

or if the chapters should become distinct entities with no affiliation with the Association.

Council deliberated on whether they should approve a new chapter when they were unsure on how best to proceed with the existing chapters.

It was MOVED by Ian Smallwood and SECONDED that this motion be tabled to the December meeting.

President Atamanchuk opened the floor for discussion.

Council debated on the potential risk to the Association.

Hearing no further discussion, President Atamanchuk called the question.

CARRIED

President Atamanchuk announced that the Executive Committee will meet to discuss further before the December Council meeting.

23.06.31 G18. APPEAL COMMITTEE MEMBERS

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 16, 2023.

Michael Gregoire reported that the interviews for the committee members have not been conducted so this item will be deferred to the December Council meeting.

At 3:01 p.m. Council took a break

At 3:18 p.m. Council returned from break

At 3:18 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 4:22 p.m. Council came out of Camera.

EXECUTIVE LIMITATIONS AND ENDS

23.06.36 M1. E-6 CONSUMERS HAVE ACCESS TO A REASONABLE SUPPLY OF PRACTITIONERS' SERVICES - GREGOIRE

Michael Gregoire, CEO & Registrar spoke to his monitoring report dated November 16, 2023.

Hearing no further discussion, President Atamanchuk noted that the E-6 Monitoring Report had been received.

INFORMATION ITEMS

23.06.37 COUNCIL RECEIVED THE FOLLOWING INFORMATION ITEMS:

- N1. Planning agenda for the next meeting
- N2. Membership statistics as at October 31, 2023
- N3. Software Engineering paper adopted by Investigation Committee
- N4. Software Engineering Regulation

At 4:38 p.m. Councillor Paculan left the meeting

- N5. Canadian Earth Science Departments and the Regulators of Geoscience
- N6. Engineers Canada CEO retiring
- N7. Engineers Canada Manitoba Director – end of term in May 2024
- N8. Geoscientists Canada CEO retiring
- N9. Engineers Canada Futures of Engineering Accreditation Presentation
- N10. Proposed BC legislation aims to remove employment barriers faced by foreign-trained migrants.
- N11. Iron Ring Ceremony

SELF-EVALUATION

23.06.38 V1. EVALUATION PAGE FOR THIS MEETING

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

ADJOURNMENT

23.06.39 The meeting adjourned at 4:45 p.m.

The next Council meeting will be Thursday, December 14, 2023 at 12:30 p.m.

Kathryn Atamanchuk, P.Eng., FEC
President

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