

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held online and at 870 Pembina Hwy, Winnipeg, MB on Thursday, May 9, 2024.

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; Jeannette Montufar-MacKay; Angela Moore; Dawn Nedohin-Macek; Raphael Nwabuzor; Scott Sarna; Lisa Stepnuk; Ian Wiebe; Anjanette Zielinski

24.03.1 CALL TO ORDER

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

24.03.2 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.

24.03.3 INTRODUCTIONS

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

24.03.4 ADOPTION OF AGENDA

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

24.03.5 CONFLICT OF INTEREST DECLARATION

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

OWNERSHIP LINKAGE

24.03.6 01. OWNERSHIP LINKAGE PRESENTATION – DR. JEANNETTE MONTUFAR-MACKAY, P.ENG., FEC, CHAIR, WINNIPEG CHAMBER OF COMMERCE

President Atamanchuk welcomed and introduced Dr. Jeannette Montufar-MacKay, P.Eng., FEC.

Dr. Montufar-MacKay provided Council with some background on the Winnipeg Chamber of Commerce, and spoke of its purpose, to inspire and strengthen by leading, connecting, and growing businesses. She highlighted the CODE community movement, initiated, and run by The Chamber, which is dedicated to creating inclusive and welcoming workplaces.

The floor was opened to questions and comments. After, President Atamanchuk thanked Jeannette Montufar-MacKay for her presentation.

REPORTS TO COUNCIL

24.03.7 B1. CHAIR'S REPORT - PRESIDENT KATHRYN ATAMANCHUK, P.ENG., FEC
President Atamanchuk spoke of some of the events she attended since the March Council meeting and highlighted upcoming events, which included the Volunteer Appreciation Night (June 5th) and the New Member's Lunch (June 11th)

24.03.8 B2. CEO'S REPORT – MICHAEL GREGOIRE, P.ENG., FEC
Michael Gregoire highlighted the activities in his report, which included MLA Reception (May 16th). He then provided a brief presentation on the scorecard developed by the KPI Task Group.

MOTION:

It was MOVED by Alan Pollard and SECONDED that Council approves the KPI scorecard, recognizing that it will be replaced in the near future following the undertaking of a new strategic plan and development of a full balanced scorecard system.

President Atamanchuk opened the floor for discussion.

Council discussed next steps. Michael noted that the intention was to present the scorecard at each Council meeting, as part of the CEO's Report, and that Management would develop their own dashboard with more detailed indicators.

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

CARRIED

24.03.9 B3. ENGINEERS CANADA DIRECTOR'S REPORT
Dawn Nedohin-Macek spoke to the highlights in her report, which included, the Engineers Canada spring meetings, held in Winnipeg, from May 21-25, and the 30by30 Conference, also being held in Winnipeg, on May 22nd.

Dawn commented that this will be her last meeting as Manitoba Director on the Engineers Canada Board. Council thanked Dawn for her many years of outstanding service in this role.

24.03.10 B4. GEOSCIENTISTS CANADA DIRECTOR'S REPORT
Doug Bell spoke to the highlights in his report, which included the announcement of Geoscientist Canada's new CEO, Paul Hubley, P.Geo., FGC, and Geoscientists Canada's AGM being held in Winnipeg, from May 31st – June 1st, where Doug's term as President will conclude.

24.03.11 B5. DISCIPLINE COMMITTEE REPORT

Michael Gregoire spoke to the report, noting that more information on disciplinary hearings and notices can be found in the link provide in the report.

24.03.12 B6. INVESTIGATION COMMITTEE REPORT

Michael Gregoire spoke to the report, noting that one was from the chair of the committee and the other was from the lay members of the committee.

24.03.13 B7. FINANCE COMMITTEE REPORT

Vice President David Amorim spoke to the summary of the financial performance to date and provided a high-level look at the preliminary draft of the 2024-2025 budget, highlighting the key changes from last year's budget: Legal and Accounting Fees (down from last year) and Salaries and Benefits (up from last year). Michael Gregoire provided information on the four new staff positions in the proposed budget.

The final budget will be presented at the June 13th Council meeting.

24.03.14 B8. BY-LAW REVIEW COMMITTEE REPORT

Councillor Alan Pollard spoke to the report, noting the biggest change was the proposal to reduce the number of required geoscientist councillors from two to one.

Councillor Carol Martiniuk commented that she and Councillor Jessica Adelman submitted a formal objection to the committee on the proposed by-law change and outlined the reasons for their objection. President Atamanchuk suggested that the By-law Review Committee have further discussions with Councillor Martiniuk and Councillor Adelman on the proposed by-law change.

When asked why PIRC by-law change was dropped, Alan replied that the committee tabled the change until the committee could have further discussion with former and current members of PIRC.

The final list of by-law proposals will be presented at the June 13th Council meeting.

CONSENT AGENDA

24.03.15 C1. MINUTES OF THE COUNCIL MEETING MARCH 7, 2024

C2. MINUTES OF THE IN CAMERA SESSION OF MARCH 7, 2024

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

24.03.16 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING

Councillors were thanked for their feedback from the March meeting.

24.03.17 D2. A CRITIQUE OF POLICY GOVERNANCE

President Atamanchuk commented that this article on policy governance will be passed along to Governance Committee.

Break at 2:30 p.m.
Return at 2:41 p.m.

GOVERNANCE

24.03.18 G1. ENGINEERS CANADA NATIONAL STATEMENT OF COLLABORATION

Council referred to a Decision Background memo from President Atamanchuk, dated May 9, 2024.

MOTION:

It was MOVED by Lisa Thomson and SECONDED that Council directs President Atamanchuk to sign the Engineers Canada National Statement of Collaboration on behalf of Engineers Geoscientists Manitoba at the Engineers Canada meetings held in Winnipeg from May 23-25, 2024.

CARRIED

24.03.19 G2. ENGINEERS CANADA 2025-2029 STRATEGIC PLAN

Council referred to a Decision Background memo from Michael Gregoire, dated May 9, 2024.

MOTION:

It was MOVED by Christina McDonald and SECONDED that Council directs President Atamanchuk to vote in favour of the proposed Engineers Canada Strategic plan at the Annual Meeting of Members (AMM) on May 25th.

CARRIED

24.03.20 G3. MOU ON INTERJURISDICTIONAL CPD ACCEPTANCE

Council referred to a Decision Background memo from Michael Gregoire, dated May 9, 2024.

MOTION:

It was MOVED by Ian Smallwood and SECONDED that Council directs the CEO to sign the MOU on Interjurisdictional CPD Acceptance.

CARRIED

24.03.21 G4. REGISTRATION COMMITTEE APPOINTMENTS

Council referred to a Decision Background memo from Michael Gregoire, dated May 9, 2024.

MOTION:

It was MOVED by Lisa Thomson and SECONDED that Council approves the appointment of Jeff Bell, P.Eng., Nicole Fleury, P.Eng., Mohamed Mady, P.Eng. and Vitaliy Churilov, P.Eng. to the Registration Committee for a two-year term, renewable up to six years.

CARRIED

24.03.22

G5. GOVERNANCE COMMITTEE APPOINTMENTS

Council referred to a Decision Background memo from the Governance Committee, dated May 9, 2024.

MOTION 1:

It was MOVED by Ian Smallwood and that Council appoints Allan Silk, P.Eng., FEC to the Governance Committee for a three-year term.

CARRIED

MOTION 2:

It was MOVED by Jessica Adleman and SECONDED that Council appoints Carolyn Geddert, P.Eng., FEC and Arnold Permut, P.Eng.(SM), FEC to the Governance Committee for a three-year term.

CARRIED

MOTION 3:

It was MOVED by Shipra and SECONDED (Carol) that Council appoints Christina McDonald as Chair, and Arnold Permut, P.Eng.(SM), FEC as Vice Chair, of the Governance Committee.

CARRIED

24.03.23

G6. HUMAN RESOURCES COMMITTEE APPOINTMENTS

Council referred to a Decision Background memo from the Human Resources Committee, dated May 9, 2024.

MOTION 1:

It was MOVED by Ian Smallwood and SECONDED that Council appoints Greg Archibald, P.Eng.(SM) and Janice Lane, CPHR to the Human Resources Committee for a three-year term.

CARRIED

MOTION 2:

It was MOVED by Ian Smallwood and SECONDED that Council appoints Janice Lane, CPHR as Chair, and Greg Archibald, P.Eng.(SM) as Vice Chair of the Human Resources Committee.

CARRIED

24.03.24

G7. INVESTIGATION COMMITTEE – INTERVIEW PANEL

Council referred to a Decision Background memo from Michael Gregoire, dated May 9, 2024.

MOTION:

It was MOVED by David Amorim and SECONDED that Council appoints Councillor Lisa Thomson to participate on the interview panel to fill the vacancy on the Investigation Committee.

CARRIED

24.03.25

G8. GEOSCIENTISTS CANADA CANADIAN GEOSCIENCE STANDARDS COUNCIL MB REPRESENTATIVE

Council referred to a Decision Background memo from Michael Gregoire, dated May 9, 2024.

MOTION:

It was MOVED by Kyle Ward and SECONDED that Council appoints Councillor Martiniuk to participate in interviews of the candidates and provide a recommendation to Council at the June meeting for the appointment to the CGSC.

CARRIED

24.03.26

G9. CCC - ProDev Revision

Council referred to a Decision Background memo from the Continuing Competency Committee, dated May 9, 2024.

MOTION:

It was MOVED by Lisa Thomson and SECONDED that Council approves the proposed addition for job search activities to the ProDev Program under the Presentations Category.

President Atamanchuk opened the floor for discussion.

Council discussed whether the proposed activities related to seeking employment would fall under professional development.

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

DEFEATED

Councillor Thomson will provide feedback to the Continuing Competency Committee.

24.03.27

G10. Westman Chapter Constitution

Council referred to a Decision Background memo from Michael Gregoire, dated May 9, 2024.

MOTION:

It was MOVED by Carol Martiniuk and SECONDED that Council directs the CEO to inform the Westman Chapter that their proposed change to the chapter's constitution is not approved, as Council wishes to keep the constitution for all chapters consistent. Council further directs the CEO to recommend to the Westman Chapter that they find another method to gain compliance with the constitution over the long term.

CARRIED

24.03.28

G11. Heritage Committee - Centennial Book Fund

Council referred to a Decision Background memo from the Heritage Committee, dated May 9, 2024.

MOTION:

It was MOVED by David Amorim and SECONDED that Council authorizes the Heritage Committee to use the remaining funds in the Centennial Restricted Reserve Fund for the proposed activities and projects presented above.

CARRIED

At 3:19 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 4:39 p.m. Council came out of Camera

At 4:39 p.m. Councillor Wu and Councillor Verma left the meeting

At the Special Meeting of Council on April 29, 2024 Council approved a motion to offer the position of CEO/Registrar/Secretary to Michael Gregoire and to begin employment contract negotiations.

During the In Camera session of today's meeting, Council passed a motion to sign the CEO/Registrar/Secretary Employment Agreement, dated May 9, 2024, with Michael Gregoire.

Council also passed a motion, during the In Camera session, directing the Investigation Committee to review a dismissal of a case.

EXECUTIVE LIMITATIONS AND ENDS

- 24.03.34 M1. E-3 UNQUALIFIED PERSONS DO NOT PRACTICE - GREGOIRE**
Michael Gregoire, CEO & Registrar spoke to his monitoring report dated May 9, 2024.
- 24.03.35 M2. EL-2 TREATMENT OF STAFF - GREGOIRE**
Michael Gregoire, CEO & Registrar spoke to his monitoring report dated May 9, 2024.
- 24.03.36 M3. EL-5 INTERACTIONS WITH MEMBERS - GREGOIRE**
Michael Gregoire, CEO & Registrar spoke to his monitoring report dated May 9, 2024.

COUNCIL PERFORMANCE

- 24.03.37 P1. GP-8.2 PAST PRESIDENTS COMMITTEE - ATAMANCHUK**
President Atamanchuk spoke to her monitoring report, dated May 9, 2024.
- 24.03.38 P2. GP-8.17 APPEAL COMMITTEE - ADELMAN**
Councillor Adelman spoke to her monitoring report, dated May 9, 2024.

INFORMATION ITEMS

- 24.03.39 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 April 30, 2024
 - N4. Engineers Canada 2026 Per Capita Assessment Fee
 - N5. CEAB Meeting April 13, 2024 Report
 - N6. Iron Ring Ritual Review Update
 - N7. APEGA CEO Retiring
 - N8. Past President Jitendra Paliwal Appointed as VP at University of Winnipeg
 - N9. Thank you letter - University of Manitoba
 - N10. June New Members Lunch
 - N11. Letter from the Mayor
 - N12. Volunteer Appreciation Night
 - N13. MLA Reception - May 16, 2024

SELF-EVALUATION

- 24.03.40 V1. EVALUATION PAGE FOR THIS MEETING**
President Atamanchuk asked for councillors to complete and submit the evaluation form for today's meeting.

ADJOURNMENT

24.03.41 The meeting adjourned at 4:52 p.m.

The next Council meeting will be Tuesday, June 4, 2024 at 12:00 p.m.

Kathryn Atamanchuk, P.Eng., FEC
President

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