

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held online and at 870 Pembina Hwy, Winnipeg, MB on Thursday, January 30, 2025.

PRESENT: David Amorim presiding; Kathryn Atamanchuk; Kaitlin Fritz; Mike Houvardas; Carol Martiniuk; Christina McDonald; Crystal Paculan; Julia Singh; Lisa Thomson; Shipra Verma; Kyle Ward; Steven Wu

ALSO PRESENT: Doug Bell; Michael Gregoire; Fiona Hillier; Robert Millman; Angela Moore; Jitendra Paliwal; Cella Rousseau; Antonio Ruales; Lisa Stepnuk; Anjanette Zielinski

REGRETS: Steve Brennan; Alan Pollard; Justin Rempel

25.01.1 CALL TO ORDER

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

President Amorim announced that this is Councillor McDonald's last meeting and thanked her for her service on Council.

25.01.2 TRADITIONAL TERRITORIES ACKNOWLEDGEMENT

President Amorim 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.

25.01.3 INTRODUCTIONS

President Amorim mentioned that Councillors Thomson and Verma were attending the meeting virtually and extended a welcome to Ownership Linkage presenter, Robert Millman, along with the invited guests and observers.

25.01.4 ADOPTION OF AGENDA

President Amorim asked that the following changes be made to the agenda: that item C1 be removed from the Consent Agenda and discussed immediately following the adoption of the agenda. Additionally, an announcement regarding the EGEF's March project by Allan Silk be added immediately after the Ownership Linkage presentation.

It was **MOVED** by Kaitlin Fritz and **SECONDED** that the agenda be amended as requested.

CARRIED

President Amorim asked if there were any further changes or additions to the agenda.

Hearing none, the agenda was adopted as amended.

25.01.5

MINUTES OF THE COUNCIL MEETING DECEMBER 12, 2024

President Amorim asked if there were any corrections to the of the Council meeting on December 12, 2024.

Michael Gregoire noted a discrepancy for item G5 in the draft minutes of December 12, 2024. The proposed changes to the HR Committee’s terms of reference, on pages 2-4 of the memo, included a change to section 2.1. However, the motion in the memo, which was approved by Council, did not include that change due to a transcription error.

MOTION:

It was MOVED by Christina McDonald and SECONDED that Council approves the minutes with the following addition to minute 24.08.20, Item G5:

- Include “2.1 Subject to Council approval, development of a Human Resources policy document subject to Council approval including policies for handling related to whistle-blower and harassment complaints.” in the recorded motion.

CARRIED

Hearing no further corrections, the minutes were approved as corrected.

25.01.6

CONFLICT OF INTEREST DECLARATION

President Amorim 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

25.01.7

O1. OWNERSHIP LINKAGE PRESENTATION – ROBERT MILLMAN, SENIOR POLICY AND PROGRAM ANALYST, FAIR REGISTRATION PRACTICES OFFICE

President Amorim welcomed Robert Millman to the Council meeting.

Robert Millman provided a history on the Fair Registration Practices in Regulated Professions Act and spoke to the role of the Fair Registration Practices Office (FRPO). He talked about the recent updates to the assessment criteria for the Manual of Admissions and the interim academic qualification requirements and shared FRPO's comments on the fairness of the academic qualification standard.

The floor was opened to questions and comments. Following this, President Amorim thanked Robert Millman for his presentation.

25.01.8**Engineering Geoscience Education Foundation's March project**

President Amorim invited Allan Silk to speak about the Foundation's March project.

Allan Silk reported that March is National Engineering and Geoscience Month, and the Foundation is asking all engineers and geoscientists to donate \$2 per day for the month of March. The money collected will go towards the Foundation's Removing Barriers Endowment Fund, which provides financial support to engineering and geoscience students at both the University of Manitoba and the University of Brandon.

REPORTS TO COUNCIL**25.01.8****B1. CHAIR'S REPORT - PRESIDENT DAVID AMORIM, P.ENG.**

President Amorim outlined the key events in his report, including the Executive Committee meeting to finalize Council's direction to the IC on reviewing practice guidelines, notes, bulletins, and advisories. He also mentioned the review of the Strategic Planning proposals and the decision to engage GSI. Additionally, he highlighted the upcoming events for February, such as the New Members Lunch and the EDI Commitment Statement engagement sessions.

At 1:32 p.m. Councillor Thomson left the meeting.

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

Michael Gregoire highlighted the key elements in his report, which included the draft EDI Commitment Statement, the upcoming engagement sessions, and the selection of Governance Solutions Inc. for the Strategic Plan refresh. He also provided an update on the Manual of Admissions Task group, discussing the interim changes to the academic assessment criteria and the need for further engagement with universities, other Canadian regulators, and a legal review. Additionally, Michael reported on the progress of the Act change rewrite project, including the engagement sessions with core committees and Council, as well as the receipt of proposals for legal services. Lastly, he highlighted the updates to the monthly and quarterly KPIs on the Governance Scorecard.

25.01.10**B3. ENGINEERS CANADA DIRECTOR'S REPORT**

Jitendra Paliwal spoke to his report, highlighting the progress of the Engineers Canada Governance Review Task Force, the new Spectrum Competency profile pilot and the 2024 National Membership Report.

25.01.11**B4. GEOSCIENTISTS CANADA DIRECTOR'S REPORT**

Doug Bell spoke to his report, highlighting the approval of the Fellowship Geoscientists Canada designations, discussions on the United Nations Framework Classification for Resources, and outreach efforts to address declining enrollment in geoscience programs

25.01.12 B5. FINANCE COMMITTEE REPORT

Councillor Verma provided an update on the Finance Committee's activities, including the review of the financial statements, the appointment of Dave O'Connor as the committee's Vice Chair, and a review of the upcoming meeting schedule.

25.01.13 B6. GOVERNANCE COMMITTEE REPORT

Councillor McDonald provided an update on the Governance Committee's activities, including the implementation of action items from Council and the Governance Review Recommendations.

CONSENT AGENDA

25.01.14 C2. PRAIRIE PROVINCES ENGINEERS CANADA CEQB REPRESENTATIVE RECOMMENDATIONS

MOTION:

Council approves the following names to be forwarded to Engineers Canada for their selection to fill the MB/SK representative position on the Canadian Engineering Qualifications Board (CEQB).

- Mr. Efreem Teklemariam, P.Eng., FEC
- Mr. Amit Thakur, P.Eng.
- Dr. Hilmi Turanli, P.Eng. (SM), FEC

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

25.01.15 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING

David thanked councillors for providing their feedback and briefly reviewed the comments from the December meeting.

At 2:08 p.m. Council took a break

At 2:19 p.m. Council returned from break

GOVERNANCE

25.01.16 G1. DUES RELIEF POLICY

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 30, 2025.

MOTION:

It was MOVED by Kathryn Atamanchuk and SECONDED that Council establish a task group to review By-law 10.2 in order to develop an accompanying policy and determine if any changes to that by-law are recommended.

A friendly amendment was made to populate the task group and add their names to the motion.

AMENDED MOTION:

It was MOVED by Kathryn Atamanchuk and SECONDED that Council establish a task group, consisting of Councillors Kaitlin Fritz, Crystal Paculan, and Kyle Ward, to review By-law 10.2 in order to develop an accompanying policy and determine if any changes to that by-law are recommended.

President Amorim asked if there were any objections to amend the motion, hearing none he called the question on the amended motion.

CARRIED

25.01.17

G2. GEOSCIENTISTS CANADA MANITOBA DIRECTOR SEARCH

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 30, 2025.

MOTION:

It was MOVED by Kaitlin Fritz and SECONDED that Council appoints David Amorim, Carol Martiniuk, and Julia Singh to interview potential candidates for the Geoscientists Canada Manitoba Director role and present a recommendation for approval to Council on or before the June 12, 2025 Council meeting.

CARRIED

25.01.18

G3. PUBLIC INTEREST REVIEW COMMITTEE (PIRC) – NEXT STEPS

Council referred to a Decision Background memo from President David Amorim, dated January 30, 2025.

President Amorim spoke to the memo and Council discussed the three proposed motions.

MOTION

It was MOVED by Carol Martiniuk and SECONDED that further to the motion passed at the meeting of September 12, 2024, Council establish a task force consisting of Councillors Houvardas and Paculan, the current PIRC Chair, the current By-law Review Committee Chair, and a member of the Governance Committee to formulate the terms of reference and process for setting up an ad hoc committee.

CARRIED

25.01.19

G4. DISCIPLINE COMMITTEE APPOINTMENT

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 30, 2025.

Going forward, Council decided to add appointments to the Consent Agenda to avoid discussions about specific names. If any issues arise, the item will be moved to the in-camera section for further discussion.

MOTION:

It was MOVED by Kathryn Atamanchuk and SECONDED that Council appoints Chris Hewitt, P.Eng., FEC as Chair of the Discipline Committee for a two-year term.

CARRIED

25.01.20

G5. NOMINATING COMMITTEE APPOINTMENT

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 30, 2025.

MOTION :

It was MOVED by Kathryn Atamanchuk and SECONDED that Council appoints Councillor Kaitlin Fritz, P.Eng., FEC to the Nominating Committee for a one-year term.

CARRIED
Councillor Fritz Abstained

25.01.21

G6. GOVERNANCE COMMITTEE APPOINTMENT

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 30, 2025.

MOTION 1:

It was MOVED by Kaitlin Fritz and SECONDED that Council appoints Christina McDonald as the lay member on the Governance Committee for a three-year term.

CARRIED
Councillor McDonald Abstained

MOTION 2:

It was MOVED by Kaitlin Fritz and SECONDED that Council re-appoints Christina McDonald as Chair of the Governance Committee.

CARRIED
Councillor McDonald Abstained

25.01.22

G7. AUDIT COMMITTEE INTERVIEWS

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 30, 2025.

MOTION:

It was MOVED by Steven Wu and SECONDED that Councillor Ward proceed with the interviews in Councillor Pollard's absence, with the assistance of Don Bergen, Chair of the Audit Committee.

CARRIED
Councillor Ward abstained

25.01.23

G8. ENGINEERS CANADA 2027 PER CAPITA ASSESSMENT FEE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 30, 2025.

MOTION:

It was MOVED by Crystal Paculan and SECONDED that Council directs President Amorim to vote in favour of setting the 2027 Per Capita Assessment Fee to \$11.00 per Registrant at the May 24, 2025 annual meeting of members of Engineers Canada.

CARRIED

At 3:14 p.m. Councillor Verma left the meeting

25.01.24

G9. CTTAM JOINT BOARD INTERVIEWS

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 30, 2025.

MOTION:

It was MOVED by Kaitlin Fritz and SECONDED that Council appoints Councillor Steven Wu to conduct the interviews for the CTTAM Joint Board members and to make a recommendation to Council.

CARRIED

25.01.25

G10. REGISTRATION COMMITTEE – MEMBER TERM RENEWAL & MEMBER RECRUITMENT

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 30, 2025.

MOTION 1:

It was MOVED by Crystal Paculan and SECONDED that Council approves the renewal of Christian Bohm term as a P.Geom. member on the Registration Committee for two years until March 17, 2027.

CARRIED

MOTION 2:

It was MOVED by David Amorim and SECONDED that Council approves the recruitment process of at least one layperson and two professional engineering members in electrical and mechanical to the Registration Committee, for consideration by Council, and appoints Past President Kathryn Atamanchuk to the selection committee.

CARRIED

25.01.26

G11. REGISTRATION COMMITTEE – REVISED TOR

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated January 30, 2025.

At 3:20 p.m. Councillor Thomson returned to the meeting.

MOTION:

It was MOVED by Kyle Ward and SECONDED that Council approves the revised terms of reference for the Registration Committee (policy GP-8.9) as presented.

CARRIED

The revised terms of reference for the Registration Committee are appended to the minutes.

25.01.27

G12. REVIEW OF OUTSTANDING ACTION ITEMS LIST

Council referred to a Decision Background memo from Michael Gregoire, dated December 12, 2024 and the following updates were made,

- CofA Task Group – to be presented at the March Council meeting
- Manual of Admissions Task Group – update provided in CEO’s report
- Chapter Task Group – to be presented at May Council meeting
- Develop Info Package to Council candidates – in progress
- Perform an assessment of a two-year presidential term – to be presented at the March Council meeting
- Nominating Committee to review their TOR – in progress
- Call For a Prairies Provinces CEQB Representative – recommendation to be presented to Council at the January 30th meeting – complete
- Climate Change Resolution Task Group – to meet in February
- Investigation Committee to review the Association’s development and maintenance of Practice Guidelines, Practice Notes, and Practice Bulletins and Advisories and report back to Council – Executive Committee provided direction to the IC, a report from the IC to be presented at the May Council meeting.

- Review and revise GP-8.6 National Liaisons to align with Engineers Canada and Geoscientists Canada’s process for appointing the Manitoba Director – in progress.

At 3:29 p.m. Council took a break

At 3:41 p.m. Council returned from break

At 3:42 p.m. President Amorim 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 4:00 p.m. Council came out of camera

EXECUTIVE LIMITATIONS AND ENDS

25.01.29 M1. E4 – STAKEHOLDERS UNDERSTAND AND VALUE THE CONTRIBUTION OF THE PROFESSIONS – GREGOIRE

Michael Gregoire, CEO & Registrar spoke to his monitoring report dated January 30, 2025.

25.01.30 M2. EL-7 – COMPENSATION AND BENEFITS – GREGOIRE

Michael Gregoire, CEO & Registrar spoke to his monitoring report dated January 30, 2025.

COUNCIL PERFORMANCE

25.01.31 P1. GP-8.9 REGISTRATION COMMITTEE – WU

Councillor Wu spoke to his monitoring report dated January 30, 2025.

25.01.32 P2. GP-8.12 PUBLIC INTEREST REVIEW COMMITTEE – THOMSON - DEFERRED

25.01.33 P3. GP-12 COST OF GOVERNANCE – WARD

Councillor Ward spoke to his monitoring report dated January 30, 2025.

INFORMATION ITEMS

25.01.34 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 December 31, 2024
- N4. GSI Strategic Plan Proposal
- N5. APEGA names next Registrar & CEO
- N6. Iron Ring Ceremony - update
- N7. The Iron Ring at 100: A New Era for the Calling of an Engineer

SELF-EVALUATION

25.01.35 V1. EVALUATION PAGE FOR THIS MEETING

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

ADJOURNMENT

25.01.36 The meeting adjourned at 4:24 p.m.

The next Council meeting will be Thursday, March 6, 2025 at 12:30 p.m.

David Amorim, P.Eng.
President

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