



2007-2008

ANNUAL REPORT



THE ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOSCIENTISTS OF THE PROVINCE OF MANITOBA



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APEGM COUNCIL

M.T. Corkery, P.Geo.

(President)

D.D.J. Himbeault, P.Eng.

(President Elect)

D.S. Jayas, P.Eng. *(Past*

President)

A.M. Aftanas, P.Eng.

B.J. Bilton, P.Geo.

J.A. Blatz, P.Eng.

A.M. Chapman

W.C. Girling, P.Eng.

B.R. Malenko, P.Eng.

B.J. Miller, P.Eng.

R.A.S. Reichelt, P.Geo.

E.M. Ryczkowski, P.Eng.

B.L. Shortt

J.C. Woods, P.Eng.

APEGM STAFF

G. Koropatnick, P.Eng., *Executive Director
& Registrar*

S.E. Sankar, P.Eng., P.E., *Director of
Admissions*

M. Gregoire, P.Eng., *Professional
Standards Officer*

W. Boyce, *Manager, Operations & Finance*

L. Dupas, *Admissions Coordinator*

A.L. Moore, *Events & Communications
Coordinator*

M. Polson, *Registration Coordinator*

S. Bruce, *Accounting & Membership*

C. Camara, *Receptionist/Administrative
Assistant*

A. Reddoch, *Programmer*

C. Shymko, *Assessment Officer*

CHAIRS - BOARDS & COMMITTEES

R.J.J. Herrmann, P.Eng., *Aboriginal
Professional Initiative*

D.S. Jayas, P.Eng., *Academic Review*

E.P. Hancox, P.Eng., *Communications*

D.N. Spangelo, P.Eng., *Discipline*

D. Grant, P.Eng., *Emerging Issues*

G.S. Lodha, P.Geo., *Environment &
Sustainable Development*

E.G. Phillips, P.Eng., *Experience Review*

R.N. Matthews, P.Geo., *Geoscience*

D.G. Chapman, P.Eng., *Heritage*

A.E. Ball, P.Eng., *Investigation*

D.N. Spangelo, P.Eng., *Legislation*

P.J. Kochan, P.Eng., *MLEC (Sports)*

D.S. Jayas, P.Eng., *Nomination*

W.T. Jackson, P.Eng., *Professional
Development*

J.A. Rooney, P.Eng., *Public Awareness*

K.H.T. Kjartanson, P.Eng., *Registration*

F.A. Roberts, P.Eng., *Safety*

S. Quigley, P.Eng., *Salary Survey*

L.M.K. Melvin, P.Eng., *Woman's Action*

D.A. Ennis, P.Eng., *Engineers Canada
Director*

G.M. Ostry, P.Eng., P.Geo., *CCPG Director*

S.J. Peter, P.Eng., *Kelsey Chapter*

J. Hilchey, P.Eng., *Thompson Chapter*

D.G. Ford, P.Eng., *Westman Chapter*

About APEGM



The Association of Professional Engineers and Geoscientists of the Province of Manitoba (APEGM) is established under *The Engineering and Geoscientific Professions Act* of the Manitoba Legislature. Its purposes are to:

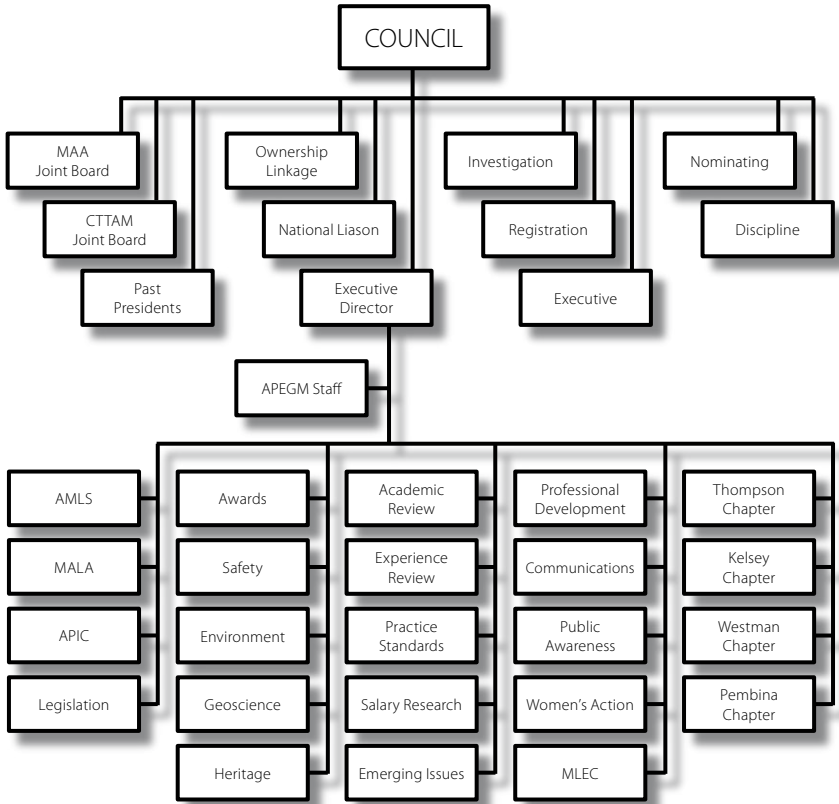
- (a) govern and regulate the practice of professional engineering and professional geoscience in Manitoba;
- (b) promote and increase, by all lawful means and in the public interest, the knowledge, skill and competency of its members and students in all things relating to the professions of engineering and geoscience; and
- (c) advocate where the public interest is at risk.

It is governed by a Council of ten elected professional engineers and professional geoscientists and three public representatives appointed by a committee comprised of the Minister of Labour and Immigration, the Provincial Ombudsman, the Dean of Engineering at the University of Manitoba and the Past President of the Association. The Council has the authority to exercise any and all powers conferred on APEGM by The Engineering and Geoscientific Professions Act or any other Act. The Association is a constituent member of both Engineers Canada and the Canadian Council of Professional Geoscientists.

The membership of APEGM comprises 5,354 persons of which 795 are members-in-training. Approximately 72.3% are residents of Manitoba and 82.9% of them reside within the Winnipeg Capital Region. Approximately 9.5% of the Manitoba membership of 3872 are women.

APEGM has a controlled entity, APEGM Foundation Inc., which is a registered charitable organization operating out of the APEGM office. Its purpose is to advance and support the education of students of engineering and geosciences through financial assistance for capital acquisitions and improvements, development and support of library facilities, and facilitating the establishment of scholarships and bursaries.

Organizational Chart





Council Governance Policy

The APEGM Council operates on the basis of Policy Governance®, also known as the Carver Model. In that context, its “Ends” policies are:

E - 1 APEGM exists so that the public interest is protected and promoted through the professional excellence of Engineers and Geoscientists who have the privilege to self-regulate.

More specifically and in order of priority, this is further defined as the following 2nd level Ends:

E - 2 Members Practice with Competence and Ethical Conduct

E - 3 Members Work Within and Value a Self-Regulating Profession

E - 4 Government and Regulators Understand and Support the Role of APEGM

E - 5 Under-Represented Groups that Reflect the Whole Diversity of the Public are Valued as Members

E - 6 Educational Institutions Engage in a Mutually Supportive Relationship with APEGM

E - 7 The Public Understands and Values the Contributions of the Professions

Mission Statement

To serve and protect the public interest by governing and advancing the practices of professional engineering and professional geoscience in accordance with The Engineering and Geoscientific Professions Act of Manitoba

Vision Statement

APEGM is the leader and a facilitator of the process that ensures excellence in engineering, geoscience, and applied technology for the public of Manitoba.



Report of the President

M.T. Corkery, P. Geo.

They say that as you get older, time seems to speed up; well this year has passed in the blink of an eye. I have had an exciting time. I have always found personal benefit volunteering with APEGM, but this year has been a real rush.

I certainly felt privileged when Digvir Jayas asked if I would consider the President's position and it was not without feelings of trepidation that I accepted. There was no precedent for a Geologist President. APEGM took the chance and I have personally benefitted greatly.

First and foremost I want to thank my family. Even though Liz got to travel with me, my absentee rate from family duties and events was at an all time high. Her patience and forbearance were amazing. As well, she probably knows more about the regulation of geoscience and engineering than any other accountant.

I also want to thank my employer, the Manitoba Geological Survey. My management truly believes in the benefits and needs of self regulation of professionals and demonstrated their belief by allowing me the time to serve APEGM.

As I chaired the past Presidents meeting, the reality struck home that Don Himbeault will take on the tasks and trials of President soon. I hope that he and Giselle will have as much fun as Liz and I have had. I also hope that Don leaves with the same feeling of regret, relief and amazement as I am.

I want to summarize some of the issues that I have dealt with and hope to not overlap too much with reports from other sectors.

ADMISSIONS

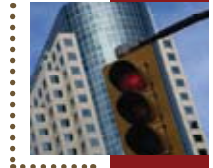
Work on revision of the Manual of Admissions was ongoing when I came on council and I joined past President Allen Silk and Councillor Brian Shortt on the revision committee. As the document grew we consulted with Council's Admissions Committee to be sure the suggestions were workable. We knew what we (read Council) wanted but also needed to know that it was practical in its application.

The rewriting task is finished and Allen will be forwarding the document to Grant Koropatnick in the near future to be scrutinized by our legal council.

I hope that this monumental task, shepherded by Allen will be an agenda item for the December council meeting. Originally I hoped to get this one through in my term, but we didn't quite make it. I want to thank Allen and Brian for all the Tuesday night meetings.

A parallel series of adjustments was carried out over the last several years in the APEGM office to revamp the Academic Review Committee (ARC) manual. This task fell chiefly upon Sharon Sankar and Grant. In January, council approved a motion to accept the revised ARC manual of operations.

I believe that the changes in these



manuals will result in a more efficient registration process. As well, APEGM is in a good position with regard to mobility issues and registration of foreign trained engineers.

Returning to the ARC, I wanted to thank Ian Ferguson for his careful oversight of the ARC committee for the past 2 years. Ian has stepped down as ARC Chairman to pursue a sabbatical in Australia. His attention to detail and measured guidance was especially helpful in assessing the academic credentials of applicants. Since his wife Nancy Chow went with Ian ARC lost two geoscientists at one fell swoop. Thanks to both of them.

COUNCIL

I want to thank all of the councillors that I have served with. Their dedication and willingness to understand the issues and help keep APEGM needs first made my job easier. There was always lively discussion and an open sharing of opinions and ideas; without any acrimony – ever. Thanks again, it certainly made my job as Chair easy.

I especially want to thank the councillors Brenda Bilton, James Blatz and Jim Millar who have finished their terms on council. I hope they stay involved with APEGM in many ways and that maybe they will throw their cap in the ring again to serve as councillors.

Two newly appointed councillors will be joining council this year. Sheila Dresen, and Cindy Rodych. Sheila is

an RN and is Past President of the College of Registered Nurses of Manitoba. Cindy is a member of the Professional Interior Designers Institute of Manitoba (PIDIM) and Building Owners and Managers Association (BOMA). She is currently Corporate Leader - Interior Design, Stantec Consulting Ltd. With the Governments, both at Provincial and Federal levels, putting emphasis (read legislation) on across country mobility and registration of foreign trained professionals, their ability to provide a point of view from other regulated professions will be a great asset.

ENGINEERS CANADA

Engineers Canada has just embarked on a major advertising campaign. Engineers and engineering, to my mind, in today's world is taken for granted - one of the invisible things of everyday life. Few know that in the early 1900's Engineers in the U.S. were the highest paid professionals, well ahead of Medical Doctors. They have fallen behind and it is probably time that the general public got reintroduced to engineers, what they do and importantly how to become one. Being in the profession all of you probably know this, but Engineers Canada campaign is out to re-educate the public. You may know this from other reports but my point in bringing it up is to inform you that this campaign will be multi year

and will cost money. To be effective we should expect our Provincial and Territorial organizations to fund this project for the long haul. The effective advertising campaigns of the three Accounting organizations has gone on for several years and truly raised their status. Engineers and Geoscientists need to do the same.

CANADIAN COUNCIL OF PROFESSIONAL GEOSCIENTIST

The June annual meeting of CCPG was in Winnipeg at the Fort Garry Hotel. I had the privilege of presiding over the Presidents meeting the day before the Annual meetings of Directors and Members. The previous year in Kananaskis Tim Smith, then president of APEGBC, brought together a quick meeting of Presidents prior to the annual general meeting. It was suggested that this meeting should be a standard event and I chaired a more formal event in Winnipeg last June.

I have been asked to provide terms of reference for the future Presidents annual meeting. This is a mirror of the meeting by the Presidents at Engineers Canada meetings. The purpose of these meetings is to become informed on the issues from the various jurisdictions and work toward a consensus for the presidents on the issues.

EARTH RING

This was my fun project for the year! Although the Earth Ring is not directly related to APEGM, just as the Iron Ring stands alone and independent, there is pride in being an Engineer or Geoscientist and the ring is an important visible symbol.

Until friends from Alberta talked about the ring, I hadn't thought much

about it. However, I tossed out a few comments to students at U of M and Brandon and was overwhelmed with a positive response. So much so that it essentially turned into a demand. The earth ring became a tradition in Alberta 33 years ago so I got myself invited to their ceremony and brought the tradition home. Graduates eligible for registration in Manitoba received Earth Rings this spring. I am sure this will become a Manitoba tradition. It has now spread to B.C., Nova Scotia and Newfoundland. I expect it will continue to expand.

The Brandon students have put photos up on our Face book. Now I have to get my kids to show me how to use Face book.

PARTING SHOTS

The APEGM office is moving; about 100 metres to the south. The new building going up on Pembina has really taken shape quickly. Grant and the staff are looking forward to moving in, possibly on December 1st. So watch for the office opening and some new eye catching signage – from the discussions, dreaming, and looking at the plans our new Association home sounds pretty exciting. It will be twice the size of our present space and at the rate we have grown, it is surely needed.

In closing, it is amazing how fast a year can spin by, at (most) times apparently out of my control. But Grant and the office staff can be counted on to keep the underlying system running smoothly for the membership. For that we owe them a huge debt of gratitude. As well, the Association relies on the dedication of volunteers. It always seems to return to the need for volunteers. So keep on giving a little bit back. It is, after all, your profession.



Report of the Director of Admissions

S. Sankar, P.Eng., P.E.



It's been an exciting year in Admissions – particular the last few months. On May 9, 2008, Council passed a policy change which promises to have a positive effect on those who are going through the Academic Assessment process. Staff at the APEGM office, particularly Claudia Shymko, the new Assessment Officer, has put in a Herculean effort to make sure that the transition phase is going smoothly. Since this transition also coincided with the retirement of a long-standing and experienced staff member, Joan McKinley, the effort put in by Claudia was especially noteworthy and appreciated.

There are still implementation details to be worked out, however, we are seeing the 'light at the end of the tunnel' and in fact, we have had a few applicants express their approval of the new policy; which certainly makes the hard work worthwhile. More details are available at: <http://www.apegm.mb.ca/register/noaccred/newarp.html>.

Another exciting event that is happening is the fact that our online database/website application is drawing closer to completion.

This too, has been a fairly monumental task as it is not just a simple matter of converting Access tables to SQL Server tables. The new database involves a complete reworking of our workflow, extreme data clean-up (how many ways can you spell University of Manitoba? UofM, U of M, Univ.of MB, Univ. of Man., you get the idea), a complete change in table schema, and a restructuring of our network – both hardware and software.

Andrew Reddoch, our Programmer, has been going through the Alpha version with staff, but very shortly we will be calling on the members to help us with the troubleshooting. The troubleshooting will be in phases and among other things, will involve test 'run-throughs' of the pre-registration process. Those members interested in participating will be assigned various roles – e.g. MIT, Supervisor, Registration Committee member, Experience Review Committee member.

While testing will involve a bit of work and coordination – we think that it has the potential to be a lot of fun as well – and getting involved with it will allow members to have some say in how the process should work.

Another big event related to Admissions is the fact that the Internationally Educated Engineering Qualifications program (IEEQ) has received its long anticipated funding and is now ramping up to be an even bigger and more successful program. Many foreign-trained engineering graduates have taken advantage of this program and have gone on to successful careers as Professional Engineers. More information about this program can be found at: <http://umanitoba.ca/faculties/engineering/programs/ieeq/>.

In short, it has been a busy and productive year, and it promises to get even busier.



Report of the Executive Director and Registrar

G. Koropatnick, P.Eng.

STAFF CHANGES

Although we don't like to see it happen, at some point good employees leave the organization. After 32 years of service to APEGM, Joan McKinley retired this year. Is there a member who doesn't know Joan? I don't think so. It was a pleasure and honour to host a luncheon for Joan on September 8, 2008, with a group of past presidents, current and former employees, family, and friends.

In addition to some nice speeches and a fine meal, it was announced that the main meeting room in the new office will be called "The McKinley Room" in recognition of Joan - APEGM's longest serving employee. Claudia Shymko takes over for Joan and although Joan's shoes are difficult to fill, Claudia's feet seem to be an ideal match!

Mike Gregoire joined the staff of APEGM on March 31, 2008, as Professional Standards Officer. Since his arrival, through Mike and several committees, APEGM has increased its' activities in the areas of member relations, investigations, public education, and enforcement of the Act and By-laws.

MARKETPLACE DEMAND

The strong Manitoba economy has resulted in a demand for professionals in both engineering and geoscience. In fact, in combination with local grads,

imported grads from other provinces and overseas still cannot quench the hot demand for professionals. For example, assessment files for applicants applying to APEGM with international degrees increased by 35% in the past year. Many are finding employment with local engineering firms and other technical employers.

This is resulting from the immigration policy of the Manitoba government and the opportunity available for technical professionals in our province. Vale INCO in Thompson, invited APEGM north to speak with new employees about professional regulation and to sign-up Members-in-Training. Director of Admissions Sharon Sankar and Assessment Officer Claudia Shymko spent three days assisting Vale INCO engineers, geologists, managers, and supervisors through the application process.

NEW OFFICE

By the time you're reading this annual report, the APEGM office will almost be moved into its new location at 870 Pembina Highway. You likely recall that for the past dozen years the address was 850A Pembina Highway. The new location is a brand new building at the corner of Pembina and Harrow: immediately south of our old building. The move will be a small one in distance but a giant one in appearance and functionality. The new office will have a large reception room, which divides into



two separate rooms, a reception area with a heritage theme, a third meeting room, and more dedicated parking spaces than before. The McKinley Room (referred to above) will become the “meet and greet” place for members.

NEW MEMBER DATABASE AND WEBSITE

Thanks to Systems Programmer Andrew Reddoch, the new member database and website are almost ready to go. The project goal was to upgrade the member database to current standards and readiness for future demands and create a new web site with automated features. The “heavy lifting” is almost finished and we anticipate the launch of the new systems to take place in November. New look and functionality include online payments, secure login for members, and online reporting, reviewing, and processing of files by MITs, supervisors, and the Registration Committee.

VISIBILITY IN THE COMMUNITY

We talk a fair bit about why our profession is not readily noticed by the average person in the street. I am hoping that some members will join with me to look at what can be done to increase visibility. Advertising on buses and billboards? Radio and TV spots? More scholarship awards? In an attempt to promote the professions and increase public appreciation, I have some ideas for a major charity event that will tell the

community of Winnipeg that we care about them beyond engineering. Anyone interested? Let me know.

RENEWAL OF THE PROFESSIONS

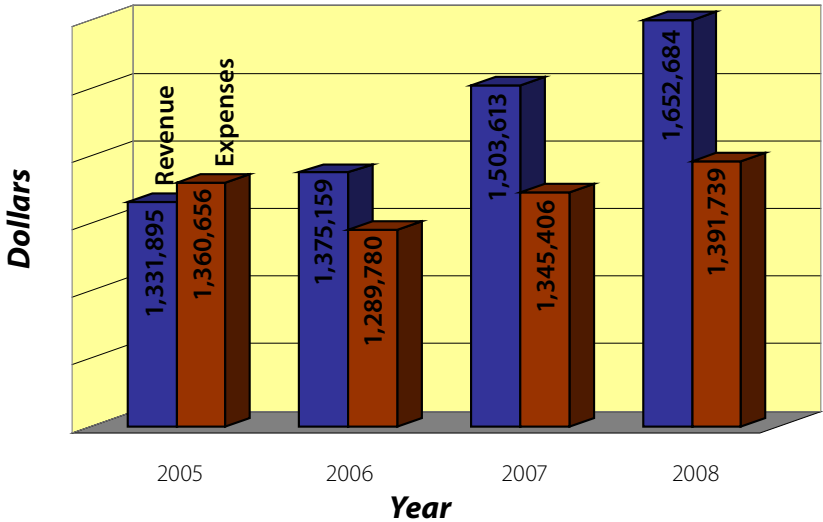
What does the future hold for engineers and geoscientists? Looking internally, it is clear that our membership is aging and that maintaining numbers will require a combination of grads from UM, BU, other schools across Canada, and the welcoming of professionals from overseas.

While ensuring that the association is sustainable through adequate member numbers, it is also important to challenge each other with questions about personal, professional, and philosophical renewal. Why do we do what we do? Why are we a part of these historic, honourable professions? Who is called and who is responding to the call? What is the profile of the future engineer? What is the profile of the future geologist? These questions will be explored in the near future.

Thank you to each of the 5,474 members – the staff and council appreciate the support you have given this year. Next year, we hope to engage all of you in some new ways. In the meantime, your feedback is welcomed. If you have any thoughts on anything, please email me at apegm@apegm.mb.ca or message me through Facebook.

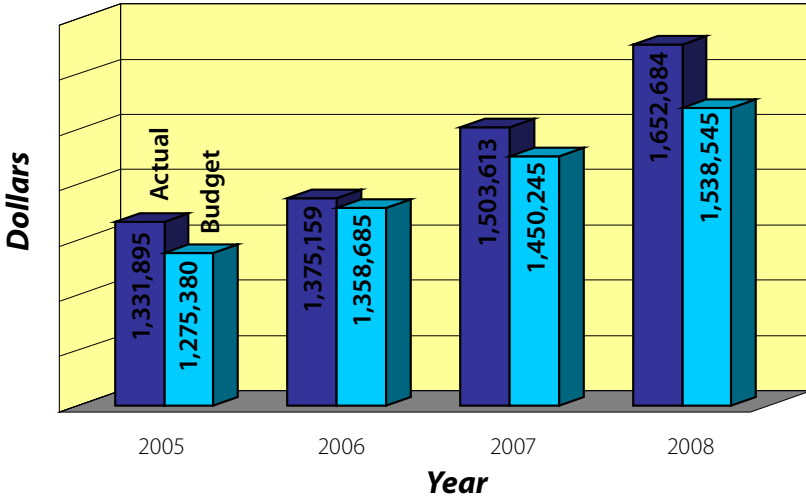
Year Ending June 30th	2005	2006	2007	2008
Professional Engineers	3794	3858	4018	4187
Professional Geoscientists	233	234	234	239
Life Members	115	119	121	133
Engineers-in-Training	662	688	724	774
Geoscientists-in-Training	21	24	21	21
Certificates of Authorization	338	366	391	421

APEGM Revenues vs. Expenses

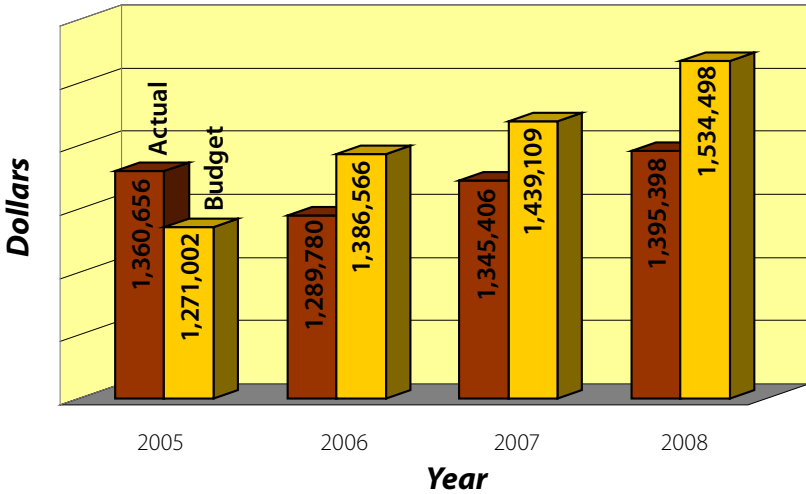




APEGM Revenue - Actual vs. Budget



APEGM Expense - Actual vs. Budget



STATEMENT OF OPERATIONS

For the year ended June 30	2008		2007
	Budget	Actual	Actual
Revenue			
Assessments	\$ 31,135	\$ 36,781	\$ 24,529
Deregistration/reinstatements	3,310	-	2,630
Engineers in training	127,045	126,431	108,061
Exam administration and exam fees	29,185	24,400	28,822
Investment income	66,200	71,482	70,702
Insurance program	12,530	24,330	14,967
Licences	2,405	3,096	2,294
Members' annual fees	1,100,355	1,134,562	993,254
Student memberships	3,535	3,773	3,329
Meeting and professional development recoveries	63,085	80,110	88,113
Other	48,370	62,866	55,818
Registration fees	34,080	53,865	37,546
Certificate of Authorization	107,310	127,388	113,149
	1,628,545	1,749,084	1,543,214
Deferred revenue, beginning of year	668,600	668,600	629,000
Deferred revenue, end of year	(758,600)	(765,000)	(668,600)
	1,538,545	1,652,684	1,503,614
Expenditures			
Administration	1,133,315	1,032,864	982,436
Amortization of capital assets	48,000	36,020	25,625
Appropriation to the APEGM Foundation Inc.	42,400	42,400	42,400
Awards program	9,800	288	661
C.C.P.E. and C.C.P.G.	55,850	57,595	55,595
Certificates and seals	16,000	12,696	17,450
Meeting expenses	109,915	130,511	134,428
Secondary professional liability insurance	45,000	33,485	36,146
Student support and scholarships	12,275	9,059	10,629
Travel	61,950	40,482	40,038
	1,534,505	1,395,400	1,345,408
Excess (deficiency) of revenue over expenditures for the year	\$ 4,040	\$ 257,284	\$ 158,206

All figures from audited financial statements.

STATEMENT OF FINANCIAL POSITION

June 30	2008	2007
Assets		
Current Assets		
Cash	\$ 77,306	\$ 7,651
Accounts receivable	29,360	56,392
Prepaid expenses	34,982	20,619
	<u>141,648</u>	84,662
Investments	2,050,772	1,833,760
Capital assets	121,128	89,989
	<u>2,313,548</u>	2,008,411
Designated Funds - Discipline By-law		
Investments	100,000	100,000
	<u>\$ 2,413,548</u>	<u>\$ 2,108,411</u>

Liabilities and Net Assets

Current Liabilities		
Deposits on applications pending	\$ -	\$ 3,756
Accounts payable	35,803	69,341
Accrued vacation pay	56,863	56,629
	<u>92,666</u>	129,726
Deferred revenue	765,000	668,600
Net assets	1,555,882	1,310,085
	<u>\$ 2,413,548</u>	<u>\$ 2,108,411</u>

Approved on behalf of the Council:



President



Executive Director

All figures from audited financial statements.

BUDGET FOR THE YEAR ENDING JUNE 30, 2009

SCHEDULE OF FEES AND DUES

Type	Y/E 2008 Amount	Y/E 2009 Amount	Y/E 2009 Amount With 5% GST
Administration Fee	\$ 117.92	\$ 119.05	\$ 125.00
Annual Dues - Members	283.02	285.71	300.00
Annual Dues - Retired	103.77	104.57	110.00
Late Payment Fee	50.47	50.00	52.50
Deregistration Fee - Members	-	-	-
Deferred Dues Members	141.51	142.86	150.00
Temporary Licences	400.94	404.76	425.00
Annual Dues - EITs/GITs	132.08	133.33	140.00
Deregistration Fee - EITs/GITs	-	-	-
Deferred Dues - EITs/GITs	66.04	66.67	70.00
Student Membership	9.43	9.52	10.00
Assessment Fee (Academic Qualifications)	315.09	380.95	400.00
Exam Program Administration Fee	119.81	-	-
Exam Fee (Exam Program)	240.00	300.00	315.00
Discipline By-law Assessment	-	-	-

INCOME SUMMARY

	Y/E 2008 Budgeted Income 12 months ending June 30, 2008	Y/E 2008 Actual Income 12 months ending June 30, 2008	Y/E 2009 Budgeted Income 12 months ending June 30, 2009
Assessments	\$ 31,135	\$ 36,781	\$ 37,390
Deregistrations/Reinstatements	3,310	-	3,340
Discipline By-law	-	-	-
EITs/GITs Annual Fees	127,045	126,431	125,790
Examination Fees	29,185	24,400	27,500
Investment Income	66,200	71,482	57,245
Insurance Program	12,530	24,330	12,530
Licenses	2,405	3,096	4,855
Members' Annual Fees	1,100,355	1,134,562	1,187,970
Miscellaneous Income	66,620	83,883	60,475
Registration Fees	48,370	62,866	72,860
Transfers	34,080	53,865	22,620
Certificate of Authorization Fees	107,310	127,388	119,865
Total	\$ 1,628,545	\$ 1,749,084	\$ 1,732,440

BUDGET FOR THE YEAR ENDING JUNE 30, 2009

EXPENSES SUMMARY

	Y/E 2008 Budgeted Expense 12 months ending June 30, 2008	Y/E 2008 Actual Expense 12 months ending June 30, 2008	Y/E 2009 Budgeted Expense 12 months ending June 30, 2009
Advertising	\$ 8,000	\$ 9,092	\$ 46,750
Bank Charges	27,900	31,196	31,800
Car Allowance	1,000	286	1,000
Computer Support Services	3,600	5,386	-
Courier Services	8,100	6,527	8,100
Dues and Subscriptions	2,550	1,142	2,050
Governance	5,500	-	7,000
Insurance	12,000	23,710	25,195
Professional Liability Insurance	45,000	33,485	45,570
Internet - Web Site	11,400	8,417	10,400
Leasehold Expenses	2,170	681	2,130
Mailing Services	20,650	7,474	18,500
Miscellaneous	500	1,087	500
Office Rent	111,843	65,297	119,642
Outside Services	17,800	19,946	30,300
Personnel Administration & Staff Training	5,175	6,699	5,175
Postage	55,500	33,851	68,350
Printing	64,275	49,628	57,760
Office Supplies	12,100	15,366	12,100
Equipment Rental	4,650	3,247	3,750
Office Equipment	27,188	23,113	35,800
Legal Fees	26,600	3,167	30,500
Auditors Fees	9,500	9,719	10,000
Salaries, Benefits & Costs	654,759	654,785	630,282
Sponsorships/Funding	78,350	88,703	96,911
Telephone	12,600	14,404	13,740
Depreciation	48,000	36,020	92,250
Honoria, Awards	9,800	288	7,350
CCPE/CCPG Assessment	55,848	57,595	60,224
Certificates & Seals	16,000	12,696	15,295
Contingencies	-	-	-
Meeting Expenses	109,915	130,511	106,325
Student Scholarships	4,275	1,400	4,275
Travel	61,950	40,482	65,000
Total	\$ 1,534,498	\$ 1,395,398	\$ 1,664,024

Minutes of the 2007 Annual General Meeting

Minutes of the ANNUAL GENERAL MEETING of the Association of Professional Engineers and Geoscientists of the Province of Manitoba, held at The Fort Garry Hotel, Winnipeg, Manitoba on FRIDAY, OCTOBER 26, 2007 at 11:30 a.m.

CALL TO ORDER AND OFFICIAL OPENING

President Robyn Taylor called the meeting to order and welcomed everyone to the 88th Annual General Meeting of the Association of Professional Engineers and Geoscientists of the Province of Manitoba. She confirmed that a quorum (more than 50 members) was present.

Ms. Taylor advised that the meeting was being recorded.

MOMENT OF SILENCE FOR DECEASED MEMBERS

Ms. Taylor read the names of the members, deceased during the year.

A moment of silence was observed in their memory.

NOTICE OF MEETING

The Notice of Meeting (Appendix B), which had been included in the Summer 2007 edition of The Keystone Professional, was read by the Secretary, Mr. Grant Koropatnick.

APPROVAL OF THE AGENDA

It was **MOVED** by Mr. Ken Buhr and **SECONDED** by Mr. Charlie Bouskill that the agenda be approved as presented.

CARRIED

INTRODUCTION OF THE COUNCIL AND STAFF

The members of Council, including the three Councillors appointed under the Act, and the APEGM staff were introduced.

Ms. Taylor also introduced Mr. Dave Ennis, the APEGM Director on the Board of Engineers Canada; Mr. Gary Ostry, the APEGM Director on the Board of the Canadian Council of Professional Geoscientists; Mr. Robert G. Tetrault, the Association's legal counsel; and Mr. Dave Anderson, from the firm BDO Dunwoody – the Association's Auditors.

INTRODUCTION OF COMMITTEE CHAIRS

Ms. Taylor introduced the Chairs of the Committees and Chapters who were in attendance.

RECOGNITION OF GUESTS AND ASSOCIATION REPRESENTATIVES

Ms. Taylor recognized the invited guests from outside of Manitoba, most of whom were representing other engineering or geoscience organizations:

- Ken McMartin – Past President of Engineers Canada
- Marc Bourgeois – Director of Communications of Engineers Canada

- Colin Moore – Regional Councillor of Professional Engineers Ontario
- Stephen Halabura – Past President of the Saskatchewan Association
- Gordon Williams – President Elect of the Alberta Association

Ms. Taylor informed the meeting that greetings from those representatives could be found in the folders provided for the meeting.

Ms. Taylor also introduced:

- Doug Ruth – Dean of Engineering at the University of Manitoba;
- Hamid Mumin – Dept. of Geology, Brandon University and President of the Canadian Council of Professional Geoscientists;
- Ron Britton – Associate Dean – Faculty of Engineering, University of Manitoba, Chair in Design Engineering, and Founder of the Internationally Educated Engineering Qualification Program (IEEQ);
- Phillip Dompierre – Senior Stick – UMES
- Megan Lusty – Vice Stick – UMES.

Ms. Taylor recognized the representatives of the other related Manitoba professions.

- Manitoba Association of Architects (MAA) – Jim Wagner, President, and Judy Pestrak, Executive Director
- Certified Technicians and Technologists Association of Manitoba – David Little, Vice President
- Association of Manitoba Land Surveyors – Mr. Wilson Phillips, President

Ms. Taylor transferred the Chair to Dr. Digvir Jayas.

REPORT OF THE PRESIDENT

Ms. Taylor drew the meeting's attention to her report printed in the 2006-2007 Annual Report and brought the meeting up to date on some of the highlights which included:

- Council's multi-year strategic plan, which includes continuing professional development, government relations and enforcement of the Act.
- The 2006 Annual General Meeting, which was hosted by the Thompson Chapter;
- Engineers Canada AGM held in Winnipeg in May 2007.

Ms. Taylor concluded her report by welcoming Tim Corkery as the new President of APEGM and stating that he will provide superb leadership in the coming year.

Dr. Jayas called for questions. The President's report was received as read.

Ms. Taylor returned to the Chair.

MINUTES OF THE ANNUAL GENERAL MEETING OF OCTOBER 28, 2006

It was MOVED by Mr. Ganpat Lodha and SECONDED by Mr. Dave Ennis that the minutes of the Annual General Meeting of October 28, 2006 be accepted as read and adopted.

CARRIED

REPORT OF THE SCRUTINEERS - COUNCILLORS ELECTED FOR 2007-2009

Ms. Taylor read the report of the Scrutineers.

She announced that, in accordance



with section 8(1) of The Engineering and Geoscience Professions Act, the following were elected to Council for a two year term:

Engineers:

- Alan M. Aftanas
- William C. Girling
- Donald D. Himbeault
- Bob R. Malenko

Geoscientist:

- Raymond A. S. Reichelt

It was MOVED by Mr. Allan Silk and SECONDED by Ms. Cathy Stewart that the report of the scrutineers on the result of the voting for the 2007 election to the Council be received.

CARRIED

Ms. Taylor also reported that the Councillors appointed under section 8(2) of the Act for the 2007-2009 term are:

- Arthur Chapman
- Brian Shortt

Ms. Taylor congratulated those who had been elected and expressed sincere appreciation to those members who had let their names stand in nomination but who were not elected.

Ms. Taylor announced that, in accordance with By-law No.4.2.1.1 of the Association, Tim Corkery, P.Geo. would become the President of the Association at the close of the meeting and that his term of office would continue until the end of the 2008 Annual General Meeting.

AUDITORS' REPORT AND THE JUNE 30, 2007 FINANCIAL STATEMENT

Ms. Taylor referred the meeting to the Auditor's Report.

She noted that council had approved the report as part of its governance policies and process. She added that the statement makes provision for the appropriation to the APEGM Foundation Inc. and that the money is in an internally restricted fund for that purpose.

It was MOVED by Mr. Hugh Roche and SECONDED by Mr. John Rooney that the Auditors' Report for the year ending June 30, 2007 be received.

CARRIED

APPOINTMENT OF AUDITORS

It was MOVED by Mr. David Ford and SECONDED by Mr. Charlie Bouskill that BDO Dunwoody LLP be appointed as the Association's auditors for the 2007 -2008 fiscal year.

CARRIED

2007/2008 BUDGET AND SCHEDULE OF DUES AND FEES

Ms. Taylor referred the meeting to the 2007/2008 Budget and the 2008 Schedule of Dues and Fees.

Ms. Taylor announced that both the Budget and Fee Schedule had been previously approved by Council in accordance with the By-laws and were on the agenda to provide an opportunity for questions and comments to the Council.

She advised that there would be a dues increase this year for both professional members and MITs. She noted that the fee for practicing members will be \$300, an increase of 9.5%. She explained that the increase would generate revenue to expand programming, upgrade technology, and offset rising costs of rent, wages, and benefits.

There being no comments or questions, Ms. Taylor requested the Secretary

to record that the 2007-2008 Budget and the 2008 Schedule of Dues and Fees were considered and received as information.

NOMINATING COMMITTEE APPOINTMENTS

Ms. Taylor informed the meeting that this item was on the agenda to select five members to serve on the Nominating Committee.

She advised that the Nominating Committee had important responsibilities and a significant workload. She noted that not only does the Committee nominate members for election to Council, it is also responsible for recommending persons to serve on external Boards and Committees.

Ms. Taylor reviewed the composition of the Committee, as set out in its Terms of Reference, and invited nominations for the five positions to be filled at the Annual Meeting.

Mr. Allan Silk nominated Dr. Doug Chapman. Dr. Chapman agreed to serve.

Dr. Doug Chapman nominated Mr. Allan Silk. Mr. Silk agreed to serve.

Ms. Neeme Aquino nominated Ms. Doina Priscu. Ms. Priscu agreed to serve.

As there were no more nominations forthcoming it was **MOVED** by Mr. Allan Ball and **SECONDED** by Mr. Ganpat Lodha that nominations close.

CARRIED

Ms. Taylor advised that the remaining two positions on the Nominating Committee would be filled by Council.

REPORTS OF THE COMMITTEES AND STAFF

Ms. Taylor referred the meeting to the 2006-2007 Annual Report (Appendix C).

Ms. Taylor noted that the report also contains the Council Governance Policy, the Minutes of the last AGM, the Auditor's Report and Financial Statement, and the Budget and Schedule of Fees and Dues for the year ending June 20, 2008.

It was **MOVED** by Dr. Ron Britton and **SECONDED** by Mr. Dave Ennis that the Committee and Staff reports, as published in the 2006-2007 Annual Report, be accepted.

CARRIED

RESOLUTIONS

President Robyn Taylor announced that By-law 5.1.4 provided for resolutions to be put forward and voted upon at the Annual General Meeting.

Mr. Grant Koropatnick advised that no resolutions had been received.

RECOGNITION OF RETIRING COUNCILLORS

Ms. Taylor recognized the contributions of the following retiring Councillors:

- Digvir Jayas for three years on Council;
- Avery Ascher for two years on Council;

GAVEL CEREMONY

The Scott gavel was passed from Ms. Robyn Taylor to Mr. Tim Corkery in accordance with the official ceremony for turning over the gavel to the incoming president. Mr. Corkery signed the scroll, which was then returned to its place in the gavel.



INCOMING PRESIDENT'S ADDRESS

Mr. Corkery expressed his sincere thanks to Council for electing him as Vice-President. He gave a brief account of his academic, work and family background.

He stated that engineers, like doctors, lawyers and several other professions were privileged to be self regulated and he quoted the first level Ends - "APEGM exists so that the public interest is protected and promoted through the professional excellence of engineers and geoscientists who have the privilege to self regulate".

But, he added, this self regulation comes with a price. He continued to say that engineers and geoscientists were responsible for managing all aspects of their profession and that to do this APEGM utilized the Carver method of Policy Governance, which ensures that the Council is accountable to its members, the government,

and the public and that the Executive Director is accountable to the Council.

CLOSING ANNOUNCEMENTS AND ADJOURNMENT

Ms. Taylor announced that:

- Provincial Engineering and Geoscience Week will be the first week in March 2008, and that there would be a number of activities sponsored by APEGM;
- Nominations for Awards are accepted through the APEGM office at any time.
- The Fifth Annual "Making Links Engineering Classic" Golf Tournament would be held on June 12, 2008. This year we raised \$12,500 for the University of Manitoba.

At 12:10 p.m. it was MOVED by Mr. Dave Ennis and SECONDED by Dr. Digvir Jayas that the meeting be adjourned.



G. Koropatnick, P.Eng.
Executive Director & Registrar



R.L. Taylor, P.Eng.
President



Report of the CCPG Director

G. Ostry, P.Eng., P.Geo.



The Canadian Council of Professional Geoscientists (CCPG) is an autonomous federation of provincial and territorial professional associations whose purpose is to provide services to its member associations.

The CCPG plays an important role in: 1) coordinating admission and education standards, mobility, and other activities affecting Canadian professional geoscientists, 2) acting as a forum within which common issues are addressed, 3) enhancing the image and practice of geoscience, and 4) representing Canadian professional geoscientists nationally and internationally.

The following issues have been discussed by the CCPG board of directors and APEGM throughout the year. The most recent meeting of CCPG was held in Winnipeg, Manitoba, June 2, 2008.

THE CANADIAN GEOSCIENCE STANDARDS BOARD – UPDATE

The Canadian Geoscience Standards Board (CGSB), a standing committee of CCPG, was charged with establishing common nationally recognized requirements for professional geoscience registration. The CGSB is comprised of representatives from each of the 10 constituent associations (CAs) of CCPG that regulate the practice of professional geoscience in each of

the 11 provinces and territories in Canada where licensure applies. The original draft document, “Recommended Minimum Requirements of Geoscience Knowledge and Work Experience for Professional Practice”, was released in 2000 and over the last three years has undergone intensive review by the CGSB.

In July 2008 the CCPG announced the unanimous decision of its Board of Directors to accept proposed revisions to the geoscience knowledge and experience requirements for professional registration in Canada. The new revisions are set out in the CCPG document entitled “Geoscience Knowledge and Experience Requirements for Professional Registration in Canada” which will replace the aforementioned document “Recommended Minimum Requirements of Geoscience Knowledge and Work Experience for Professional Practice”.

INTER –ASSOCIATION MOBILITY AGREEMENT (IAMA) - UPDATE

The Inter –Association Mobility Agreement (IAMA) Task Force will continue to review the IAMA following the extension of the IAMA for an additional 1 year. In 2006 the Task Force was struck with the mandate to review the existing agreement and make

recommendations for amendment when the agreement expired in 2008.

At the June 2008 meeting final changes to the Agreement on Mobility of Professional Geoscientist - within Canada were recommended by the IAMA Task Force to ensure consistency with the Agreement on Internal Trade. The Agreement on Internal Trade was signed by First Ministers in 1994 and seeks to reduce barriers to the movement of persons, goods, services and investments within Canada.

The most notable recommendation was the replacing of the overarching 'notwithstanding' clause that gave each CA a veto power, with a conditional clause that will only allow each CA to conduct due diligence on an applicant if a series of six listed conditions are not met.

The IAMA was extended for 2 years in 2006, the Task Force was struck with the mandate to review the current agreement and make recommendations for amendment when the agreement expires in 2008 .

- Alberta will not sign the Agreement on Mobility of Professional Geoscientist within Canada without the 'notwithstanding' clause
- BC will not sign the Agreement on Mobility of Professional Geoscientist within Canada due to conflicts between the agreement and provincial laws;

the nature of the conflict(s) was not discussed.

In light of the unwillingness of the BC and AB CAs' to sign the amended Agreement on Mobility of Professional Geoscientist within Canada the CCPG Board passed a motion to extend the current agreement until June 2009 to give the IAMA Task Force more time to try and resolve the AB and BC issues. By September 2008 all CAs had submitted executed copies of the Agreement that contained the extension provision.

LICENSURE TASK FORCE

At the 2007 Annual Meeting of Council a Licensure Task Force was formed and given the mandate to bring forward a national strategy to encourage geoscience licensure for the non-registered. The Task Force recommended that a national marketing campaign be undertaken to promote licensure and raise the profile of geosciences in Canada and the formation of a Licensure Compliance Committee (LCC) to implement this strategy over the next three years. This was passed by Council and the LCC has been meeting on a regular basis.

FLAGSTAFF DECLARATION

In September 2008 CCPG, along with the American Institute of Professional Geologists (AIPG), the European Federation of Geologists (EFG), the Institute of Geologists of Ireland (IGI),



the Geological Society of London (GS) and the Ilustre Colegio Oficial de Geólogos (ICOG), became signatories to the Flagstaff Declaration at the 3rd International Professional Geology Conference held in Flagstaff, Arizona. The signatories agreed to nominate representatives to establish a global framework to improve international cooperation on a wide range of issues, from professionalism, ethics and enforcement, and CPD, to raising awareness of the importance of geoscience in society. It is anticipated other associations from other countries will soon become part of this network.

THE 2008 CANADIAN PROFESSIONAL GEOSCIENTIST AWARD

CCPG announced Dr. Hugh Miller, P.Geo., of Paradise, Newfoundland, as the recipient of the 2008 Canadian Professional Geoscientist Award. The Canadian Professional Geoscientists Award is given to recognize the achievements of an individual in his or her capacity as a registered Professional Geoscientist, who has made an outstanding contribution to the development and practice of professional geoscience and who has advanced public recognition of the profession in Canada.

CCPG EXECUTIVE FOR 2008/2009

Hamid Mumin of Manitoba stepped down as President and Bruce Bolster of New Brunswick assumed the Presidents

chair for 2008 – 2009. Gary Vivian of the NWT is the President-Elect.

The new executive of the CCPG for 2007/2008 is as follows:

- President: Bruce Bolster (APEGNB)
- Past President: Hamid Mumin (APEGM)
- President Elect: Gary Vivian
- Secretary Treasurer: Vacant

The upcoming CCPG Board of Directors Meeting is scheduled for Toronto in November 2008 and the next CCPG Annual General Meeting is scheduled for June 2009 in Fredericton, New Brunswick.



Report of the Engineers Canada Director

D.A. Ennis, P.Eng.

Vision for Engineers Canada -

Engineers Canada is the national body of professional engineers who enable the evolution of Canada's future.

Mission Statement for Engineers Canada -

On behalf of our constituent members, Engineers Canada shall provide a national perspective and methodology to:

- *Achieve consistent high standards for engineering education*
- *Achieve uniformity of policies, procedures, and processes for admission to the profession, the practice of engineering, mobility of Canadian engineers*
- *Achieve recognition and acceptance of the profession with government, engineering graduates, engineers, universities, students, the public, and industry*
- *Deliver national member service programs, as requested*

Established in 1936, Engineers Canada is the national organization of Canada's 12 provincial and territorial engineering regulatory associations. It serves those associations (its only members) by delivering national programs that assist them in ensuring high standards of engineering education, professional qualifications, and professional practice. In addition to being the voice of its constituent members in national and international affairs, Engineers Canada coordinates the development of national policies, positions, and guidelines on behalf of the engineering profession.

It also promotes greater understanding of the nature, role, and contribution of professional engineers and engineering to society, and undertakes federal government relations and national media relations

on behalf of the associations.

Each year, APEGM and the other associations send Engineers Canada approximately \$10.00 per member, which is only about 30% of the cost of doing business.

The other 70% is obtained through either revenue for external contracts or as fees collected from service providers, such as insurance companies, that offer products to engineers and geoscientists. Given the value-added to the Canadian engineering profession through Engineers Canada, in my opinion, the shareholders, e.g. APEGM, do very well on their investment.

The scope of Engineers Canada's objectives and activities is best obtained through a perusal of its website at www.engineerscanada.ca and I encourage APEGM's members in all categories and other interested



parties to spend a few minutes exploring that resource. Within those many objectives and activities there are some that I believe merit particular mention to APEGM members.

ENGINEERING SUMMIT – “LEADING A CANADIAN FUTURE: THE NEW ENGINEER IN SOCIETY”

The six leading engineering organizations in Canada (Engineers Canada, Engineering Institute of Canada, Association of Canadian Engineering Companies, Canadian Academy of Engineering, National Council of Deans of Engineering and Applied Science, Canadian Federation of Engineering Students) have an agreement that promotes dialogue and collaboration.

The initial collaboration will be an engineering summit on May 19-21, 2009, in Montréal in conjunction with the annual meeting of Engineers Canada. It will focus on creating a vision that will help Canada’s engineering community contribute to an increased quality of life and to the further development of Canadian society over the next generation. Individuals may now register to receive information on the summit at www.engineeringssummit.ca

MEDIA CAMPAIGN

By the time this report is published Engineers Canada will have launched a national media campaign to raise

the profile of the profession with parents—to promote engineering as a career option for their children—and with employers; so that they may recognize the added value of hiring professional engineers. It is expected to cost more than a million dollars per year and to carry through the year 2012.

NATIONAL MEMBERSHIP DATABASE

Engineers Canada has developed a national membership database for use by the associations in processing transfer and mobility applications and to better collect valuable statistics related to the engineering profession.

The database is now available to the engineering regulators for use and, under an arrangement with the Canadian Council of Professional Geoscientists, will soon also include those associations that only register geoscientists.

As it is being used, final adjustments and improvements are being implemented. A protocol on its use has been developed and forwarded to the constituent members for their approval. It is anticipated that the full complement of regulatory associations will be included by the end of 2008.

NATIONAL ROUND TABLE ON SUSTAINABLE INFRASTRUCTURE

Engineers Canada has taken a leadership role in a group of organizations known as the National Round Table on Sustainable Infrastructure transition team and has, under a contribution agreement with Infrastructure Canada and a partnership with the National Research Council, started a project to identify indicators and measures for the state and performance of Canada's core infrastructure (water, wastewater, roads, bridges and transit), as well as the identification of projects for a future phase.

ENVIRONMENTAL LEADERSHIP

Engineers Canada's leadership on the issue of climate change adaptation has not gone unnoticed as the organization, represented by Darrel John Danyluk, P.Eng., a well-known member of APEGGA and an Engineers Canada past-president (and a graduate of the Faculty of Engineering at the University of Manitoba), has been appointed chair of the World Federation of Engineering Organizations' Committee on Engineering and the Environment.

MANITOBA AWARDS RECIPIENTS – ENGINEERS CANADA AWARDS

Each year, Engineers Canada confers awards that recognize excellence

in the profession. Manitoba did well this year by receiving three of the eight awards. The Manitoba recipients were Digvir S. Jayas, PhD, P.Eng., for Professional Service, Catherine Stewart, P.Eng., for Support of Women in the Engineering Profession, and Jane Polak Scowcroft who received the Gold Medal Student Award. The awards and other aspects of Engineers Canada and the engineering profession were featured in an insert in the *Globe and Mail*. That insert is available at www.engineerscanada.ca

Engineers Canada also has an ongoing collaborative working relationship with the Canadian Council of Professional Geoscientists. APEGM members wishing to comment on Engineers Canada or obtain additional information can contact me through the APEGM office.



APEGM New Office

For the last 12 years, the APEGM office has been located at 850A Pembina Highway. That will change late this autumn when APEGM moves into its new offices – currently under construction at 870 Pembina Highway.

When the Association office moved into the 3695 sq. foot location at 850A Pembina in 1996, the association (APEM at the time) had 3554 registered members who were served by an office staff of six.

Today, APEGM with 4570 registered members, 795 members-in-training and 224 assessment candidates, is served by an office staff of eleven. To accommodate this growth in staff, the APEGM office has had to sacrifice one of its meeting rooms (converted into staff offices), and squeeze staff into areas not designed to accommodate them.

In the new location, APEGM will occupy the entire first floor of the building – an area of 7194 sq. feet. This will provide adequate space to accommodate the

current APEGM staff, and allow for future staff growth over the life of the new space lease. In addition, the new premises will have over 1400 sq. feet of meeting space – a large collaboration area of over 1000 sq. feet, which may be split into two separate areas; and, a dedicated meeting room able to accommodate meetings of 10 to 15 people. The new building will also house a Heritage Display area, featuring a history of engineering and geoscience in Manitoba. This display area, in conjunction with the main collaboration area, will provide APEGM with the opportunity to host member and guest events of up to 100 people. This new location will provide the APEGM office with many improvements and benefits while still offering members and visitors adequate free parking.

The association staff looks forward to greeting and hosting the APEGM membership in our new location in the near future.



Membership Profile and Vital Statistics

Over the last 20 years, APEGM (previously APEM) has experienced steady growth in its membership to meet the engineering and geoscience needs of Manitobans.

The association membership has grown from 3057 registered members in December of 1987 to today's membership of 4570 (June 30, 2008), an increase of 49.5%. Much of this membership growth has occurred in the last three and a half years (17.3%).

assessment candidates (geoscientists and foreign-trained engineers seeking registration).

Of the 2787 Practising members resident in Manitoba, 76.9% live in Winnipeg. 15% of resident practising engineers are 60+ years of age, while 26.9% of Manitoba resident geoscientists are 60 or older. Of all practising members (resident and non-resident), 25.6% of engineers and 35.8% of geoscientists are over 55 years of age.

Membership Status	Dec. 1987	June 2008	
<i>Registered Members</i>	<i>Engineers</i>	<i>Engineers</i>	<i>Geoscientists</i>
Practising	2552	3808	226
Retired	483	341	9
Life Member	22	131	4
Deferred Dues	0	47	4
Total Registered	3057	4570	
Members-In-Training	54	774	21

Of the current total APEGM registered membership, 31.6% reside outside of Manitoba, 88.3% indicate that they are Practising, 7.7% are Retired and 5.3% are Geoscientists.

In addition to registered members, APEGM has 795 members-in-training (774 EITs and 21 GITs) and 224

Women make up 6.7% of the practising engineers and 11.5% of the practising geoscientists registered with APEGM. They currently make up 16.5 % of EITs and 42.9% of APEGM's GITs.

MB Practising Members by Age

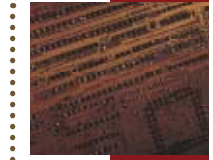
<i>Age Group</i>	<i>P.Eng.</i>	<i>P.Geo.</i>
25 to 29	91	1
30 to 39	637	11
40 to 49	823	42
50 to 59	644	49
60 to 69	333	33
70+	63	6
DoB N/A	51	3
	2642	145

All Practising Members by Age

<i>Age Group</i>	<i>P.Eng.</i>	<i>P.Geo.</i>
25 to 29	100	2
30 to 39	834	26
40 to 49	1187	71
50 to 59	1027	75
60 to 69	498	41
70+	95	8
DoB N/A	56	3
	3797	226

Manitoba MITs by Age

<i>Age Group</i>	<i>EITs</i>	<i>GITs</i>
22 to 29	394	6
30 to 39	241	8
40 to 49	62	0
50 to 59	17	2
60+	1	0
DoB N/A	16	0
	731	16



Demand for Professionals and the Need for APEGM to Respond

The Canadian economy is on fire, and this is good news for engineers and geoscientists.

In many different sectors there is an undersupply of engineers and geoscientists and, as a result, the consulting industry, government and manufacturing can't hire fast enough.

So, how does this affect APEGM?

Although APEGM's primary and overriding mandate is the protection of the public, we cannot ignore the reality that the registration process needs to adapt to this shortage.

To respond to this situation, APEGM has, in the last few months, taken steps to reduce some of the 'latency' in the system. Certain rules and policies that made sense when we had 10 - 20 applicants per year no longer work in today's more fast-paced economy.

For this reason, APEGM has made significant steps to streamline the academic review process in particular.

Those who have been through the previous academic review process or have employed or worked with people going through the academic review process realize that it can be cumbersome and onerous.

The new policy, passed by Council at their meeting on May 9, 2008, will still not be lightning fast as analyzing credentials from around the world will always take time, however, it promises to significantly reduce the wait time

for those who are trying to get their credentials assessed from abroad.

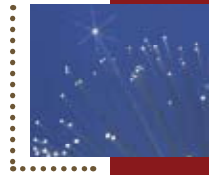
Does this mean APEGM plans to compromise safety and protection of the public? Absolutely not. The fairly modest changes that have been made promise to bring us in line with the methodologies adopted many years ago by other provinces and which are considered acceptable under the mobility agreement. We have also instituted some changes to our procedures, which over the years have appeared to have no other reason than the fact that "we've always done it this way".

APEGM hopes that these changes, such as those above, will go a long way to making things more streamlined and fairer for those going through the credential assessment.

In addition to these simple procedural changes, we have instituted a more prescriptive system of assessment which brings APEGM more in line with the procedures of the other 11 provinces and territories. Both geoscientists and engineers will benefit.

There are still a lot of implementation details that we are working out, but we are more than happy to go forward with what we hope will be a 'leaner' system that will be fairer for all new assessment applicants.

More details can be found at: <http://www.apegm.mb.ca/register/noaccred/newarp.html>



Some examples of these changes:

Old Way	New Way	Reason for Change
<p>ARC* applicants who completed all exam/course requirements as assigned by ARC are required to have their file reviewed by ARC prior to notification.</p>	<p>ARC applicants who completed all exam/course requirements as assigned by ARC are NOT required to have their file reviewed by ARC prior to notification.</p>	<p>If one has completed all requirements as assigned, what more is required? A delay of two or more months while waiting for an ARC meeting is frustrating and pointless.</p>
<p>ARC applicants who wish to take courses in lieu of exams are required to ask permission to ARC - whether or not those courses are on the approved ARC list.</p>	<p>ARC applicants who wish to take courses in lieu of exams are NOT required to ask permission of ARC if those courses are on the approved ARC list.</p>	<p>If the course has been approved, requesting that the applicant wait for ADDITIONAL approval from ARC is punitive because this can and does delay applicants from registering for courses on time!</p>

*APEGM's Academic Review Committee (ARC) is responsible for analyzing the educational portfolios of those engineering applicants who have graduated from outside Canada as well as both domestic and internationally trained geoscience applicants.

Challenges to Self-Regulation: Fair Registration Practices in the Regulated Professions Act

The APEGM has been effectively integrating foreign-trained professionals into Manitoba for many years. Engineers and geoscientists from India, China, UK and other countries have settled in Manitoba and gained their professional registration through our Association.

Legislation addressing the issue of internationally-educated professionals getting fair treatment first originated in Ontario in 2006. The McGuinty government created the "Fair Access to the Regulated Professions Act" to break down barriers and help internationally trained professionals gain acceptance in their field of expertise.

About one year later, the Doer government introduced Bill 19 in the Manitoba legislature to achieve the same purpose. "The Fair Registration Practices in the Regulated Professions Act" came into law in Manitoba in November 2007. Bill 126 "Fair Access to Regulated Professions Act" was introduced in the Nova Scotia legislature April 24, 2008.

APEGM generally supports The Fair Registration Practices in Regulated Professions Act, since we have been actively involved in certifying foreign-trained professionals for decades.

We have been speaking with Minister Nancy Allan and have offered our expertise in drafting the regulations

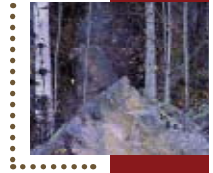
that will be put in place to guide all professions.

Realizing that the new Act has the authority to tell regulators how to conduct certain aspects of registration, we will be watching closely the following parts of the law as it moves its way through the legislative process:

1. Section 6(a) "make registration decisions within a reasonable time;"
2. Section 9(b) "training in any special considerations..."
3. Part 3 "Fair Registration Practices Commissioner"
4. Section 12(g) "...to perform any other functions provided for in the regulations."
5. Section 15(1) "...undertake a review of its registration practices at times specified by the fairness commissioner..."
6. Section 15(2)(e) "...any other matters specified in the regulations."
7. Section 16(2) "...the minister must consult with the affected regulated professions and interested persons."
8. Section 19 "Conflict with other Acts and Regulations"

I encourage all members to view this new legislation online:

<http://web2.gov.mb.ca/laws/statutes/2007/c02107e.php>



At the time of printing this document, the government posted a job advertisement seeking a suitable candidate to fill the position of Fairness Commissioner.

AGREEMENT ON INTERNAL TRADE

The Agreement on Internal trade (or "AIT" as it is being called), has the potential to change the landscape for professional regulation all across Canada. In a letter to all regulators in Manitoba, the government described the trade agreement:

"The overall objective of the AIT, which came into effect on July 1, 1995, is to reduce and eliminate, to the extent possible, barriers to free movement of persons, goods, services and investments within Canada to establish an open, efficient and stable domestic market. Through this agreement, all provinces and territories recognize and agree that enhancing trade and labour mobility contribute to the attainment of this goal.

Chapter 7 (Labour Mobility) of the AIT includes provisions intended to enable any worker qualified for an occupation in one province or territory to be granted access to employment opportunities within that occupation in any other province or territory. A key element of the Chapter is that any measures relating to licensing, certification or

registration of workers relates principally to competence, recognizing that competencies and abilities can be gained through different combinations of training and experience. Accordingly, credential-related differences should not be used as a means to restrict labour mobility.

Through this Chapter, provinces and territories agreed to undertake an analysis of regulated professions and compare their respective occupational standards. Where a high degree of commonality is found to exist in scopes of practice and occupational standards of jurisdictions, the provisions of the Chapter call for the occupational standards to be considered mutually acceptable, 'without further examination for the licensing, certification or registration of workers who meet those standards.'

In reply to the government, President Tim Corkery, P.Geo. stated the following:

"Professional engineers and professional geoscientists in Canada enjoy unrestricted mobility through inter-association mobility agreements (IAMA) currently in place. In the case of engineering, the first IAMA was signed in 1995 and has been

renewed several times. In 2007, the transfer of an engineer's license from one province to another occurred 2,559 times and with most applicants was confirmed in 72 hours or less. This process has been optimized over the past decade and proves our profession's commitment to fulfilling unrestricted labour mobility.

It concerns me to read in your letter that our professions are viewed as 'non-compliant with AIT' - surely this is a mistake. The national data for movement of engineers and geoscientists indicates that mobility is unrestricted for 99.5% of transfer applicants. For the few applicants comprising 0.5%, their transfers are delayed because of serious regulatory questions associated with their professional practice. As a regulator with the mandate of protecting the public, the APEGM cannot ignore serious concerns that arise in the course of confirming a transfer into our province."

I encourage all members to view the AIT web site:

<http://www.ic.gc.ca/epic/site/ait-aci.nsf/en/home>

The full document is online:

<http://www.ait-aci.ca/en/ait/AIT%20Original%20with%20signatures.pdf>

Chapter 7 is on Labour Mobility:

See Article 707 page 91 "Licensing,

Certification and Registration of Workers."

See Article 709 page 92 "Legitimate Objectives."

See the Definitions section Article 713 page 95 where "legitimate objective" is defined.

See Annex 703.1 page 98 "Non-Governmental Bodies that Exercise Authority Delegated by Law." This section refers directly to regulators such as APEGM.

At the time of printing, President Tim Corkery, Vice-President Don Himbeault and Executive Director Grant Koropatnick have attended two meetings with the Manitoba Mobility Coordinator to give input to the government. So far, the indication from the government representative is there is no concern over our current mobility practices. In the meantime, APEGM continues to monitor the information, press releases and news reports about the AIT and will respond as necessary.

APEGM's Mission

To serve and protect the public interest by governing and advancing the practices of professional engineering and professional geoscience in accordance with The Engineering and Geoscientific Professions Act of Manitoba

APEGM's Vision

APEGM is the leader and a facilitator of the process that ensures excellence in engineering, geoscience, and applied technology for the public of Manitoba.

