

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held online and at 870 Pembina Hwy, Winnipeg, MB on Thursday, September 14, 2023.

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**PRESENT:** Ian Smallwood presiding; Jessica Adelman; David Amorim; Kathryn Atamanchuk; Mike Houvardas; Christina McDonald; Crystal Paculan; Alan Pollard; Celine Rivard; Allan Silk; Lisa Thomson; Shipra Verma; Eric Yang

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

**REGRETS:** Dawn Nedohin-Macek

**OBSERVERS:** Ahmad Hammouz; Vicki Poirier

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**23.05.1 CALL TO ORDER**

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

**23.05.2 TRADITIONAL TERRITORIES ACKNOWLEDGEMENT**

President Smallwood read the statement acknowledging the traditional lands on which Engineers Geoscientists Manitoba sits and to recognize Engineers Geoscientists Manitoba's commitment to Indigenous peoples and communities.

**23.05.3 INTRODUCTIONS**

President Smallwood welcomed everyone to the meeting and announced that the Ownership Linkage Presentation would begin shortly after 2:00 p.m.

**23.05.4 ADOPTION OF AGENDA**

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

**23.05.5 CONFLICT OF INTEREST DECLARATION**

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

**23.05.6 MINUTES OF THE COUNCIL MEETING JUNE 8, 2023**

President Smallwood asked if there were any corrections to the minutes of the Council meeting on June 8, 2023. Hearing none, the minutes were adopted as circulated.

## REPORTS TO COUNCIL

- 23.05.7 B1. CHAIR'S REPORT - PRESIDENT IAN SMALLWOOD, P.ENG.**  
President Smallwood started his report by thanking councillors for their participation throughout the Council year. He then highlighted the Engineers Canada Position Statements, to be discussed during agenda item G7, and noted that the Fall meetings for Engineers Canada (October 3-5) would be attended by himself, Michael Gregoire, and Vice-President Atamanchuk.

Michael Gregoire congratulated President Smallwood on his year as Council President, noting it was a busy year and thanked him for his service.

- 23.05.8 B2. ENGINEERS CANADA DIRECTOR'S REPORT**  
President Smallwood asked if there were any comments on the report. Hearing none, he continued to the next agenda item.

- 23.05.9 B3. GEOSCIENTISTS CANADA DIRECTOR'S REPORT**  
Doug Bell spoke to the highlights of his report which included a thank-you to Councillors Adelman and Yang and Michael Gregoire for their feedback on GC new Implementation Plan Initiatives.

- 23.05.10 B4. GOVERNANCE TASKFORCE REPORT**  
Councillor McDonald, Vice Chair of the Taskforce, spoke of the work done to date by the taskforce, which included the three new committees being put forward at today's meeting (agenda item G9, G10 and G11).

President Smallwood commented that the TOR for these committees had been discussed extensively by the group, and he anticipated minimal discussion today.

- 23.05.11 B5. FINANCE COMMITTEE REPORT**  
Councillor Amorim, Chair of the Finance Committee spoke to the report and noted that the committee will be reviewing the Charitable Giving policy and the Council Expense policy at their next meeting this Fall.

Michael Gregoire noted that, while the charitable giving policy is being reviewed, the plan is to continue to make donations in accordance with the amounts budgeted for the current fiscal year, unless directed otherwise by Council.

## CONSENT AGENDA

- 23.05.12** Council approved the Consent Agenda items with the adoption of the agenda.

**C1. APPLICATIONS APPROVED BY THE REGISTRATION COMMITTEE**  
Council received a list of applications approved by the Registration Committee between June 1, 2023 and August 31, 2023.

COUNCIL EDUCATION

**23.05.13 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING**

President Smallwood thanked Council for their feedback and comments.

GOVERNANCE

**23.05.14 G1. AUDIT COMMITTEE RECOMMENDATIONS**

Council referred to a Decision Background memo from the Audit Committee, dated September 14, 2023.

Councillor McDonald, Vice-chair of the Audit Committee, spoke to the recommendations made by the Audit Committee.

It was MOVED by David Amorim and SECONDED by Lisa Thomson that Council approves the 2022-2023 Audited Financial Statements for the year ending June 30, 2023.

CARRIED

It was MOVED by Celine Rivard and SECONDED by Alan Pollard that Council approves the Audit Committee's recommendation that Fort Group be appointed as the Association's auditor for the 2023-2024 fiscal year and that the recommendation be presented to members for approval at the Annual General Meeting on October 19, 2023.

CARRIED

It was MOVED by Kathryn Atamanchuk and SECONDED by Eric Yang that Council approves the Audit Committee's recommendation to edit EL-4, subclause 5 and 6 as presented and that the remaining subclauses be renumbered accordingly.

CARRIED

It was MOVED by Crystal Paculan and SECONDED by Mike Houvardas that Council approves the Audit Committee's recommendation that the Audited Financial Statements be included in the Annual Report.

CARRIED

**23.05.15 G2. 2023-2024 COUNCIL MEETING SCHEDULE**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated September 14, 2023.

It was MOVED by Christina McDonald and SECONDED by David Amorim that Council approves the 2023-2024 Council Meeting dates as presented.

CARRIED

**23.05.16 G3. COFA INSURANCE REQUIREMENTS**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated September 14, 2023.

Mike provided some background information on the memo and suggested that Council discuss the matter, and table the proposed motion so the task group could engage the membership, do additional research, and seek legal input.

President Smallwood asked if Council had any concerns discussing this matter prior to moving the motion. Hearing no concerns, President Smallwood opened the discussion.

After a thorough discussion and careful consideration, President Smallwood announced that Council was not ready to make a motion at this time. He recommended that it be considered at later date, once proper engagement was done, and legal input was received.

**23.05.17 G4. COFA MOONLIGHTING**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated September 14, 2023.

It was MOVED by David Amorim and SECONDED by Christina McDonald that Council approve the decision made by the Registration Committee, which would allow a person assuming professional responsibility for the practice of engineering or geoscience by a holder of a certificate of authorization to do so while working full-time for another employer, in the instance where the person is the owner of the corporation or other business entity.

President Smallwood called for discussion on the motion.

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

Council discussed whether this would create a potential for problems or conflict. Vice-President Atamanchuk commented that as long as the Association is doing its due diligence when issuing CofAs that are appropriate, then the risk is on the practitioner to balance the two jobs, while being transparent with their current employer and abiding by the code of ethics.

At 1:37 p.m. Allan arrived at the meeting

Hearing no further discussion, President Smallwood called the question and Council voted on the motion.

CARRIED  
Councillors Houvardas and Paculan – Opposed  
Past President Silk – Abstained

**23.05.18**

**G5. REVISION TO POLICY GP-3**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated September 14, 2023.

It was MOVED by Jessica Adelman and SECONDED by Christina McDonald that Council approves the wording changes to GP-3, as per the attached document.

CARRIED

**23.05.19**

**G6. APPEAL COMMITTEE TOR AND INTERVIEWS**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated September 14, 2023.

It was MOVED by Alan Pollard and SECONDED by Jessica Adelman that Council approve the terms of reference for the Appeal Committee as presented.

CARRIED

It was MOVED by Kathryn Atamanchuk and SECONDED by Alan Pollard that Council appoint one or more councillors to assist in conducting interviews for the new Appeal Committee.

CARRIED

Councillors Pollard and Thomson volunteered to assist in conducting the interviews for the new Appeal Committee.

**23.05.20**

**G7. ENGINEERS CANADA NATIONAL POSITION STATEMENTS**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated September 14, 2023.

President Smallwood reported that Engineers Canada put forward four position statements and requested feedback from regulators by August 23, 2023. Since the deadline occurred before the next scheduled Council meeting, the Executive Committee met to review and discuss the statements. The committee's feedback to Engineers Canada is provided in the decision memo.

President Smallwood asked if there were any concerns or comments on the statements or the feedback provided. Hearing none, he noted that going forward, all position statements from Engineers Canada would be put forward to Council.

**23.05.21**

**G8. NOMINATING COMMITTEE – REVISED TOR**

Council referred to a Decision Background memo from the Governance Taskforce, dated September 14, 2023.

It was MOVED by Lisa Thomson and SECONDED by Allan Silk that Council approves the revised TOR for the Nominating Committee as presented.

President Smallwood called for discussion on the motion.

Councillor Pollard noted that under 4.5 “By-law” should be changed to “Nominating Committee”.

Hearing no objections to the change and no further discussion, President Smallwood called the question and Council voted on the motion.

CARRIED

**23.05.22 G9. HUMAN RESOURCES COMMITTEE**

Council referred to a Decision Background memo from the Governance Taskforce, dated September 14, 2023.

It was MOVED by Christina McDonald and SECONDED by Alan Pollard that Council approves the Human Resources Committee TOR as presented.

CARRIED

**23.05.23 G10. GOVERNANCE COMMITTEE**

Council referred to a Decision Background memo from the Governance Taskforce, dated September 14, 2023.

It was MOVED by Allan Silk and SECONDED by Celine Rivard that Council approves the Governance Committee TOR as presented.

President Smallwood called for discussion on the motion.

It was noted that the committee will come into force today and be populated at the November Council meeting. The Governance Taskforce will remain actively working on the governance review recommendations until the AGM.

Hearing no further discussion, President Smallwood called the question and Council voted on the motion.

CARRIED

**23.05.24 G11. BY-LAW COMMITTEE**

Council referred to a Decision Background memo from the Governance Taskforce, dated September 14, 2023.

It was MOVED by Alan Pollard and SECONDED by Eric Yang that Council approves the By-law Committee TOR as presented.

CARRIED

At 2:00 p.m. Doug Bell left the meeting

At 2:00 p.m. Council took a break

At 2:10 p.m. Council returned from break

**23.05.25 G12. REGISTRATION COMMITTEE CHAIR APPOINTMENT**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated September 14, 2023.

It was MOVED by Celine Rivard and SECONDED by Lisa Thomson that Council approves the appointment of Adam Hayward, P.Eng. as Chair of the Registration Committee until June 14, 2024, and Kris Maranchuk, P.Eng. as Chair effective June 14, 2024, for a two-year term, and wishes to thank Paul Bernatsky, P.Eng., former Chair, and Allan Baskin, P.Eng., former Vice Chair for their many years of service.

CARRIED

President Smallwood referred Council to the Information Items at the end of agenda, while waiting for Heidi Yang (Ownership Linkage presenter) to join the meeting.

**OWNERSHIP LINKAGE PRESENTATION**

**23.05.26 O1. HEIDI YANG, P.ENG., FEC, FGC (HON.), CEO OF ENGINEERS GEOSCIENTISTS BRITISH COLUMBIA**

At 2:15 p.m. Heidi Yang joined the meeting.

President Smallwood welcomed Heidi Yang to the meeting and Michael Gregoire provided Council with a brief introduction.

For the first part of her presentation, Heidi spoke about the Professional Governance Act, a key recommendation from the Professional Reliance Review, which was passed by the B.C. Legislature and received Royal Assent in November 2018.

She spoke of the changes that stemmed from the PGA, the new regulatory tools that were received and commented that the overall outcome of the PGA has been positive as it reflected some of the key recommendations made by EGBC during the consultation period.

The second part of Heidi's presentation related to advocacy and EGBC's long term strategy to clarify its regulatory role with registrants and the public. As part of the PGA, an advocacy review was implemented to identify any activities being performed "that may lead to the perception, or reality, that the regulatory body is putting the interests of registrants ahead of the public interest". As a result, the

Board passed motions to initiate the creation of an independent advocacy board and confirmed decisions to stop, modify, or transfer several programs.

The floor was opened to questions and comments.

At 2:49 p.m. President Smallwood thanked Heidi Yang for her presentation.

At 2:49 p.m. Heidi Yang left the meeting.

At 2:50 p.m. President Smallwood moved that the meeting go in camera for the purposes of discussing private and confidential matters about an individual, labour relations, investigations, discipline, appeals, litigation or potential litigation.

At 3:17 p.m. Council came out of Camera.

### EXECUTIVE LIMITATIONS AND ENDS

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

Deferred to November meeting.

**23.05.30 M2. EL-3 FINANCIAL CONDITION - GREGOIRE**

Michael Gregoire, CEO & Registrar spoke to his monitoring report dated September 14, 2023.

President Smallwood asked if there were any objections in accepting the report. Hearing none, the monitoring report was accepted.

**23.05.31 M3. EL-7 COMPENSATION AND BENEFITS - GREGOIRE**

Michael Gregoire, CEO & Registrar spoke to his monitoring report and the recommended changes put forward for EL-7.1 and EL-7.2.

It was MOVED by Christina McDonald and SECONDED by Celine Rivard that Council accepts the reasonable interpretation of the policy statements and approves this report be accepted.

CARRIED

ACTION ITEM: Governance Committee to review EL-7.1 and EL-7.2 and propose revised wording to Council for approval.

**23.05.32 M4. EL-8 COMMUNICATION AND SUPPORT TO COUNCIL - GREGOIRE**

Michael Gregoire, CEO & Registrar spoke to his monitoring report and the recommendations that councillors be surveyed in advance of the delivery of this monitoring report.

ACTION ITEM: Governance Committee to propose questions for the meeting evaluation page.



President Smallwood asked if there were any objections in accepting the report. Hearing none, the monitoring report was accepted.

### COUNCIL PERFORMANCE

**23.05.33 P1. GP-8.2 PAST PRESIDENTS COMMITTEE - SMALLWOOD**

President Smallwood spoke to his monitoring report, dated September 14, 2023.

President Smallwood asked if there were any objections in accepting the report. Hearing none, the monitoring report was accepted.

**23.05.34 P2. GP-8.3 EXECUTIVE COMMITTEE - SMALLWOOD**

President Smallwood spoke to his monitoring report, dated September 14, 2023.

President Smallwood asked if there were any objections in accepting the report. Hearing none, the monitoring report was accepted.

**23.05.35 P1. GP-8.6 NATIONAL LIAISONS – THOMSON**

Councillor Thomson spoke to her monitoring report, dated September 14, 2023.

It was MOVED by Lisa Thomson and SECONDED by Alan Pollard that Council extends the term of Geoscientists Canada Manitoba Director, Doug Bell, P.Geo., FGC to September 2025.

CARRIED

President Smallwood asked if there were any objections in accepting the report. Hearing none, the monitoring report was accepted.

### INFORMATION ITEMS

**23.05.36 COUNCIL RECEIVED THE FOLLOWING INFORMATION ITEMS:**

- N1. Planning agenda for the next meeting
- N2. Membership statistics as at August 31, 2023
- N3. Geoscientists Canada Implementation Plan Renewal 2023 Initiatives Ranking
- N4. Retired Employee Benefits Plan
- N5. Incoming President Email Declaration
- N6. Engineers Canada Strategic Priority 1.2: Strengthen collaboration and harmonization.
- N7. Candidates for 2023 Council Election and By-law Petitions
- N8. Equity in Professional Regulation-Council updates-Sept 2023
- N9. Important Fall Event Dates

SELF-EVALUATION

**23.05.37 V1. EVALUATION PAGE FOR THIS MEETING**

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

FYI 'NICE TO KNOW' INFORMATION

**23.05.38 F1. BIRTHDAY THANK YOU NOTE  
F2. UNIVERSITY OF MANITOBA THANK YOU NOTE**

ADJOURNMENT

**23.05.39** The meeting adjourned at 3:50 p.m.

The next Council meeting will be Thursday, November 16, 2023 at 12:30 p.m.

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Ian Smallwood, P.Eng.  
President

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