

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held online and at 870 Pembina Hwy, Winnipeg, MB on Thursday, November 14, 2024.

PRESENT: David Amorim presiding; Kathryn Atamanchuk; Steve Brennan; Mike Houvardas; Carol Martiniuk; Christina McDonald; Crystal Paculan; Alan Pollard; Justin Rempel; Julia Singh; Lisa Thomson; Shipra Verma; Kyle Ward; Steven Wu

ALSO PRESENT: Michael Gregoire; Fiona Hillier; Angela Moore; Cella Rousseau; Scott Sarna; Lisa Stepnuk; Ian Wiebe; Anjanette Zielinski

REGRETS: Kaitlin Fritz

24.07.1 CALL TO ORDER

President Amorim called the meeting to order at 12:40 p.m.

24.07.2 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.

24.07.3 INTRODUCTIONS

President Amorim welcomed councillors, staff, and observers to the November meeting.

24.07.4 ADOPTION OF AGENDA

President Amorim noted that consent agenda items are automatically approved with the adoption of the agenda.

He announced that agenda item I2 By-law Review Committee will move out of the In Camera section and into Governance as item G8.

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

Hearing no further changes, the agenda was adopted as amended.

24.07.5 CONFLICT OF INTEREST DECLARATION

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

Councillor Pollard announced that he is on the Foundation Board and will not participate in the vote for the Council liaison (item G9).

Councillor McDonald, Chair of the Governance Committee, announced that she will leave the meeting during part of the discussion to revise the committee's terms of reference (item B6).

Hearing no further declarations, Council was reminded that a conflict of interest could be declared at any time, for any item, on the agenda.

REPORTS TO COUNCIL

- 24.07.6 B1. CHAIR'S REPORT - PRESIDENT DAVID AMORIM, P.ENG.**
President Amorim highlighted the events in his report, which included the Engineers Canada Fall Meetings in Ottawa, the New Councillor Orientation, and the Council Retreat.
- 24.07.7 B2. CEO'S REPORT – MICHAEL GREGOIRE, P.ENG., FEC**
Michael Gregoire highlighted the key pieces in his report, and noted that the position of Director of Professional Standards should be filled before the December Council meeting.
- 24.07.8 B3. ENGINEERS CANADA DIRECTOR'S REPORT**
Jitendra Paliwal spoke to his report and highlighted the Futures of Engineering Accreditation Steering Committee's Path Forward Report, to be presented to the Board at the December meeting.
- 24.07.9 B4. GEOSCIENTISTS CANADA DIRECTOR'S REPORT**
Doug Bell spoke to his report and highlighted the discussion concerning the status of OGQ at the September Board meeting, and he announced that the 2028 International Geological Congress will be held in Calgary.
- 24.07.10 B5. PUBLIC INTEREST REVIEW COMMITTEE REPORT**
This report was deferred to the December Council meeting.
- 24.07.11 B6. GOVERNANCE COMMITTEE REPORT**
Councillor McDonald, Chair of the Governance Committee, spoke to the report which included a summary of the committee's action items to date.

One action item was a review of the committee's terms of reference. The committee wanted to clarify that it does not have ownership of the policies and terms of references mentioned in clause 1.1. Instead, their role is to oversee the ongoing review and revision of these documents going forward.

MOTION:

It was **MOVED** by Christina McDonald and **SECONDED** that Council approves revising Clause 1.1 and adding Clause 1.3 of GP-815 as presented above.

A friendly amendment was made to include the specific policy revisions in the motion.

Hearing no objections, the motion was amended.

AMENDED MOTION:

It was MOVED by Christina McDonald and SECONDED that Council approves revising Clause 1.1 of GP-8.15 to:

- 1.1 Provide oversight and support on the review of Council Policies and Committee Terms of Reference (TOR) and any revisions on an ongoing basis to ensure framework consistency.

and adding Clause 1.3 as:

- 1.3 Provide oversight on the implementation of recommendations from the Government Solutions Report, titled Governance Best Practices Review, dated September 16, 2022.

President Amorim called the question on the amended motion.

CARRIED

Councillor McDonald asked for Council's direction regarding Recommendation 10.1 from the GSI Report. The recommendation was to extend the president's term (to at least two years) to ensure that they have sufficient time in office to maximize their effectiveness and role.

After some discussion, Council asked the Governance Committee to undertake a comprehensive analysis of the pros and cons of moving to a two-year presidency.

MOTION:

It was MOVED by Steven Wu and SECONDED that Council asks the Governance Committee to complete an assessment of moving to a two year presidential term, and report back to Council by the March meeting.

CARRIED

Councillor McDonald spoke to the request for external expertise to support the Governance Committee.

MOTION:

It was MOVED by Christina McDonald and SECONDED that Council approves the Governance Committee to retain Governance Solutions Inc. (GSI) up to \$60,000 (\$50,000 from Unrestricted funds; \$14,000 from Governance Review Fund) to support the Governance Committee with the implementation of some of the GSI governance recommendations.

A friendly amendment was made to revise the motion to, 1) remove “some of”, 2) specify that the funds will be transferred from Unrestricted Funds to the Governance Review Fund, and 3) update the amount being transferred to reflect the total amount being approved.

Hearing no objections, the motion was amended.

AMENDED MOTION:

It was MOVED by Christina McDonald and SECONDED that Council approves the Governance Committee to retain Governance Solutions Inc. (GSI) up to \$60,000 (\$46,000 to be transferred from Unrestricted funds to the Governance Review Fund; \$14,000 from Governance Review Fund) to support the Governance Committee with the implementation of the GSI governance recommendations.

President Amorim called the question on the amended motion.

CARRIED

At 1:51 p.m. Councillor McDonald left the meeting.

Councillor Pollard, member of the Governance Committee, spoke to the motion to further modify the committee’s terms of reference.

MOTION:

It was MOVED by Alan Pollard and SECONDED that Council approves revising Clause 4.2.1 to:

- 4.2.1 A minimum of three current or former Council members: each with a one-year renewable term, with at least one being a current or former appointed Councillor.

A friendly amendment was made to revise the motion to ensure that at least one of the Council members on the committee would be a current councillor.

Hearing no objections, the motion was amended.

AMENDED MOTION:

It was MOVED by Alan Pollard and SECONDED that Council approves revising Clause 4.2.1 to:

- 4.2.1 A minimum of three current or former Council members: each with a one-year renewable term, with at least one being a current or former appointed Councillor, at least one member shall be a current Councillor.

Council discussed the challenge of retaining a valuable committee member while maintaining good governance practices. It was suggested that a lay member be added to the committee’s composition.

The mover and seconder withdrew the amended motion.

MOTION:

It was MOVED by Alan Pollard and SECONDED that Council may appoint a lay member to the Governance Committee, who would have a once renewable three year term.

CARRIED

At 2:11 p.m. Councillor McDonald returned to the meeting.

President Amorim noted that the Governance Scorecard in the CEO's Report was not discussed. He asked if there were any questions for Michael about the scorecard. Hearing none, he moved to the next item on the agenda.

24.07.12 B7. FINANCE COMMITTEE REPORT

Councillor Verma spoke to the report, noting there were no significant variances in the financial statements since the last meeting.

24.07.13 B8. ACT CHANGE REPORT

President Amorim stated that this report will be a standing item on the Council agenda, aimed at keeping Council informed about the progress of the Act change.

Scott Sarna, Director of Government Relations, spoke to the report, highlighting the completion of phase II of the legal review and the upcoming stakeholder engagement sessions.

CONSENT AGENDA

24.07.14 C1. MINUTES OF THE COUNCIL MEETING SEPTEMBER 12, 2024

C2. MINUTES OF THE IN CAMERA SESSION OF SEPTEMBER 12, 2024

By placement on the consent agenda, council has pre-approved these items with the approval of the agenda at the beginning of the meeting.

COUNCIL EDUCATION

24.07.15 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING

President Amorim spoke to the comments provided in the evaluation forms from the September meeting.

At 2:22 p.m. Council took a break

At 2:30 p.m. Council returned from break

GOVERNANCE

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

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

President Amorim asked Appointed Councillor, Shipra Verma, to assist Michael Gregoire, and act as a witness to the nominating and vote counting.

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

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

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

- Mike Houvardas (accepted)
- Lisa Thomson (declined)
- Steven Wu (declined)
- Carol Martiniuk (declined)
- Alan Pollard (accepted)

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

President Amorim announced that Mike Houvardas had been elected Vice-President.

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

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

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

- Kaitlin Fritz (Past President Atamanchuk confirmed Kaitlin's acceptance)
- Carol Martiniuk (accepted)
- Alan Pollard (accepted)
- Steven Wu (accepted)
- Lisa Thomson (accepted)

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

President Amorim announced that Lisa Thomson had been elected as the Executive Committee member.

MOTION:

It was MOVED by Kathryn Atamanchuk and SECONDED that Council approves that the ballots and nomination forms be destroyed immediately after the meeting.

CARRIED

24.07.17

G2. NOMINATING COMMITTEE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

MOTION 1:

It was MOVED by Lisa Thomson and SECONDED that Council modify the Nominating Committee's composition for 2025 to include:

- The current President, who will serve as Vice-Chair
- The immediate Past-President, who will serve as Chair
- An elected Councillor in the first year of their term
- The Chair or designate of the Investigation Committee
- An Engineering Intern or Geoscience Intern
- One P.Geo. Member

CARRIED

MOTION 2:

It was MOVED by Steve Brennan and SECONDED that Council appoints new councillor, Julia Singh, to the Nominating Committee for a one-year term.

CARRIED

Michael Gregoire addressed the next motion, noting that a review may be necessary since this is the second consecutive year the committee's terms of reference have been temporarily modified. He also noted that there have been previous discussions about changing the Nominating Committee's process.

Council McDonald suggested that the proposed motion be revised to ask the Nominating Committee to review their terms of reference, which would be forwarded to the Governance Committee for review.

MOTION 3:

It was MOVED by Christina McDonald and SECONDED that Council asks the Nominating Committee to review its Terms of Reference, including Committee Composition, and forward to Governance Committee for review.

CARRIED

President Amorim noted that a volunteer call will go out to find candidates to fill the intern position and P.Geo. position on the Nominating Committee.

MOTION 4:

It was MOVED by Lisa Thomson and SECONDED that Council appoints Kathryn Atamanchuk and Julia Singh to conduct the interviews of the candidates from the volunteer call.

CARRIED

24.07.18 G3. OWNERSHIP LINKAGE COMMITTEE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

MOTION:

It was MOVED by Christina McDonald and SECONDED that Council appoints Justin Rempel, Steve Brennan and Carol Martiniuk to the Ownership Linkage Committee for 2024-2025.

CARRIED

24.07.19 G4. AUDIT COMMITTEE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

MOTION 1:

It was MOVED by Lisa Thomson and SECONDED that Council appoints Alan Pollard, and Kyle Ward to the Audit Committee for 2024-2025.

CARRIED

MOTION 2:

It was MOVED by Alan Pollard and SECONDED that Council appoints Kyle Ward as Vice Chair of the Audit Committee.

CARRIED

President Amorim noted that Alastair Fogg's term on the Audit Committee has ended. A volunteer call will go out to find candidates to fill his position on the committee.

MOTION 3:

It was MOVED by Crystal Paculan and SECONDED that Council appoints Alan Pollard and Kyle Ward to conduct the interviews of the candidates from the volunteer call.

CARRIED

24.07.20 G5. FINANCE COMMITTEE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

MOTION 1:

It was MOVED by Lisa Thomson and SECONDED that Council appoints Vice President Mike Houvardas to the Finance Committee.

CARRIED

MOTION 2:

It was MOVED by Kathryn Atamanchuk and SECONDED that Council appoints Councillor Shipra Verma as the Chair of the Finance Committee.

CARRIED

24.07.21

G6. HUMAN RESOURCES COMMITTEE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

MOTION:

It was MOVED by Christina McDonald and SECONDED that Council appoints Kaitlin Fritz and Shipra Verma to the Human Resources Committee for 2024-2025.

CARRIED

24.07.22

G7. GOVERNANCE COMMITTEE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

MOTION 1:

It was MOVED by Steven Wu and SECONDED that Council appoints Christina McDonald, Alan Pollard, and David Amorim to the Governance Committee for 2024-2025.

CARRIED

MOTION 2:

It was MOVED by Lisa Thomson and SECONDED that Council appoints Christina McDonald as Chair of the Governance Committee.

CARRIED

24.07.34

G8. BY-LAW REVIEW COMMITTEE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

MOTION 1:

It was MOVED by Kyle Ward and SECONDED that Council appoints Crystal Paculan, Alan Pollard, and Lisa Thomson to the By-law Review Committee for 2024-2025.

CARRIED

MOTION 2:

It was MOVED by Alan Pollard and SECONDED that Council appoints Lisa Thomson as Chair and Crystal Paculan as Vice-Chair of the By-law Review Committee.

CARRIED

At 3:41 p.m. Councillor Pollard left the meeting.

24.07.23

G9. THE ENGINEERING AND GEOSCIENCE EDUCATION FOUNDATION COUNCIL LIAISON

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

MOTION:

It was MOVED by Kathryn Atamanchuk and SECONDED that Council appoints Steven Wu as the Council liaison to the Engineering and Geoscience Education Foundation for 2024-2025.

CARRIED

At 3:43 p.m. Councillor Pollard returned to the meeting.

24.07.24

G10. INVESTIGATION COMMITTEE APPOINTMENTS

Council referred to a Decision Background memo from Councillor Thomson, dated November 14, 2024

MOTION:

It was MOVED by Lisa Thomson and SECONDED that Council approves the appointments of Patrick Gloux, P.Eng., and Mario Scerbo, P.Eng. to the Investigation Committee for a two-year term.

CARRIED

24.07.25

G11. 2024-2025 COUNCIL MEETING SCHEDULE – REVISED

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

MOTION:

It was MOVED by Lisa Thomson and SECONDED that Council approves the revised 2024-2025 Council Meeting dates as presented.

CARRIED

24.07.26

G12. PRODEV REQUIREMENTS FOR LEGISLATED COMMITTEES

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

MOTION:

It was MOVED by Kathryn Atamanchuk and SECONDED that Council require that all professional members of legislated committees report compliance with the ProDev Program, recognizing that compliance includes:

- Reporting activities that meet the normal targets of the program, or
- Reporting activities that meet reduced targets of the program approved by the Continuing Competency Committee,

but does not include full exemption from the program.

Council discussed the value of experience, the issue of committee members staying relevant, and the concern that activities being reported may not necessarily prove competency.

President Amorim called the question on the motion.

CARRIED

24.07.27

G13. CALL FOR A PRAIRIES PROVINCES CEQB REPRESENTATIVE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

MOTION:

It was MOVED by Crystal Paculan and SECONDED that Past President Kathryn Atamanchuk be appointed to assist staff in selecting potential candidates, with the aim of bringing recommendations back to Council for the January meeting.

CARRIED

At 4:09 p.m. Council took a break

At 4:16 p.m. Council returned from break

At 4:15 p.m. Councillor Verma left the meeting.

24.07.28

G14. RESOLUTION – CLIMATE CHANGE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

Council discussed the motivation behind the resolution, and the role of the regulator. They agreed to set up a task group, who will review the climate change initiatives undertaken by the Association, review the information already collected, review what other regulators have done and make a recommendation to Council on the next steps.

MOTION:

It was MOVED by David Amorim and SECONDED that Council create a Climate Change Resolution task group composed of Mike Houvardas, Kyle Ward, Crystal Paculan, Christina McDonald, Steven Wu, and Carol Martiniuk, to review the resolution and report back to Council on the recommend next steps.

CARRIED

24.07.29 G15. 2025 ANNUAL GENERAL MEETING

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

MOTION:

It was MOVED by Lisa Thomson and SECONDED that Council approves that the 2025 Annual General Meeting takes place on Thursday, October 23, 2025, as a hybrid event in Winnipeg.

At 4:46 p.m. Past President Atamanchuk left the meeting

CARRIED

24.07.30 G16. GEOLOGY STUDENTS - COUNCIL LIAISON

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

MOTION:

It was MOVED by Alan Pollard and SECONDED that Council appoints P. Geo. Councillor Julia Singh as the Council liaison to the University of Manitoba Geology Club and the Brandon University Geology Club for 2024-2025.

CARRIED

24.07.31 G17. UMES - COUNCIL LIAISON

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated November 14, 2024.

MOTION:

It was MOVED by Crystal Paculan and SECONDED that Council appoints Kyle Ward, Intern Councillor, as the Council liaison to the UMES for 2024-2025.

CARRIED

24.07.32 G18. REVIEW OF OUTSTANDING ACTION ITEMS LIST

Council referred to a Decision Background memo from Michael Gregoire, dated November 14, 2024 and the following updates were made,

- CofA Task Group – no update
- Manual of Admissions Task Group – in progress
- Chapter Task Group – no update
- Develop Info Package to Council candidates – on hold
- HR Committee to review their TOR at next meeting and provide recommendations to Council for approval – need to reach out to the committee chair for update
- Investigation Committee to update practice guidelines – in progress

At 4:54 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 4:55 p.m. Council came out of camera

INFORMATION ITEMS

24.07.35 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 October 31, 2024
- N4. Investigation Committee – Appointment of Vice-Chair
- N5. Flexible Work Arrangements Guideline
- N6. Sunsetting the Pre-Registration Program and Experience Review Committee
- N7. Policy on Applicants with Other Regulator Application History
- N8. Act Change – Phase II Deliverable

SELF-EVALUATION

24.07.36 V1. EVALUATION PAGE FOR THIS MEETING

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

ADJOURNMENT

24.07.37 The meeting adjourned at 5:05 p.m.

The next Council meeting will be Thursday, December 12, 2024 at 12:30 p.m.

David Amorim, P.Eng.
President

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