

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held online and at 870 Pembina Hwy, Winnipeg, MB on Thursday, March 12, 2026.

PRESENT: Mike Houvardas presiding; David Amorim; Christian Bohm; Steve Brennan; Arshdeep Chauhan; Kaitlin Fritz; Richard Marshall; Crystal Paculan; Alan Pollard; Justin Rempel; Julia Singh; Lisa Thomson; Brent Turman; Steven Wu

ALSO PRESENT: Christian Bellini; Vitaliy Churilov; Michael Gregoire; Fiona Hillier; Jason Mann; Angela Moore; Philip Rizcallah; Antonio Ruales; Eric Schillberg; Lisa Stepnuk; Ian Wiebe; Anjanette Zielinski

26.02.1 CALL TO ORDER

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

26.02.2 LAND ACKNOWLEDGEMENT

Vice President Fritz read the land acknowledgement

26.02.3 INTRODUCTIONS

President Houvardas welcomed councillors, guests, staff and observers to the meeting.

26.02.4 ADOPTION OF AGENDA

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

There were requests to take items C1. Minutes of the Council Meeting January 29, 2026, and C4. GP-12 Cost of Governance off the Consent Agenda and to include a discussion about the Codes Acceleration Funding Project. Item C1 would be reviewed following the Ownership Linkage Presentation, and item C4 and the Codes Acceleration Funding Project would be addressed at the end of the Governance Section, before item G10.

It was MOVED by David Amorim and SECONDED that Council adopts the agenda as amended.

CARRIED

26.02.5 CONFLICT OF INTEREST DECLARATION

President Houvardas asked for any conflicts of interest regarding the agenda; none were declared.

OWNERSHIP LINKAGE

26.02.6 OWNERSHIP LINKAGE PRESENTATION: ENGINEERS CANADA – GOVERNANCE REVIEW UPDATE

President Houvardas welcomed Philip Rizcallah, CEO, Engineers Canada and Christian Bellini, Chair, Governance Review Task Force to the Council meeting. Christian gave an overview of Engineers Canada's current governance structure, discussed the background, scope, and approach of the governance review, and summarized key progress and findings. The next phase of the governance review will involve presenting the recommendations to the members for a vote at the Engineers Canada annual meeting in May.

The floor was opened to questions and comments. After which, President Houvardas thanked Philip and Christian for their presentation.

At 1:02 p.m. Philip Rizcallah and Christian Bellini left the meeting.

26.02.7 C1. MINUTES OF THE COUNCIL MEETING JANUARY 29, 2026

MOTION:

It was MOVED by Alan Pollard and SECONDED to amend the minutes as described by Councillor Pollard.

Councillor Pollard observed that his request to have his opposition to item G1 recorded in the minutes was omitted.

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

CARRIED

Hearing no objections, the minutes of the Council meeting of January 29, 2026 were approved as corrected.

REPORTS TO COUNCIL

26.02.8 B1. CHAIR'S REPORT - PRESIDENT MIKE HOUVARDAS, P.ENG.

President Houvardas provided an overview of key meetings and events in his report, including discussions with ACEC liaison Mario Scerbo, attendance at the New Members lunch in February, participation in Executive Committee meetings related to the CEO evaluation review, attendance at the EGEF board meeting, as well as the President's meeting at the Engineers Canada Winter Conference in Toronto.

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

Michael Gregoire summarized his report, highlighting the India Members Chapter 10th anniversary gala, progress on harmonizing national verification forms for Admissions, participation in the National Technical Exam Program, involvement in the Engineers Canada CEO Inclusivity Task Force, and the engagement of a consultant to develop a roadmap of our database systems.

Michael provided an update on the Act Change Project, reporting that the legislative proposal has been submitted to the government, and drafting

instructions are expected to be submitted June 1st. Engagement is ongoing through the "Act and React" series, and two hybrid open houses have been scheduled for April 7th and April 16th.

Michael provided an update on the governance scorecard, noting that it now reflects the Key Performance Indicators (KPIs) approved at the previous Council meeting. He indicated that certain KPIs are not yet measured and are represented in grey on the scorecard, while targets have been retained where appropriate. Furthermore, management has increased the measurement frequency in certain areas to more effectively monitor progress and outcomes.

26.02.10 B3. ENGINEERS CANADA DIRECTOR'S REPORT

Jitendra Paliwal sent his apologies in advance of the meeting, and President Houvardas noted that any questions about the report can be directed to him, and he will pass them along.

26.02.11 B4. GEOSCIENTISTS CANADA DIRECTOR'S REPORT

Jason Mann spoke to his report, highlighting the recent Geoscientists Canada board meeting which focused on increasing awareness of the profession, strengthening reliance on geoscience expertise, and streamlining processes. He commented that a growing awareness of the profession and lobbying activities have helped increase public trust.

At 1:31 p.m. Jason Mann left the meeting

26.02.12 B5. GOVERNANCE COMMITTEE REPORT

Past President Amorim, Vice Chair of the Governance Committee, presented the report. He highlighted the committee's recent initiatives, including the formation of two task groups: one to review the staff advancement policy, and another to develop a policy to support a potential by-law change on the remuneration for elected council members.

26.02.13 B6. BY-LAW REVIEW COMMITTEE REPORT

Councillor Paculan, Chair of the By-law Review Committee, delivered the report, offering an overview of the three proposed by-law changes, noting that a legal review of these changes is currently underway.

Antonio Ruales, Director of Professional Standards, presented the guiding principles behind the by-law changes.

CONSENT AGENDA

26.02.14 C2. MINUTES OF THE IN CAMERA SESSION OF JANUARY 29, 2026

C3. GP-8.10 CONTINUING COMPETENCY COMMITTEE – CHAUHAN

C5. GP-15 COUNCIL LINKAGES WITH OTHER ORGANIZATIONS – WU

C6. ENGINEERS CANADA REGIONAL CEAB MEMBER RECOMMENDATIONS

It was MOVED by Alan Pollard and SECONDED that Council recommend the following members to the Engineers Canada Regional CEAB:

- Derek Oliver, P.Eng.
- Zahra Moussavi, P.Eng.

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

COUNCIL EDUCATION

26.02.15 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING

President Houvardas reviewed the comments and feedback from the January Council meeting.

At 1:43 p.m. Council went on break

At 1:53 p.m. Council returned from break

GOVERNANCE

26.02.16 G1. GUIDELINE FOR DEVELOPING A PROPOSED SCOPE OF PRACTICE FOR A SPECIFIED SCOPE OF PRACTICE LICENCE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated March 12, 2026.

MOTION:

It was MOVED by Kaitlin Fritz and SECONDED that Council approve the Guideline for Developing a Proposed Scope of Practice for a Specified Scope of Practice Licence and the proposed scope form for publishing and release on the Association website, subject to final layout.

Council discussed the duration of the defined scope, and whether scopes should be more narrowly and precisely defined. It was explained that, regardless of the defined scope, all applicants must meet the required competencies for their specific discipline. Additionally, once licensed, individuals are subject to the same complaints and discipline processes as professional members. It was also noted that while CBA assessors are informed of an applicant's defined scope, validators may not always have access to this information, which would suggest a change to the process, not the guideline itself. The purpose of the guideline is to clarify the application process by providing a framework for applicants and assist the Registration Committee with the assessment process.

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

CARRIED

26.02.17

G2. REGISTRATION COMMITTEE INTERVIEW PANEL

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated March 12, 2026.

MOTION:

It was MOVED by Steven Brennan and SECONDED that Council approves Richard Marshall and Alan Pollard to participate on the interview panel for the recruitment of a professional engineer (P.Eng.) in civil engineering on the Registration Committee and recommend a candidate to Council for the May 14, 2026 meeting.

CARRIED

26.02.18

G3. CBA INTERPRETIVE STATEMENTS

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated March 12, 2026.

Vitaliy Churilov, from the Registration Committee, was invited to speak on this topic. He clarified that these statements are intended to complement existing resources rather than replace them.

MOTION:

It was MOVED by Arshdeep Chauhan and SECONDED that Council approve adoption of the APEGS CBA Interpretation Statements for Engineering and Geoscience as an additional, non-binding resource for interns and SSPL applicants, for publishing on the Association's website.

Michael raised a concern that the interpretive statements require examples of certain competencies to be in an engineering environment, which he felt was not in keeping with the intent of the CBA program. He mentioned that the National Admissions Officials Group has been asked by the Engineers Canada CEO Group to review these statements and suggested postponing this matter until their review is complete.

Council discussed the statements usefulness as guidance for applicants and validators, and felt that they would help clarify expectations and improve the quality of submissions.

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

CARRIED

At 2:23 p.m. Vitaliy Churilov left the meeting

26.02.19

G4. INTERN TERM LIMITS

Council referred to a Decision Background memo from President Mike Houvardas, dated March 12, 2026.

MOTION:

It was MOVED by Mike Houvardas and SECONDED that Council direct the matter of term limits for interns be forwarded to the Bylaw Review Committee for consideration in the next cycle.

CARRIED

26.02.20

G5. COUNCIL PROFILE OF ATTRIBUTES AND COMPETENCIES

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated March 12, 2026.

MOTION:

It was MOVED by Christian Bohm and SECONDED that Council approve GSI's report and the draft Council Profile of Attributes and Competencies.

Council discussed how the framework could be used by the Nominating Committee to identify potential gaps, as well as help to identify training opportunities for Council and guide the selection of lay councillors. They also considered whether focusing on specific skills might impact diversity. Responsibility for maintaining the framework was assigned to the Governance Committee, which will update it annually and share results with the Nominating Committee.

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

CARRIED

MOTION:

It was MOVED by David Amorim and SECONDED that Council agrees to commit to providing the Nominating Committee with updated information from each councillor as per the Attributes and Competencies tables in the policy.

A friendly amendment was proposed to change Nominating Committee to Governance Committee. The mover and seconder agreed to the amendment.

AMMENDED MOTION:

It was MOVED by David Amorim and SECONDED that Council agrees to commit to providing the Governance Committee with updated information from each councillor as per the Attributes and Competencies tables in the policy.

Hearing no objections to the amended motion, President Houvardas called the question.

CARRIED

26.02.21

G6. COUNCIL COMMITTEE STRUCTURE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated March 12, 2026.

MOTION:

It was MOVED by Steven Brennan and SECONDED that Council approve the attached structure for committees of Council.

CARRIED

26.02.22

G7. GP-8.9 REGISTRATION COMMITTEE POLICY REVISIONS

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated March 12, 2026.

MOTION:

It was MOVED by Lisa Thomson and SECONDED that Council approve the attached version of GP-8.9, which removes the requirement that the Registration Committee report to Council "listing those accepted for membership, licensed or enrolled as an Engineering Intern or Geoscience Intern"

CARRIED

26.02.23

G8. GP-13 COUNCIL MEMBER ORIENTATION POLICY REVISIONS

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated March 12, 2026.

MOTION:

It was MOVED by Alan Pollard and SECONDED that Council approve the attached version of GP-13, which removes reference to 'Policy Governance' and replace the old EL report with the quarterly financial report.

CARRIED

26.02.24

G9. REVIEW OF OUTSTANDING ACTION ITEMS LIST

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated March 12, 2026 and the following updates were made,

- IC to develop guideline on limiting liability and bring to Council for input – in progress
- CEO Evaluation Review – in progress
- Intern Term Limits Task Group – completed
- Engineers Canada Regional CEAB Member Interview Panel – completed
- By-law Revisions to implement Remuneration Task Force recommendations
- APEGM-AMLS Task Group – in progress
- By-law Revisions for Intern Term Limits (new)

26.02.25

G10. CODES ACCELERATION FUNDING PROJECT UPDATE

Michael commented that the province is eager to proceed with the project, aiming to start before their fiscal year-end (March 31), and that informal approval has been received from the Treasury Board on the draft agreement. He asked Council if they

had any concerns with the draft agreement or with the president signing the agreement once the final documentation has been received.

Council examined the draft agreement, which had been distributed by email prior to the meeting. Councillors discussed the necessity of conducting a legal review. It was noted that pursuing a legal review or making significant changes to the contract based on such a review could introduce delays, potentially resulting in \$450,000 of available funding remaining unutilised. Following a straw poll, President Houvardas determined that there was insufficient support to proceed with a legal review prior to signing the proposed contract.

MOTION

It was MOVED by Alan Pollard and SECONDED that Council approves the draft CAF agreement and that barring any significant changes to the agreement before it is finalized, the President and Michael Gregoire may sign the agreement on behalf of the Association.

CARRIED

26.02.26 C4. GP-12 COST OF GOVERNANCE – MARSHALL

Councillor Marshall presented his monitoring report to Council, highlighting the areas in which he made recommendation pertaining to the policy.

Given the outdated language of the policy, it was suggested that the Governance Committee review the policy and provide recommendations back to Council. It was further suggested that the Governance Committee do a holistic review of all the monitoring reports, with the help of an external consultant.

It was MOVED by Kaitlin Fritz and SECONDED that the package of monitoring reports be submitted to the Governance Committee for formal review and modernization in alignment with our strategic plan to ensure Council is still monitoring itself appropriately and they may engage an external consultant to use.

CARRIED

26.02.27 G11. PLANNING THE AGENDA FOR THE NEXT MEETING

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated March 12, 2026.

GP-8.4 Discipline Committee – Steven Brennan - reports

GP-8.5 Investigation Committee – Alan Pollard - reports

GP-8.17 Appeal Committee – Christian Bohm

At 3:38 p.m. Council went on break

At 3:45 p.m. Council returned from break

At 3:45 p.m. President Houvardas 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.

ADJOURNMENT

26.02.30 At 4:40 p.m. Council came out of camera and the meeting was adjourned.
The next Council meeting will be Thursday, May 14, 2026 at 12:30 p.m.

Mike Houvardas, P.Eng.
President

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