



THE MANITOBA PROFESSIONAL ENGINEER

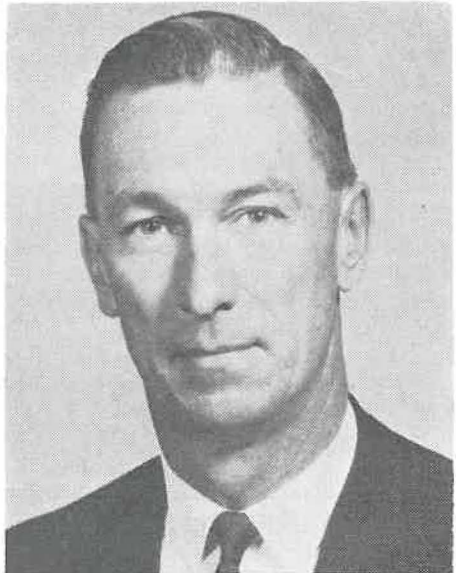
March, 1967

Bulletin of the Association of Professional Engineers of the
Province of Manitoba



R. C. SOMMERVILLE, P. Eng.

RAY (SHARP-SHOOTER) McQUADE
NAMED EDITOR
(see story inside)



W. R. McQUADE, P. Eng.

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WINNIPEG, MANITOBA, MARCH, 1967

President's Message

By R. C. SOMMERVILLE, P. Eng.

Elsewhere in this Bulletin you will find brief reports on the four meetings of Council to date. From these you will see that a considerable amount of Council's time is spent on routine registration matters. This work is, of course, one of the prime functions of the Association but your Council is concerned with the amount of time required, despite the valuable assistance being given by the Registrar and his staff and by the Board of Examiners. Consideration is being given to the use of another Committee of Council to supplement the work of the Board of Examiners, who deal strictly with academic qualifications of applicants. The Committee being considered would interview applicants and advise Council on all aspects of an applicant's acceptability for membership. This is similar to a procedure followed by the Ontario Association.

At this time of year it is also necessary to spend a good deal of time on matters raised at the fall meeting of Canadian Council. Some progress is being made towards uniformity through the actions of Canadian Council, with the most recent examples being suggested uniform rules for professional advertising, for a standard form of agreement for work with Federal Government Departments, with work still pending on a standard method of carrying out engineering competitions. Consideration will also be given to means of relieving Council of some of the vast amount of detail

work which comes from Canadian Council and which must be acted upon with despatch if the work of that body is to succeed.

One of the most important matters before your Council at the present time is the issue of collective bargaining. This has been a concern for some time now and was brought to a head at the last annual meeting by the recommendations of the Employee Engineers' Committee and by other recent local developments. It is hoped to resolve a policy on collective bargaining at a special meeting of Council called for this specific purpose on February 23rd.

Council is also aware that legislation may be brought before the Legislative Assembly at this sitting to deal with all professional associations. A close watch is being kept on this development and, once the Government's intentions are better known, it may be necessary to make representations on the part of your Association.

These are only two of the important policy matters which Council must deal with soon. Each Councillor already this year has a file containing approximately 150 pages of Council business, all of which must be read and studied if the Councillor is to serve the Association effectively. Streamlining of routine procedures will leave Council more time to deal with policy matters and with achieving some of the long range goals of this Association.

HOW DOES OUR ACT STAND?

By W. R. NEWTON, P. Eng.

On March 25th, 1966, Mr. Saul Cherniak, Q.C., M.L.A., for St. John's introduced into the 5th Session of the 27th Legislature the matter of the professional societies in Manitoba requesting that a special committee be established to review the statutes covering such societies and the regulations covering licensing, standards and discipline in respect of their members. The objective of such a committee would be to consider the advisability of recommending more uniform Legislation covering all such associations.

In his opening remarks at that time, Mr. Cherniak pointed out that with the rapid growth of society and with the ever-widening complexities of modern life, there is a continual increase in the number and types of professional associations. Although he commended most for jealousy protecting the reputation of the professions they represent by the heavy emphasis on high standards for their members, he is concerned, when considering all these organizations, with the wide disparity in the methods of operation, the variation of standards, the differences in the methods of controlling and disciplining members, and the variety in the forms of appeal. These areas he feels must be examined and firmed up to fit our modern society both with a view to the protection of the general public and the members of professions.

Mr. Cherniak, of course, is talking about the whole range of organizations from those covering Doctors, Lawyers and Engineers to those governing the Dental Technician but we, as Engineers, should keep a close eye on the proceedings to ensure that in endeavouring to establish a standard approach to all professional associations there is at least no reduction in the present standards as applied to our governing body. In this regard, our Committee on Legislation should be now effecting a detailed review of our Act with a view to determining its effectiveness in meeting modern needs.

There has always seemed to be a wariness on the part of the Association to look too closely at our Act or to consider any recommendations on amendments for fear that the law makers might tend to cut us to pieces on the floor of the house. Well now the law makers have chosen of their own volition to look at it and if we are going to have a say in our own destinies we should be taking the offensive by preparing our briefs for this Committee of Legislature now.

The advancements in technology, since our Act was first passed, have been enormous. The

world of today places heavy demands of proficiency on the part of all who practise the science of engineering and it is ever more important that society be protected against the charlatan and pseudo-professional. It is the duty of our Association under law to provide this protection.

If the terms of the Engineering Profession Act are not sufficient to permit the Association to effect its obligation to society and to maintain the standards of the profession, the time is opportune to demand the necessary changes.

We hear discussion from time to time on the matter of the lack of membership. It is difficult to understand this concern when it is understood that membership is mandatory on the part of any practising engineer or for any person who represents himself as a professional engineer. This is not a service club but rather a body formed under law to license and to govern a group of professionals for the protection of the public. Persons not following the regulations and terms of the statute should be subject to prosecution. If the Association does not have the authority to make membership mandatory on the part of all engineers and to fine or prosecute those who do not register, then we should now be asking for an amendment to the Act to provide such authority. Membership will then cease to be a problem and the amount of the dues less of a governing factor in whether a man stays in the Association or chooses to drop from the register.

The medical profession and similar august bodies do not permit membership in their associations unless the applicant has fulfilled the prerequisite of having received a formal education in his field. Why should the engineering profession be asked to do less? If we are to improve the professional status of the Engineer then we must firm up the Association's standards for registration. We can no longer tolerate the so-called "grandfather clause" or any reduction in educational standards below approved university level. With the rise of associations to register and regulate technicians the place for persons not fulfilling a requirement of full university standing in an engineering field is with these organizations.

The Association should, if it is now lacking, be given the necessary authority under law to prosecute organizations who continue to operate under the guise of engineering firms but who do not in fact have a qualified registered engineer on staff. The public assumes, when the term Engineer is used, that a certain standard of proficiency and integrity can be expected and that satisfaction for failure

of these firms to provide standards compatible with good engineering practices can be maintained under law. Such organizations, if allowed to operate, will reduce respect of the public for all engineers.

The Association should then welcome this opportunity to have the Engineering Professions Act examined along with all other similar Acts and be prepared to take full advantage of participating in this review. The Association's committee on legislation should be fully active in preparing presentations and seeking opportunities to contact the Legislation Committee when it becomes active.

—W.R.N.



SHARP SHOOTER APPOINTED EDITOR

By J. N. WARRENER, P. Eng.

Our Bulletin Editor has a long acquaintance with both Manitoba and Engineering.

W. R. (Ray) McQuade is a native Toban having been born in Winnipeg and resident in Winnipeg for the better part of his life. The "Home Away" portion of his life was spent overseas in the service of his country for a three-year period of the Second World War. Ray served with the Artillery Survey. Along with a number of other Vets, graduation took place in 1950 from the University of Manitoba from which a Bachelor of Science in Civil Engineering was obtained. Following graduation he was employed by Cowin Steel Co. Ltd., Winnipeg, with whom he has been associated to the present time.

Ray is married and has three teenage daughters. It might be said in the area of family planning, he has done nothing to perpetuate our fine profession, but in his defence it could also be said he is raising three prospective engineers' wives which apparently is not always an easy job.

His absence from Fall Frolics places him in the category of that group of engineers who prefers the cold and dampness of the "blind" to warmth and dampness of the social. He is both a duck hunter and big game hunter. Of considerable interest to the members is Ray's prowess as an archer. He held the Manitoba championship in target archery for several years. For those of the members who cannot digest the lead pellets that they consume with their waterfowl, they might contact Ray and enquire about the "no-pellet duck hunting plan."

Ray's background, experience and fine character equip him with the essential tools of the Bulletin Editor.

ANOTHER PAST PRESIDENT

At the conclusion of the annual meeting on November 24th, R. T. (Bob) Harland joined the ranks of the Past Presidents of this Association after a year of hard work and dedication. As Frank Fowler pointed out at the annual meeting, Mr. Harland's term will be remembered as one of concord and accomplishment. Also as Mr. Fowler mentioned, Mr. Harland was that rare combination of an able president and a good chairman. He did a monumental amount of work and was always well versed on every subject on the agenda but he always remained a chairman. It is well for the Association that he will serve on Council for another year as an ex-officio member.



LEGISLATION COMMITTEE

The Legislation Committee, under terms of reference laid down by the Council, is now studying the Engineering Profession Act and the By-Laws of the Association. In addition, we are looking at changes in legislation amending the Engineering Profession Acts in other provinces. We hope, at some later date, to present to Council recommendations for necessary action on changes in our Act and/or By-Laws considered advisable by this Committee.

Should you have any suggestions for amending the Act or By-Laws, we would deeply appreciate receiving these. Any comment you care to make would be welcome. These may be sent to the Association Office, 418 - 265 Portage Office or directly to me c/o Civil Engineering Department, University of Manitoba.

E. S. Magill, P. Eng.,
Chairman,
Legislation Committee.

In Memoriam

J. A. GRIFFITHS, P. Eng.

The term craftsman may be applied equally in reference to a skilled tradesman, an accomplished member of a scientific group or a talented artist and implies not a standard of training in a trade or profession or the capabilities to fill a job, but rather to the degree to which an individual gives of his whole self

towards attaining perfection in the accomplishment of his allotted task. With the early death on January 14th of J. A. Griffiths, P. Eng., the profession lost one who could be truly called a worthy craftsman and the government of the province and the people of Manitoba were deprived of a conscientious and devoted public servant.

The prodigious list of boards and commissions alone which he either headed or of which he was an active member bears witness to the extent which he gave of himself in applying his talents for the good of the province and in the service of the people of Manitoba. At his death he was Director of the province's Water Control and Conservation Branch and as such, was responsible for all matters involving the control and conservation and the development of water as a resource, a responsibility which he carried with diligence. In this capacity he served on: the Red River Floodway Advisory Board; the Prairie Provinces Water Board; The Assiniboine River Advisory Board; The Flood Forecasting Committee; the Lake Dauphin Advisory Board; The Saskatchewan-Nelson Technical Advisory Committee; the Saskatchewan-Nelson River Basin Study Board; the International Pembina River Engineering Committee; the International Red River Water Pollution Board; The Inter-Departmental Committee on Natural Resources; the Technical Advisory Committee on Sewage Facilities and The Manitoba Water Supply Board.

Jack was born in Binscarth, Manitoba, in 1912 where he received his early education. He graduated cum laude from the University of Manitoba in 1935 with a degree in Civil Engineering. From 1935 to 1944 he served in increasingly responsible positions as an engineer with the then Reclamation Branch of the Manitoba Department of Public Works. From 1944 to 1951 he held the position of District Engineer with the Highways Branch of the Department of Public Works. In 1951 he was appointed Drainage Engineer for the Department of Public Works, a position which also entailed his being Chairman of the Boards of the twenty-eight Drainage Maintenance Districts throughout the Province. He served in this latter capacity until 1955 when he was appointed Assistant Deputy Minister of the Department of Public Works. With the formation in 1959 of the Water Control and Conservation Branch he was appointed its first Director and held this position until his death. With each post held he brought a sincerity and personal integrity which added to the dignity and effectiveness of the position. His capabilities as an engineer and an administrator were respected by the public, his colleagues and his associates.

Jack, in his sincere desire to fulfil his many obligations, placed great demands upon his own physical resources and always placed the call of his vocation above his personal pleasures giving of his time and energies beyond the accepted limits. Those of us within the government service feel a sincere personal loss and will long feel the gap left by the passing of a considerate employer, a good friend, a concerned advisor and a valued administrator. Those who had been associated with him outside the government service in the many areas where his services were in demand will most assuredly feel the loss of a prized colleague and advisor.

Our sympathies at this time are with Jack's immediate family, his wife Thelma, his daughter Anne (Mrs. Lock Gray) and his son, John.
—R.W.N.



COUNCIL MEETINGS

By T. G. H. McKIBBIN, P. Eng.

At its first meeting of the year members of Council passed and rescinded motions with such adroitness that the script for the meeting could have been written by Lewis Carroll as a sequel to Alice Through the Looking Glass. The second Council meeting was brightened by an innovation introduced by Councillor McBain. He provided Councillors with something to stimulate clear thought by starting the meeting off with a toast instead of with the usual motion to adopt the minutes.

January 31, 1967

Council meeting of January 31, 1967 lasted almost three hours getting through a variety of business, although quite some time was spent discussing qualifications of would-be members of the Association. As one councillor expressed it: "The easy way into the Association is through a recognized university." With this remark your scribe thoroughly agrees and it does seem that those who do it the hard way (by Association exams, etc.) deserve a lot of admiration for their guts and tenacity. It is a pity that Canadian Immigration Offices Overseas do not know the requirements for registration in the different Provinces. A case came before Council where the candidate came to Canada having been told his credentials were good. Having left a career elsewhere, he now finds his credentials are not recognized in Manitoba. The writer has heard some of these Immigration people at work overseas and the prospective immigrant has a very rosy picture painted for him. 'Nuff said.'

Apparently the meeting of the various committee chairmen which is held annually with

members of Council didn't turn out too well. It seems that there was a bit of milling around and nothing definite was accomplished. Council didn't have much chance to find out what policies the different chairmen might be considering.

Our Public Relations Committee is to concentrate on our membership this year. For the thinking P. Eng., no more need be said.

It seems the Consulting Engineers hope to review the Fee Schedule this year. Now that the government engineers have had some healthy salary boosts in the last two years, the boys in the consulting field may be able to catch up!

Coffee and tea were the only forms of liquid refreshment at this meeting of Council. Due to the absence of a new Council member, who is still remembered affectionately for his exploits at Portage la Prairie, no champagne was available to stir up flagging spirits.

Engineers are coy when it comes to advertising. One must *never* blow one's own trumpet! A letter from an Association member drawing Council's attention to a blatant (?) piece of advertising copy caused a minor stir. After some (at times) lively discussion, it was decided to defer any action until the C.C.P.E. had had a chance to comment on a submission forwarded to that body by the Association.

Council will have to face the fact that employee-engineer groups may be springing up in the Province to form collective bargaining bodies. It is to be hoped that Council will not find itself in the position of the three major British Institutions some dozen years ago. Groups of engineers in Britain formed the Engineer's Guild which was frowned on by the Institutions. However, the Institutions, with somewhat red faces, had to finally recognize the Guild. Personally speaking, the writer has tried to take advantage of the law of supply and demand, which has, for him, resulted in better conditions than a unionized employee. Council has shown wisdom so far in that it will meet with interested Employee-Engineer representatives on February 23, 1967.

February 15, 1967

Minutes of the January 31st meeting were approved, subject to correction of a minor grammatical matter. The President, Vice-President and Registrar will attend the Congress of Canadian Engineers in Montreal later this year. If they aren't too busy, maybe they'll get a chance to see some of Expo '67. Perhaps they'll have a chance to give the membership their impression of the engineering memorial. A suggestion was made to appoint a member of the Association as a permanent delegate to

Canadian Council; in this way, the delegate would be abreast of C.C.P.E. affairs and advise Council what in the heck is going on. If such a delegate is appointed, maybe he could let the rest of the flock know what's what via the Bulletin, from time to time.

A Council delegate to A.P.E.O. reported on the Ontario Annual Meeting. A very successful dance was held on the Fright night, complete with entertainment and a march through by the Lady Godiva Memorial Band. The dance served to attract out of town members to the meeting held on Saturday and also helped to create a congenial approach to the business session. Attendance at the meeting was low, considering Ontario's high registration.

Although only a handful of applications came up for transfer, licences, etc., quite some time was spent on an appeal from a gentleman seeking registration. Quite a bit of discussion arose as to what satisfactory engineering experience means. No one seemed quite sure what was wanted. It would seem that a definite set of experience requirements is badly needed for guidance of applicants for Association membership. Academic qualifications are fairly clearly defined, except that those whose qualifications do not stem from a recognized university will still find themselves in a fog until a definite yardstick is available. Perhaps it is not without reason that the Association has been scathingly referred to as a graduates protection association. The suggestion to form a committee to review registration requirements will, it is hoped, dispel some of the problems facing newcomers to Manitoba.

Our jovial Registrar, Terry Algeo, will not be seen at the Wine and Roses Ball. Duty calls and he got himself entangled in the Saskatchewan annual meeting on February 24th. Looks like Terry will have to go it alone as none of the Councillors wanted to miss the Ball! A feather in the hat of the Social Committee!

Council decided to request a Smoker to be arranged, probably late March or early April. A theme for the evening would be selected later. Collective Bargaining and Professionalism would likely touch off a lively debate. Can anybody give a concise definition of Professionalism, by the way? To some of the older Association members, the view of the younger engineers is that the profession is a good-paying job. Maybe we'll hear for sure at the Smoker!

During a discussion on the Ontario Symposium on Engineering Education and Professionalism it became apparent that the University of Manitoba has very slender contacts with the engineering profession in general.

Since it is the profession who needs the trained men it would seem that it is up to the profession to see what kind of academic training their future colleagues are obtaining. The fact that a number of members of the Faculty of Engineering are not and have no intention of becoming Association members is symptomatic of a gulf between the professionals and the academicians.



Collective Bargaining

By G. A. RUSSELL, P. Eng.

(This article was written by Prof. Russell at the request of the Bulletin Committee and was received January 27, 1967. — Ed Note.)

Collective bargaining is a brutal, deadly contest between individualism and the mob. I am constantly shocked and dismayed at the manner in which the term receives lip service from citizens of this country who should know better and at the manner in which the term is mouthed by political leaders (politicians) who can't ever seem to get their noses more than a few inches away from the slot in the ballot box.

I think I have seen both ends of the spectrum of the struggle between capital and society. Why these words? Because I think the sooner we get rid of the words labour and management, the sooner we will at least begin to appreciate the problem. I ate lunch one day at the top of a raise in a mine in Washington. The young miner and I talked. He told me he had been furloughed out of the army to produce metal. He had been raised in the Eastern coalfields in the United States. One night his father drove to a town ten miles away where there was an organizational meeting, the first in the region. Two nights later the man was murdered in his own home by a high-powered rifle bullet smashing through the window as he sat reading the paper. That was one end of the spectrum where capital, motivated by unrestricted greed, ruled with the bullet and the whip.

My father worked for a brewery in the States. At one meeting of the administrative staff, the union leader had asked and was given permission to speak. The case he stated was that the men had decided that it would be a good thing if they were to each receive a burial fee of \$500. There was no dissent on the part of the top brass of the company and the union man left smiling. After his departure, the president turned to his accountant and asked how much the burial cost would put on the price of a bottle of beer. When the answer came he replied that they would raise

it to the next reasonable figure because you couldn't charge an odd number of cents for a bottle of beer.

It was at this time too that I saw the beginnings of the vicious practice of featherbedding. A carpenter at the plant drove four nails into a one by six brace for a trestle before the whistle had blown. The union type came over and made him pull them out. As the last nail was coming out the whistle blew and he drove the four nails back in again. Whenever I hear people talking about what the relative merits of the welfare state will or will not be, I am inclined to chuckle. North America has had a welfare state since the end of the great depression. I define the welfare state as a social organization in which everybody gets something for nothing. The virulent featherbedders have been doing just this since 1939.

Another thing I remember about this time was a scuttling of the great ship prohibition. As the ship sank lower and lower into the waters of oblivion, the various and sundry rats crowded the rails. Many managed to swim to shore to assume their roles in the field of labour racketeering—smashing skulls, killing, maiming—in general, any type of abuse that was necessary to get their way. But let's face it—their lot in life was made relatively easy by the actions of die-hard capitalists who hired head-knockers and butchers to perform in exactly the same way. I suppose the most we could say for this stage is that it agreed, in actions, with the words of the Greek philosopher Heraclitus who said, "War is the king of all. The mixture that is not stirred decomposes." This is the point we have reached now. There is no more stirring. The two sides make their demands, the union twice as much as it wants and management offering half as much as it is willing to pay. Each one knows exactly what will happen. They sit down at tables and go through their little acts and settle on a figure. The unions have already got what they want for their product. Capital, within a certain discreet period, tacks the price of what the union got onto its product and they both sit around wondering how long they will have to wait before they bring about the next "advance" in social and economic conditions.

Well, that's my background and very often I wish that I hadn't been blessed with such a good memory. Then I could forget that unforgettable news photograph of the actual explosion of a man's skull (a picketer) when a company goon hit him with the full swing of a baseball bat. Likewise, I could forget the incomparable benefit to the average working stiff brought about by the foresight and genius of men who sacrificed homelife, sometimes

fortunes and occasionally their lives to bring into being a new industry, a new product or, in fact, a whole new way of life. Labour likes to say that without them, none of these things would have been possible. This is begging the truth because without these individualists, labour wouldn't have any jobs. Oh me! I've heard about a frontal lobotomy and sometimes wonder if it wouldn't be the answer.

Individualism versus the mob? Labour versus management? Capital versus society. Which one shall we pick? Let's examine it a little bit because I believe that the trouble that exists today is the result of the adoption of false principles believed to be inherent in some of the terms.

Aesop, 500 years before Christ, used the example of a bundle of sticks to prove his conclusion, "Union is strength." Quite a while later, at the signing of the American Declaration of Independence, Benjamin Franklin put it in a different way when he said, "We must all hang together, or assuredly we shall all hang separately." In both examples, a union of people was using the principle to protect itself from outside aggression and this must always be a noble cause. Today, however, it has been twisted around and used as a basis for blackmail — as a means for enforcing the will of a few (founded basically on greed) on some other segments of society that do not or cannot have the same power to act.

On the other hand, George Gissing, writing of *The Private Papers Of Henry Ryecroft* concluded, "It is because nations tend to stupidity and baseness that mankind moves so slowly; it is because individuals have a capacity for better things that it moves at all." I feel sure, though perhaps many would differ with me, that Gissing did not mean that the individual's capacity for better things would depend on that individual holding a knife at someone else's throat. Given the proper environment, the individual would have the capacity and the desire to work for and earn better things. The featherbedders don't earn anything. They are useless appendages on an otherwise functional organism. But they do have votes and there are more and more of them every day. Most union leaders don't earn anything for their men. They only earn for themselves. Who ever made any profit from a strike? And furthermore, a lot of the strikers don't even have the courage of their own convictions. Twenty-four hours after the recent Canada Packers strike began, a friend of mine who gets around industrial Winnipeg a lot, saw a lot of familiar faces already at work in other plants.

I have seen what happens though when individualism is allowed to grow unchecked. A

coal miner shot in his living room. The rise of Hitlers, Mussolinis and Al Capones. Does the same thing happen if the mob — the collectivists — is allowed to grow unchecked? Of course it does. I remember the Hudson Bay man in the Northwest Territories who told me he couldn't even get the men out on the trapline anymore because since the introduction of family allowance they could make a steadier and sufficient income by simply spending most of their time in bed. I talked to a prospector in Flin Flon last summer who told me about a common law couple with twelve kids who got free everything without him working a tap. The prospector said that he was most concerned about the children. Here, Jack said, was a new generation who knew nothing about survival except that it was a handout from the state and a truckload of goodies every Saturday.

Let's tot up the results of probably the most strike-bound year in Canada's history. Employment they say is good but does it take eight men to change the bulb on a streetlight in front of my house or cut a few branches off a tree? Automobile sales are down. Credit buying and the cost of almost everything we eat and wear — not to say anything about services — continue to climb. And recently we have the crowning glory of collectivism—our teachers going on strike all over the country. Oh yes — they were supposed to be beyond the pale — they are responsible for the education of our young. Well, if I was a teacher making \$3,000 (lots don't) a year, I'll be damned if I would be much interested in how much the kid of a plumber, who had just signed a new contract at \$8.50 per hour, ever learned. Let the old man teach him — he must be real smart. In Montreal it will be nurses and internes. Just how long does anyone expect that the teachers, the nurses, the internes and the people that keep hospitals clean will stand around, fortified by the image that because they deal with the suffering of man, they must go on — whether underpaid or not — especially when the affluent regard them mainly as suckers. And if these people do get the money they deserve, everybody knows where it will come from — from taxes. The tough part about this is that there isn't any sure method of cracking down on the people who just signed a new contract—taxes come from everybody.

This then is the trouble. Collective bargaining has become a household word across the nation without one single assurance that it can have anything to do with the problems that confront the nation today. The situation is like a wound over which a superficial scab has formed so that it looks healthy. Underneath there is festering. It is said that if featherbedding was cut out, all these people

would be out of work. I want to know *why* they would be out of work. Is Canada developing too slowly? Through some sanctimonious sense of nationalism are we riding off the venturesome people who have more faith in our future than we do? We have a sort of—"I hope it will last until I retire philosophy." Don't rock the boat. Try to give everybody as much of what they want as you can. As Leverett said in his *Ideals of Life*, "If North American technology continues to advance at its present rate we will, at some time in the future, approach but never quite attain, the standard of living of a well fed hog sleeping in an apple orchard."

There is a ray of hope. Our young people are restless and, of course, we hate them for it. They say the war in Vietnam is a stupid war. We tell them that if it weren't for the 72 billions being spent there, we could be in an economic slump. They dress funny — I think because they have a horror of what is called the normal life — the stately quiet progress through the echelons of industry and society — from the bottom of the ladder to the top — then the gold watch and — death. There is a chance that these dissatisfied young may turn the tables as they are today and that in the future the government will lead the people — instead of the other way around. Mr. Bill Gould, Editor of *The Hamilton Spectator*, stated their case in a beautiful way when he said, "The old values are changing, it's said, but we don't know what the new ones are. So, with infinite smugness, we blame it all on youth. We pretend that it is they, not us, who are confused, frightened, selfish and immoral. And when they protest against the hollowness of our adulthood and search frantically for guidance in a leaderless society, we denounce them as longhair rebel sloths."

Collective bargaining reminds me of nothing as much as the headlong, purposeless rush of the lemmings to the sea. This is why I am against it and looking for something else that could keep me and mine from falling over the cliff.



MORE THOUGHTS ON COLLECTIVE BARGAINING

By R. M. STOKES, P. Eng.

In recent years more and more professional and semi-professional groups have been organized into collective bargaining units. This trend is affecting professional engineers to the extent that several large groups such as those employed by Quebec Hydro and the City of Montreal have now formed units to negotiate wage rates.

Although there has as yet been no large scale

strike by engineers, the possibility is not as remote as it once was. Teachers and doctors have "struck" in recent years. These strikes indicate a change in thinking by professional associations. At one time such action would have been considered unprofessional.

Most professional engineers are not anxious to see any groups of engineers use a strike threat to obtain higher salaries. Many even consider joining a collective bargaining association to be unprofessional.

The reason that collective bargaining units are formed is that groups of employees may feel that their wage scale is falling behind the scale of groups who have already organized themselves. Therefore, if the formation of further collective bargaining units amongst engineers is to be prevented, those in charge of management of employee engineers must keep the salary scale high enough so that the benefits are equal to any benefits that could be gained through collective action.

In many cases management is made up of senior engineers. In other cases senior engineers are in a position to influence management with regard to wage scales. It is up to these men to set standards so that there is no real benefit to be derived from collective bargaining and to ensure that individual efforts, initiative and competence can reap greater rewards.



THE MANITOBA CENTENNIAL CITIZENS' CAMPAIGN

By H. F. BURNS, P. Eng.

Most of you who live in the Greater Winnipeg area will have noticed, with varying degrees of interest, the progress on construction of The Manitoba Centennial Centre on Main Street, opposite the Winnipeg City Hall. Upon completion this centre will include a Planetarium, Concert Hall, The Manitoba Theatre Centre, a Museum and a Museum Research and Development Building. A second major Centennial project, a multi-purpose Auditorium to serve south-western Manitoba, is being constructed in the City of Brandon. As a special Centennial project, The Winnipeg Art Gallery is joining the Citizens' Campaign to build facilities for the visual arts of Manitoba and the world.

These projects will provide excellent and much needed cultural and scientific facilities in recognition of Canada's Centennial of Confederation in 1967 and Manitoba's Centenary in 1970 and indicate Manitoba's readiness for progress in our second century.

The aim of the Citizens' Campaign is to raise \$4,500,000 towards the cost of these

Centennial projects through public participation. The balance of the costs will be made up by contributions from the Federal, Provincial and Municipal Governments, as well as bequests, endowments, foundations and other non-subscription sources. The Campaign is divided into four major divisions:— Key Gifts, Commerce and Industry, Personal Gifts, and Professions. For the latter Division — Professions — the objective is \$200,000 and this is where the Professional Engineer comes in. I was appointed Chairman of the Committee responsible for raising contributions from the Professional Engineers with an objective of \$28,000. Until now the campaign has been directed only to Consulting Engineers, and through the efforts of my Committee — Arnold Crosier, Bill Mitchell, Charlie Ripley and Les Wardrop, an excellent response has been forthcoming. Contributions from the consultants are by no means complete at this date but about 40% of our objective has been reached. It is most encouraging to report that the consultants generally have recognized this campaign as an opportunity to contribute to the future of the citizens and children of Manitoba and have accepted their responsibility accordingly. For this they are to be commended, but what about the individual or employee engineer? We also have made our living here and, I believe, should be willing to support this exciting cultural and scientific project.

I realize that we have been requested to contribute to the Engineers' Plaza at Expo '67, for which the response to date has been extremely disappointing. However, regardless of your personal feelings on that particular project, the Manitoba Centennial Centre is something in our midst that we and our children can enjoy for as long as we continue to live in Manitoba. For that reason alone it deserves our active support. In one other respect, I think it most important that each and every one of us contribute as generously as possible. That is our IMAGE. Many words have been written and spoken about the Association's concern for the image of the Professional Engineer. Here is an opportunity to project that image in a tangible and meaningful way. I am sure you will agree that our image will be reflected in a much better light if we meet our objective and compare very favourably with the other professions than if we do not and leave the impression that we are second-class professionals! Gifts may be a single contribution or pledged and paid for over a four year period 1967-1970.

Gifts are deductible for income tax purposes and official treasury receipts will be forwarded for this purpose. The amount you contribute is of course, strictly up to you. For those who may be interested, for a gift of

\$250, your participation will be commemorated by personal identification with your name on a Concert Hall seat. For \$100 you will receive Charter Membership in the Club of the Century with the names of you and your family permanently recorded on a display in the "Club of the Century" Hall in the Concert Hall.

At the other end of the scale, for even a five dollar contribution your name will be recorded for posterity on a plaque in the Concert Hall. Further information can be obtained by calling my office at 943-0441, or Centennial Headquarters at 942-3321.

Contributions and pledge cards may be forwarded direct to Centennial Headquarters at the following address:

Citizens' Campaign Headquarters,
55 Princess Street,
Winnipeg 2, Manitoba,

or to myself at:

H. F. Burns,
Deputy Director of Streets and Transit,
Metro. Corporation of Greater Winnipeg,
10 Fort Street,
Winnipeg 1, Manitoba.

If you submit contributions direct to Campaign Headquarters, be sure to identify yourself as a Professional Engineer so that it will be included in the proper category. Also, do not forget to include your name and address for official receipt purposes.

COME ON FELLOWS, LET'S ENGINEER OUR IMAGE.



EDUCATION IN PROFESSIONALISM

By R. M. STOKES, P. Eng.

Mr. J. D. Adam of Winnipeg attended a symposium entitled "Education in Professionalism" held in Toronto in October, 1966. Mr. Adam was the APEM council representative at this gathering. Upon his return, he submitted to council a report which is summarized here.

The Ontario symposium was held to discuss recommendations of the Professional Status Committee of the APEO. This Committee had been given the responsibility of finding ways to advance the status and well-being of APEO members. Briefly the Committee proposed that all engineers after graduation would participate in a mandatory two-year course of home studies supplemented by discussion groups or seminars as a condition of registration.

The symposium commenced with addresses by leaders in various areas pertaining to the subject matter.

The first speaker was Mr. J. M. Vanderleek,

P. Eng., Chairman of the Professional Status Committee. Mr. Venderleck reviewed the presentation of his Committee. The key note was that the other professions — the doctors, lawyers, architects — all have pre-registration training of one form or another, but with one thing in common — *the direct participation of senior members of the profession whose duties include not only the imparting of technical aspects, but also the traditions, responsibilities and professional aspects of the discipline.*

The Professional Status Committee of Ontario feels that there is a definite need for further training in the form of a post-graduate course prior to and mandatory for registration as a professional engineer.

The second speaker was R. J. Roberts, Q.C., Director, Bar Admissions Course, Law Society of Upper Canada.

Mr. Roberts spoke as a representative of another profession, to explain the system of education which leads to qualification for the practice of law in Ontario, and particularly the extent to which law students are taught ethics and proper standards of professional conduct.

In brief, the legal profession requires its members to graduate from a Bar Admissions

Course subsequent to receiving an LL.B. from University. The Bar Admissions Course consists of twelve months spent under articles to a solicitor followed by a six months' teaching period at Osgoode Hall. During this six month period they take some lectures, view some court proceedings and demonstrations, and participate in other activities including seminars in groups of about twenty-five directed by a "Head" who is an authority in his field. During this period, practicing lawyers, who are both successful and ethical have their opportunity to influence their prospective fellow professionals.

The third speaker was Dr. J. G. Parr, P. Eng., Dean of the Faculty of Applied Science, University of Windsor.

Dr. Parr spoke for the University position. His main thought was that setting up a new Training Division working out of the Association Offices appeared to be a duplication of what the Universities should be prepared to consider. Some universities already had a significant content along these lines.

The Professionalism factor would be rounded out after graduation by liaison with senior engineers and exemplary supervision during the first years of practice.

The fourth speaker was Dr. Alan M. Thomas,

PLEDGE CARD

MANITOBA CENTENNIAL CITIZENS' CAMPAIGN

To help meet a real need for the educational and cultural development of all people of Manitoba through the \$4,500,000 Manitoba Centennial Citizens' Campaign, the undersigned agrees to give and pledge amounts as shown:

Signed

Date

TOTAL GIFT		PAID HEREWITH	
\$		\$	
BALANCE PAYABLE			
MONTH	YEAR	AMOUNT	
	19.....	\$	
	19.....	\$	
	19.....	\$	
	19.....	\$	
	19.....	\$	

Alternative payment plan:

Special information for the donor is recorded on reverse side.

Director, Canadian Association for Adult Education.

Dr. Thomas spoke about education and learning particularly in adults.

In the Engineering Profession continuing competence is necessary; hence a responsibility to keep on learning is the main commitment of registration. *Subjection* to more areas of study on a pre-registration basis would not appear to be fostering the individual's attitude and convictions arising from his own decision to learn to the degree required of the responsible professional.

To make this a forced, preparatory matter, will not only spoil the learning that actually takes place; it also denies the fact that society is changing and that what the senior men find necessary today may be irrelevant tomorrow.

The fifth speaker was W. F. McMullen, P. Eng., Manager, Engineering Personnel, Canadian General Electric Company.

Mr. McMullen was the representative of industry on the panel.

He quoted Mr. H. W. Gouldthorpe of the General Electric Company in a definition: "A professional person is a custodian of a specialized body or fund of knowledge to which he has three definite responsibilities. The first is to *generate new knowledge* and add to this total fund. The second is to *utilize this fund of knowledge* in service to society. The third is to *teach this fund of knowledge* to others."

This requires each individual to think and apply the philosophy of the profession from registration on through his professional life.

Industry wants creative ideas — and many industries go to great length to establish suitable climate and incentives to get these results.

Other attitudes that might be instilled would include:

- the attitude of "constructive discontent"—let's make good things better;
- the attitude that quality rather than quantity is the key to major accomplishments;
- the idea that their engineering and professional education is really only beginning when they leave college.

Other things that might be done in engineering school are:

- The young engineer should be presented with ample opportunity to work as a team under professional leadership.

—Every effort should be made to *integrate* work experiences in industry with his classroom work. Co-operative programs and summer employment opportunities should be made available to foster this.

—Students should be encouraged to practice leadership.

—The curriculum should emphasize an understanding of, and skill in using communication techniques.

—Give the student an opportunity to learn something of the behavior of human beings. The true professional must learn of the civic, community, economic, legal, psychological and social obligations that impinge upon his work. The more of this background the young engineer picks up in college, the faster he will "get going" professionally after graduation.



FLIN FLON NEWS

By M. N. Collison, P. Eng.

Effective Jan. 1, 1967 G. H. Kent P. Eng. was appointed Smelter Supt. George has been Asst. Smelter Supt. since Oct. 1951 and prior to that held various positions in the Zinc and Research Depts. dating back to 1936. He graduated from the University of Manitoba in 1936 with a B.Sc. in Geology and Chemistry.

George is married, has two married daughters and one Grandson. He is an ardent curler, (winters) and golfer, (summers) and shutter bug all year round. He has served on the Flin Flon School Board, the Community Club Board of Directors, is currently Secy-Treas. of the local branch of C.I.M. and an active member of the Masonic Order.

Also in Jan. 1967 R. F. Pearson P. Eng. was appointed Asst. Smelter Supt. Frank, since he started here in 1947, has been in the Research Dept. including being leader of the Smelter Research Group and Relief Foreman in the Zinc Plant. He brings a varied experience and sound knowledge of Smelting into his new position.

Frank is a graduate of the Univ. of Saskatchewan receiving a B.Sc. in Engineering Physics in 1944. He is a member of the R.C.N.V.R. and the Whirling Willows Square Dance Club. In addition he is most competent at the business of "calling"; Square dances not Hogs.

That is all the news this time, maybe by the next issue I can figure out how to keep our cold air up here until next August and then sell it to the residents of the HOT spots.

ENGINEERS' PLAZA FUND

The latest figures on contributions for the Engineers' Plaza at EXPO 67 indicate that Engineers generally do not fully realize that the profession is now committed to this project, with construction well under way. Having expressed our general disapproval, let us now honor our commitment for the good of the profession and its public image. The Mani-

toba Committee proposes to canvass individuals through their companies in the near future.

Donations to the Engineers' Plaza should be sent to:

ENGINEERS' PLAZA FUND
5 - 176 George St., Toronto 5, Ont.

	Total Contributions Received to Jan. 11, 1967	Targets	Percentage of Target	Contributors	Engineers' Membership Jan. 1, 1966	Percentage Contributing
Yukon Territory	\$ 35.00	\$ 200.00	17.5%	3	79	3.8%
British Columbia	3,339.12	9,000.00	37.1	411	4,616	8.9
Alberta	3,107.30	9,000.00	34.6	401	4,282	9.4
Saskatchewan	1,021.00	3,000.00	34.0	105	1,097	10.4
Manitoba	903.95	6,000.00	15.1	121	1,380	11.4
Ontario	22,990.25	69,000.00	33.3	3,321	23,424	14.2
Quebec	27,922.30	52,000.00	53.6	1,518	12,168	12.5
New Brunswick	971.50	2,500.00	38.8	115	614	18.7
Nova Scotia	371.05	4,000.00	9.3	33	782	4.2
Prince Edward Island	230.00	200.00	115.0	63	63	100.0
Newfoundland	515.95	800.00	64.5	81	263	30.8
Membership Fees	22.15					
Totals	\$61,386.57	\$155,700.00	39.5%	6,172	48,768	12.7%

NOTE: Figures for Ontario and West are those of December 17th, 1966.

PROFESSIONAL SCIENTIFIC AND TECHNICAL MANPOWER SURVEY

The Canadian Council of Professional Engineers has requested that we urge our members to complete the questionnaire that they have received from the Department of Manpower, fully and promptly. The largest possible response to the questionnaire is desirable and should produce a great deal of information which would be useful to our profession.



TOASTMASTERS COMES TO E.I.C.

By J. W. J. LEWIS, P. Eng.

Since brevity is the soul of wit and tediousness the limbs and outward flourishes, I will be brief.

PREAMBLE. When a distinguished engineer was guest speaker to engineers at the University of Saskatchewan his performance was so embarrassing that public speaking is now taught for one hour a week to engineering students at that university.

In Manitoba the Engineering Institute of Canada has taken the initiative. There is now a chartered E.I.C. Toastmasters Club. Meetings are held every Tuesday at 6:00 p.m. at the

Viscount Gort Hotel. Among other objectives Toastmasters Clubs aim to teach prepared and impromptu speaking and how to run a well ordered meeting. To see what progress is being made in this new venture your reporter attended the meeting on January 31st. This is what he saw and heard.

Under the direction of the Table Topics Master various topics were introduced on which participants each speak for two minutes. Topics included air pollution appropriately spoken on by Bill Isberg. Barton Rossen debated on the banning of Playboy magazine. With rapier wit Izzy Shore argued on the subject of Sunday booze.

The first portion of the meeting was then carefully analyzed by the General Evaluator who for this evening was Bob McKibbin, the club's Educational Vice-President. Constructive criticism is a vital part of all Toastmasters meetings.

The piece de resistance was a six minute prepared speech by Ken Gowriluk who had chosen "Planned Obsolescence" as his subject. The speaker is privileged to express whatever ideas he wishes but how he says it is subject to close scrutiny. Ken captured the audience's interest with a strong opening and kept it with a nice balance of humour mixed with

well developed arguments. The summing up was succinct thus leaving the audience with a positive memory of his theme.

Barton Rossen, the evening grammarian, brought to light grammatical errors that had slipped unconsciously in. Prepositions at the end of sentences were highlighted.

The gruntmaster and timekeeper presented his report and the general evaluator gave his final criticism. The gavel of office was returned to Willard Kirkpatrick who adjourned the enjoyable meeting.

E.I.C. TOASTMASTERS AND THE FUTURE
At present the Club serves new graduates,

so far all members are accomplished speakers. Vacancies exist for young engineers who need help in the public presentation aspect of their development. Bill Isberg the dynamic club president sees the present organization as temporary. He wants the club to act as a nucleus for the introduction of Toastmasters to engineering students at the university. This project deserves complete support. The individual engineers, the profession and the province will benefit when our young engineers with good ideas also know how to express them. Izzy Shore the Club's administrative vice-president will be glad to tell you more about E.I.C. Toastmasters. You can phone his home at 338-2133 or his office at 474-3475.



REGION II TECHNICAL DEVELOPMENT PROGRAMME WINNIPEG — MAY 15 to 19, 1967

Sponsored by

Winnipeg Branch E.I.C. in co-operation with the University of Manitoba Faculty of Engineering and the Department of University Extension and Adult Education.

(Fees for E.I.C. members — \$5.00 less than quoted below)

Digital Computer Programming
(1620 I.B.M. - 40K) Fortran II
Moments for multi-storey frame bldg.
by Kani method.
Prof. W. P. Beley, Civil Eng. Dept.
May 15 - 19 Fee: \$60.00

Introduction To Stress Analysis Of Elastic Shells
Membrane theory & bending theory.
Prof. H. Cohen, Civil Eng. Dept.
May 15 - 19 Fee: \$60.00

Ultimate Strength Design Of Rein. Conc. Structures
National Bldg. and A.C.I. codes —
Design, problem and lab. sessions —
Prof. R. Lazar, Civil Eng. Dept.
Prof. B. N. Thadani, Civil Eng. Dept.
May 15 - 19 Fee: \$60.00

Control System Analysis
Automatic control theory & practice.
Lab work & intro to computer computation
Prof. W. H. Lehn, Civil Eng. Dept.
Mr. D. A. Shearer, Manitoba Hydro
May 16 - 19 Fee: \$50.00

Building Science
Heat, air & moisture flow w.r.t. design of walls & roofs — Noise control — Vibration
Mr. G. D. Handegord, Nat. Research Council
Prof. W. D. Alexander — R. S. Azod & H. N. Gawley, Mech. Eng. Dept.
May 17 - 19 Fee: \$40.00

Materials In Engineering
Metallic, Composite & Nuclear materials
Theory & lab work — Xray diffraction tech.
Prof. K. Tangri, Mech. Eng. Dept.
May 15 - 19 Fee: \$60.00

Project Planning And Control Critical Path Method
Computer data processing & Pert
2 sessions, May 15 & 16 or May 18 & 19
Mr. R. J. Chase, T. Eaton Co.
Mr. T. R. Leczynski, Manitoba Hydro
Fee: \$30.00

Lateral Earth Pressure Computations
Design of retaining structures
Prof. L. Domaschuk, Civil Eng. Dept.
May 15 - 19 Fee: \$60.00

Transistor Circuit Design
Set up & test own designs in Lab.
Network theory desirable pre requisit.
Prof. A. Simeon, Elect. Eng. Dept.
May 15 - 19 Fee: \$60.00

Operations Research
History, method, logic & disposition for O. R.
Queuemy theory, inventory, C.P.M.
Prof. C. P. Bennett, Mech. Eng. Dept.
Prof. B. A. Hodson, Computer Centre.
May 15 - 19 Fee: \$60.00

Design Of Electrical Systems For Commercial and Industrial Bldgs.
Prof. H. A. MacDiarmid
May 17 - 19 Fee: \$40.00

Technical Writing

Assignments, individual consultation, analysis of participants work.
 Mr. R. A. Condon, T.R.W. Systems, Inc. California.
 May 16 - 19

Fee: \$50.00

Brochure and Accommodation Data

available from:
 Prof. Harold W. Huston
 Dept. of University Extension & Adult Education — University of Manitoba — Winnipeg 19, Man.



ANNUAL SALARY DISTRIBUTION, DISREGARDING YEAR OF GRADUATION

DOLLARS

PERCENTAGE	ALL CANADA*	MANITOBA
HIGH	92,000	52,000
95%	22,000	19,000
90	18,000	16,900
85	16,150	15,000
80	15,000	14,592
75	14,400	14,000
70	13,560	13,200
65	13,000	12,700
60	12,480	12,200
55	12,000	12,000
50	11,700	11,400
45	11,220	11,000
40	10,900	10,582
35	10,500	10,200
30	10,100	10,000
25	9,880	9,600
20	9,464	9,000
15	9,000	8,500
10	8,400	8,100
05	7,800	7,320
LOW	1,000	6,600

TOTAL REPORTING

14,769

634

Note: *All Canada Data:
 Excluding Quebec.

ENGINEERS ARISE

By a Wife

For decades deprecating remarks have been heard to the effect that while the medical profession has almost eliminated such diseases as beri-beri (at least in this part of the world), mankind is still suffering without alleviation from the common cold. Engineers are certainly in no position to cast aspersions at the technical developments of other professionals as long as one existing ludicrous situation prevails — to wit, engineering technology has developed to such a high degree that men can be sent around the earth at amazing speeds, and rockets can be fired off at Venus and the Moon, BUT in the practical field of every day living the best solution engineers have yet found for the removal of the winter's snowfall from walks and driveways is a healthy wife.

NEW MEMBERS

The following have been admitted to membership in the Association: P. A. Martin, J. B. Zandstra, P. A. McBain, H. Happy, A. J. Burgess, D. G. Curiston, B. Sucharov, W. C. Fisher, E. E. Parry, H. R. Taylor, I. J. O. Korchinski, D. A. Ross, J. E. Peters, D. E. Honeyman, R. R. Sawchuk, B. E. Mrazek, T. L. McDougal, C. Zeglinski, A. S. Patino, D. Swan, G. MacGregor, R. W. Haywood, S. A. Mayman, J. T. Christison, J. C. Dellevoet, S. W. Greenwood, W. R. Jackson, W. M. McDermid, I. Nanavati, J. R. Sill, M. S. Wakely, A. Wexler, B. W. Gulay, J. N. Lewak, D. J. Byrne, C. Booy, L. E. Carlson, D. A. Chamberlain, J. A. Harding, W. M. Main, W. K. Mann, D. R. Thompson, J. M. Putnam, A. P. Rathke, B. C. Bell, R. S. Curtis, B. J. Osiowy, L. B. Lauridsen, P. C. Morgan, G. T. Williams.

PROVINCE OF MANITOBA

YEAR	NUMBER	HIGH	UPPER DECILE	UPPER QUARTILE	MEDIAN	LOWER QUARTILE	LOWER DECILE	LOW
1967	--	----	----	----	----	----	----	----
1966	5	16.500	----	12.800	11.076	11.000	----	10.200
1965	1	6.300	----	----	----	----	----	----
1964	18	9.000	8.124	8.124	7.200	6.780	6.600	6.480
1963	17	18.000	10.400	8.900	8.000	7.320	6.420	6.144
1962	26	15.000	10.800	9.400	8.400	8.100	7.836	7.310
1961	34	11.180	10.300	9.600	8.700	8.000	7.632	7.2000
1960	27	14.400	10.800	10.300	9.453	8.500	8.100	7.200
1959	23	18.000	12.000	10.368	10.000	9.240	8.400	7.200
1958	23	12.612	12.000	10.600	10.368	9.000	8.400	7.800
1957	28	16.000	13.000	12.000	10.800	9.900	8.508	8.400
1956	24	18.000	15.000	12.000	11.000	10.000	9.000	7.492
1955	25	15.000	12.500	10.800	10.000	10.000	8.400	6.600
1954	22	16.000	15.000	14.000	12.000	10.380	10.000	9.500
1953	32	17.500	15.000	13.000	12.000	10.500	9.360	8.000
1952	20	18.000	14.300	13.000	11.000	10.200	9.000	6.684
1951	28	35.000	14.400	12.600	11.856	10.800	9.620	7.400
1950	51	19.000	16.600	14.000	11.700	10.800	9.500	8.240
1949	43	24.000	18.000	14.500	13.200	11.700	10.000	7.500
1948	28	25.000	18.000	16.000	14.500	12.000	10.900	8.800
1947	5	15.000	----	15.000	15.000	12.500	----	11.400
1946	16	25.000	24.000	17.000	13.150	12.000	11.000	9.900
1945	9	26.200	17.000	17.000	14.400	11.400	11.400	9.600
1944	12	25.000	15.324	13.296	12.500	11.280	9.420	9.000
1943	9	26.000	14.008	14.000	12.350	9.620	9.420	6.060
1942	11	35.000	24.000	16.000	15.000	12.200	12.150	10.200
1941	13	20.000	20.000	17.500	15.000	11.000	10.980	7.800
1940	8	20.000	14.500	14.000	12.840	12.780	12.000	10.800
1939	9	22.500	15.600	14.000	12.850	10.800	10.000	8.880
1938	5	18.200	17.000	16.000	16.000	14.000	----	10.200
1937	8	20.100	16.092	16.000	10.200	10.000	9.850	6.500
1936	8	17.500	15.600	15.500	13.500	13.000	9.600	9.000
1935	6	18.000	16.000	15.000	12.000	11.000	----	10.000
1934	3	18.500	----	----	14.008	----	----	13.500
1933	7	35.000	25.000	24.000	24.000	23.000	20.000	13.600
1932	9	52.000	24.000	18.000	14.000	13.000	12.000	10.000
1931	4	18.000	----	13.200	----	9.300	----	9.200
1930	5	25.000	----	21.000	15.300	15.000	----	8.500
1929	3	22.000	----	----	16.168	----	----	14.000
1928	4	21.480	----	21.000	----	15.000	----	12.840
1927	2	16.188	----	----	----	----	----	15.500
1926	1	14.220	----	----	----	----	----	----
1925	1	15.000	----	----	----	----	----	----
1924								
1923								
1922								
1921								
1920								
Total								

1920 includes all earlier years.

ASSOCIATION PRESIDENT

At the 1966 Annual Meeting of the Association, Craig Sommerville was elected by the newly formed Council to the position of President for the ensuing year.

Following high school education at Daniel McIntyre Collegiate and service in the Royal Canadian Navy, Mr. Sommerville successfully obtained his B.Sc. (Civil) from the University of Manitoba. After graduation, he obtained employment with C.N.R. in Ontario before transferring to his present employment in 1952.

Early in his professional career, Mr. Sommerville selected the field of water supply and distribution as his field of specialty, and to this end he has undertaken post-graduate studies in Public Health Engineering at the University of Toronto, receiving a Master's degree in 1954.

Since the formation of the Metropolitan Corporation of Greater Winnipeg, Mr. Sommerville, as Engineer of Water Works and more recently as Deputy Director and Chief Engineer of the Water and Waste Division, has been directly associated with major improvements of the water supply and distribution facilities in the Winnipeg area, and has been the leader in developing plans for the future in these fields.

Craig has placed emphasis in his role as a family man. He and his wife, Joan, have four daughters and a great deal of their time is spent in community activities. Besides adequately fulfilling her domestic duties, Joan has found time to become very active in the Engineers' Wives Association, presently being a member of the executive.

Craig Sommerville considers that continuing technical developments of a professional Engineer should have no limitations. He has been very active in many of the related societies and associations, and is currently serving as President of the Western Canada Water and Sewage Association. In 1966 he was awarded a Nuffield Scholarship for study of technical advances in the field of water supply in Europe.

Our President has had an opportunity to serve on various committees of the Association prior to his election to Council. Using this experience, he is keenly aware of an apathy of the general membership of the Association and his main aim is to work toward a more unifying attitude in the profession. He considers that the development of a satisfactory means of communication between Council and the membership is essential. He considers that the Association must be more dynamic and

vital and that we must improve both our internal and external professional image.

It has been said before and it bears repeating that the Association will not improve the lot of the Professional Engineer until all Professional Engineers make a realistic contribution to the Association. In view of the extreme importance of developments that will be facing the Association in 1967, the President requires complete support from all members. —R.H.



NEW COUNCILLOR



A. BARACOS, P. Eng.



SNIPS & SNAILS

with JACQUES, P. Eng.

With summer and barbecue weather fast approaching, a recipe for a cool refreshing drink might be appreciated. Take a large glass pitcher and break half a tray of ice cubes into it. Squeeze two lemons into the pitcher then slice the lemons and toss the rind in, too. Add four ounces of cognac and a bottle of Rioja red wine. Stir well and add sugar to taste, then add one pint of sparkling water. This tasty treat is called "sangria" by the Spaniards. They drink it from leather pouches with nozzles on the side. It has never been known to disturb one's siesta on a warm afternoon.



Cam Roylance, Chairman of the Social Committee, presents Mr. and Mrs. Darwin Stenberg to Mrs. Roylance and Vice-President and Mrs. Frank Fowler, in the receiving line at the Wine and Roses Ball held at the Royal Alexandra Hotel on February 24th.

ANNUAL GENERAL MEETING — 1966

Generally speaking, the 1966 annual meeting was very much routine, consisting of a business meeting, a reception and a dinner, with the reception obviously being the most popular of the three.

Other than the appointment of the auditors, there was little excitement at the business meeting. Some of our committee chairmen were successful in summarizing a three-minute written report into a twenty-minute verbal report. For the sake of those interested, all reports were included in the November bulletin.

Amendments to the By-laws received little or no discussion, with By-laws 2, 3, and 25 being changed as recommended, and the motion

on By-laws 32 and 33 being successfully tabled without any discussion, thanks to the supreme efforts of one of our past Presidents.

For the benefit of those who were not in attendance, we were informed at the meeting that our Association was not big enough to obtain new and adequate premises on our own, but needed the moral and financial support of our sister architectural profession. Apparently, the experience of associations in other provinces was disregarded in coming to this conclusion. The main advantage in this joint venture would appear to be in the direction of the form of the female clerical help of which the architectural association have a reputation for.

The panel discussion was unusually interesting. Council members, that is most of them,

had prepared very well for the topics presented to them and expressed their opinions clearly and concisely. Two of the panel are no longer councillors. As if to end the meeting on a controversial note, one of our more senior councillors ridiculed the whole purpose of the panel and confined his statement to the question of entrance requirements. Fortunately, for the panel members, there was no time left for questions from the floor because of possible conflict with the reception hour.

The message from the guest speaker at the dinner, A. Lorne Campbell, Q.C., was very appropriate for the occasion. His attitude toward professional ethics and their place in society could well be adopted by all of our members to improve our professional status.

Due to the incumbent President, Craig Sommerville, still being absent on "holidays," the ceremony of turning over the gavel left something to be desired.

This was your annual meeting, and if we are to live by democratic principles, it would appear the annual meeting should be discontinued in accordance with the wishes of the 1,200 members that did not turn up. —R.H.



COLLECTIVE BARGAINING THE ENGINEERING PROFESSION SPECIAL MEETING OF COUNCIL

Possibly one of the most important questions to face our profession—that of collective bargaining—was given the complete attention of Council at a special five-hour meeting in February.

The significance of this matter was clearly indicated by the precedence of action taken by Quebec Corporation and by the Associations of Ontario and British Columbia, and by the recommendations of our own Employee-Engineer Committee. In addition, Engineers in the employ of the City of Winnipeg are presently negotiating to have a group recognized for the purpose of collective bargaining.

To assist the Council members in their preparation, voluminous articles on the subject had been circulated.

As may have been expected, Council were not able to make a final statement as the result of the meeting. However, strong feelings were evident from most of the Councillors with regard to the relationship of the Associ-

ation to collective bargaining as portrayed by trade unionism. As a profession, it was generally considered that we could never condone such actions as striking, so called study sessions or picketing.

On the other hand, it appeared that the consensus was that assistance in a limited form should be forthcoming from the Association. The discussion on this aspect ranged from providing statistical information pertaining to salaries and working conditions to formal recognition of Employee-Management consultative groups under the auspices of the Association.

Several significant points were made at the meeting. One that must be recognized by all members is that by accepting professional status in our society, the individual must be prepared to forgo certain rights that other people have. Another, that obviously hasn't been recognized, is that senior members who are now in the management group have a responsibility to assist the profession as a whole in providing the strongest support for adequate salaries and conditions for employee-Engineers.

As a follow-up to this meeting, it is the intention of Council to contact the members at large in the form of a questionnaire, in order to clearly identify the extent of the problem and to ascertain the attitude of the members to the subject. —R.H.



CURLING CHAMPS

Sixteen rinks competed in a successful bonspiel at the Highlander on January 27th. The winners were I. Teranishi, N. W. Diakiw, A. O. Dyregrov and T. Hicks. The final victory in a close game, saved the sports committee from an embarrassing situation as Teranishi and his boys turned back Harold Wilson, Don Miller & Company, the Chairman and Vice-Chairman of the Sports Committee, who wouldn't have felt quite right about presenting themselves with the prizes.



ULTRASONIC COURSE

A basic course for ultrasonic operators will be given in Winnipeg in March 1967. The fee for the five-day course is \$135. Details of the course may be obtained from Electro Physical Instruments Ltd., 8174 Wavell Road, Montreal 29, P.Q.

MOVING?

PLEASE let us have your change of address.

Please fill this out and mail it to the Association office, 418 — 265 Portage Avenue, Winnipeg 2.

Name.....

Old Address.....

New Address.....

FORMER PRESIDENTS OF THE ASSOCIATION

- | | |
|----------------------|------------------------|
| 1920—M. A. Lyons | 1944—H.S.Rimmington |
| 1921—M. A. Lyons | 1945—G. E. Cole |
| 1922—D. A. Ross | 1946—J. W. Battershill |
| 1923—A. A. Young | 1947—B. A. Johnston |
| 1924—A. J. Taunton | 1948—B. A. Johnston |
| 1925—C. H. Fox | 1949—T. E. Storey |
| 1926—D. L. McLean | 1950—W. D. Hurst |
| 1927—Wm. Aldridge | 1951—W. D. Hurst |
| 1928—W. G. Chace | 1952—C. L. Fisher |
| 1929—C. H. Attwood | 1953—J. L. Charles |
| 1930—C. H. Attwood | 1954—G. B. Williams |
| 1931—R.W.McKinnon | 1955—J. Hoogstraten |
| 1932—J. W. Sanger | 1956—J. Hoogstraten |
| 1933—J. W. Sanger | 1957—N. S. Bubbis |
| 1934—H. M. White | 1958—L. A. Bateman |
| 1935—J. N. Finlayson | 1959—W. L. Wardrop |
| 1936—A. L. Cavanagh | 1960—W. L. Wardrop |
| 1937—E. V. Caton | 1961—C. S. Landon |
| 1938—P.Burke-Gaffney | 1962—R. E. Chant |
| 1939—W. Youngman | 1963—T. E. Weber |
| 1940—F. S. Adamson | 1964—B. Chappell |
| 1941—G. E. Cole | 1965—S. J. Borgford |
| 1942—C.V.Antenbring | 1966—R. T. Harland |
| 1943—H.S.Rimmington | |

PETER PENG

A PANTOMIME ON
"COLLECTIVE BARGAINING"

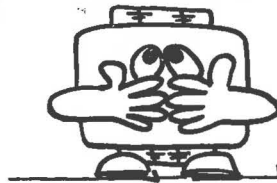
-COSTARRING-



A MINORITY GROUP OF
EMPLOYEE ENGINEERS



ENGINEERS IN MANAGEMENT



ENGINEERS' COUNCIL

USE OF SEAL

Section 19 of The Engineering Profession Act reads as follows:

Every person registered under this Act shall have a seal, the impression of which shall contain the name of the engineer and the words "Registered Engineer, Province of Manitoba," with which all estimates, specifications, reports, working drawings, plans and other documents issued from his hand shall be sealed