




**THE
MANITOBA**

PROFESSIONAL
ENGINEER



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of the
province of manitoba**

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R. E. Scouten, R. O. Sochaski.

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Opinions expressed are not necessarily those held by the A. P. E. M. or the Council of the A. P. E. M.

WINNIPEG, MANITOBA, APRIL, 1975

President's Message

By D. R. GRIMES, P. Eng.

Vice-President Charlie Bouskill, P. Eng., myself, our wives and the Managing Director, Terry Algeo, P. Eng., have just returned from a five day visit to Lynn Lake, Leaf Rapids and Thompson. We had the opportunity to meet with about 60 Engineers in three meetings. Apart from the hospitality extended to us, the most gratifying part of the trip was the very keen interest in our Association.

One basic issue which was discussed in each meeting is the role of our Professional Association as it affects Engineers in the northern communities. Obviously, our major role in setting standards for education in our Universities and for entrance to the Profession applies no matter where we work. But the enforcement of our Act through standards of Practice and the code of Ethics has little real meaning to those living far from Winnipeg. Our member service activities and almost all committee work are carried out in Winnipeg. Little wonder we are referred to as "The Winnipeg Association of Professional Engineers of Manitoba".

In 1974, under the leadership of George

De Pauw, P. Eng., a major effort was made to visit each community outside of Winnipeg where a significant number of Engineers reside. As well, your Association sponsored out-of-Winnipeg delegates to attend the Annual Meeting last November. The members also elected Councillor Ray Sochaski, P. Eng. from Pinawa.

I believe our Association should now revise the by-laws to provide for the election of one additional Council member, to represent Engineers resident north of 53°. Although less than 10 percent of our membership is located in the north, the number of Engineers in the area is growing and they must identify with our Association.

It is true that each northern community is as isolated from the others as it is from Winnipeg. Yet only one Councillor will be expected to represent many communities, from the construction camps on the Nelson, west to Flin Flon. However, many of these groups have a community of interest and deserve to be heard in the deliberations of our Association.

COUNCIL MEETING FEBRUARY 10, 1975

By R. C. ISAAK, P. Eng.

The meeting convened at 4:10 p.m. with Mr. C. R. "Charlie" Bouskill in the chair. The minutes of previous meeting were all taken as read and adopted.

In keeping with patterns established at previous meetings Council spent considerable time approving Licenses, Engineering Graduates, Transfers, Registrations and Reinstatements. Although most were handled quickly one particular registrant for Engineering Graduate status was discussed at length since several Councillors questioned the engineering supervision he would be getting. It appeared that the government department for whom this graduate would be working did not have any professional engineers. The matter resulted in the future requirement of naming the professional engineer under whose direct supervision the engineering graduate would be working. As a side issue to this particular graduate the University of Manitoba came under some heavy fire for granting a "Diploma in Civil Engineering" since there seemed to be a lack of understanding of what this meant.

Council is to be congratulated for taking enough time to consider these important matters of licences, transfers, etc. as these affect the very basis of our legal standing as a profession. To maintain our position under the ever-increasing pressure of our government to erode the role of professional we must maintain high standards of admissions.

The 1st Quarter Financial and Membership Statements indicated a healthy organization and were accepted as information.

Committees and appointments were ratified as follows:

1. Membership Committee — B. Urbanietz, Chairman; Messrs. Pentland, Johnson, Hammond, Solmundson, Wopnford, Harding, Faulker, Haller and Jackson were ratified as members.
2. Consulting Engineer Committee — Wm. Hanuschak, Chairman; Messrs. Sinclair, Currie, Mitchell, Wieszman, Knight, Berry, Rossen, Hunter, Penman, Morrison, Babletek, and Malus were ratified as members.
3. Employees Engineers Committee — D. Simons, Chairman; Messrs. Jost, Henderson, Mills, Stefanson, Fedorchuk, Delgatty, Robinson, Myska, Rooke, and Hutchison were ratified as members.

4. Practice and Ethics Committee appointment of F. M. Fowler as Vice Chairman was ratified.

Councillor Sochaski raised the question of the duties and functions of the various committees and he was quickly referred to his manual. The Chairman and several other councillors also added reassuring words to the effect that the committees were used and useful.

After approving the minutes of the Admissions Review Board and Board of Examiners the main item of business, being Salary Schedules, was discussed at length, again. Under the guise of economy several Councillors insisted that the Recommended Salary Schedule report go out to the membership with the endorsement printed on the front. The ramification of this action bothered some of the other councillors in that they could not see sending out an endorsement, the approval of which the special meeting was called to give. A tie vote resulted and it was left to the chairman to defeat the motion advocating sending out the endorsement printed on the report. To resolve the problem of having to reprint the Salary Schedules it was agreed to have stickers prepared with the endorsement and if the Salary Schedule was approved by the special meeting then these stickers would be sent out to all members.

Although the Minutes of the special committee set up to consider the Teaching of Engineering subjects were received as information there was some concern expressed by Councillor De Pauw as he saw a disturbing thought expressed in these minutes. Councillor De Pauw saw an implication in the trend of the meeting that implied that engineers who are not registered would still be allowed to teach engineering subjects. He disagreed strongly with this and served notice that he would fight any such allowance. After time allowed for response from the membership the committee would meet again to draft up a proposal on the matter for Council.

The Council then proceeded to consider resolutions of the Annual Meeting by referring items 1, 2, 3 and 4 of the 2nd Resolution being a resolution concerning an Engineers' self-interest group to the Employee Engineers Committee. On the same item Council requested the committee to prepare a questionnaire for use in a referendum to determine the membership's wishes in regard to the formation of a separate self-interest group.

This reporter had to leave the meeting

at this point and the remainder of the report is based on the official minutes of the council meeting.

Under "Other Business" Council: named T. Algeo as a delegate to attend the A.P. E.S. Annual General Meeting; agreed that the next meeting would be held on Thursday, March 6th at 4:00 p.m.; agreed to pay Ray Sochaski's expenses in connection with Association business originating from Pina-wa; referred all correspondence regarding the Power Engineers' act to the P. R. Committee to study ways and means by which the Association might establish in the minds of the public that the title "Power Engineer" as it occurs in Bill 33 is misleading; gave full moral support to the Manitoba Hydro Professional Engineers in their fight to avoid union absorption as a result of a recent ruling by the Labour Board; requested the staff to determine wording of corresponding clauses in the legal or medical professional codes to our clauses 6.5 and 6.6 and further requested the Association solicitor to explain why he believes the clauses may be outdated or inadequate; and finally, turned down a request by the University Liaison Committee to host a hospitality room at the "Grad's Farewell".

Apparently the meeting adjourned at 9:35 p.m. so this reporter only missed 2 hours and 20 minutes.

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SPECIAL GENERAL MEETING MARCH 3, 1975

A full house meeting of some 200 registered professional engineers met to overwhelmingly approve the Recommended Salary Schedule as circulated to the membership.

Councillor Sochaski as Chairman of the Compensation Ad Hoc Committee made an excellent presentation of the report and he is to be commended for it. One of the reasons used by Councillor Sochaski to explain the flatter slope of the Manitoba salary curves compared to British Columbia and Alberta was that the prairies are flatter than the mountains. This reason was greeted with groans and hoots of derision. Councillor Sochaski did not stray any further into attempts at humour.

In response to a question from the floor President Grimes replied that the Schedule had no legal base, rather it was a matter of moral suasion. The question of the

Registrar's salary was left unanswered but it was noted by this reporter that the girls from the office all smiled and looked very pretty in their new clothes bought in anticipation of the raise they would get in response to the Registrar's anticipated salary increase.

A self-conducted comparative survey presented by Prowse from Hydro indicated that even the new salary schedule would leave engineers behind policemen, lawyers and chartered accountants. He implied that this was wrong and the recommended Salary Schedules should be raised to reflect the importance of the professional engineer. Mr. Prowse came on later to move an amendment to the original motion to the effect that since Manitoba engineers were not to be paid even as well as policemen, lawyers, and chartered accountants and further that Manitoba's recommended salary schedules were to have much flatter slopes than Alberta and British Columbia that the endorsement so state, together with a comment to the effect that Manitoba engineers are showing great restraint in their request for salary increases. The amendment was defeated.

One astute engineer pointed out that under the proposed point system the hazard of driving your car as part of your job was given as many points as the use of one's seal.

The meeting adjourned at 9:25 p.m. with sandwiches, coffee and a cash bar.

—R. C. I.

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COUNCIL MEETING MARCH 6, 1975

The meeting convened at 4:00 p.m. with President Grimes in the chair.

Minutes of previous meeting and business arising were dealt with in the appropriate fashion.

Under the approval of accounts, Councillor Glass asked what control the Association exercised over the photographer Hugh Allan or was he allowed to photograph at will. Councillor Glass was advised that Mrs. Dunklee directed Mr. Glass and further that the photos were used in the bulletin. Further under accounts Mr. Algeo was directed not to make any more payments to Stevenson and Kellogg without Council approval.

Licences, Engineering Graduates and Transfers were approved as presented, but a question of degree of supervision provided for one of the registrants was raised. Several councillors are concerned that the new graduates receive proper supervision before they are allowed to be registered.

A further two committees were ratified:

1. Public Relations — B. Norrie, Chairman; Messrs. McLenaghan, Ludwick, Wolfe, Langman, Sage, Johnston, Donison, McKibbin, Fisher, Stewart-Hay and Haller as members.
2. Board of Examiners — M. Musick, Chairman; Messrs. Adam, Campbell, Laliberte, Morris, Cahoon, Bridges, Fraser, Thornton-Trump, Tinkler, Ouellette, Wiebe and Anderson as members, W. C. Brisbin as a Consultant.

Liaison Councillors for Committees were appointed as follows:

Counselling Engineers Comm. — Councillor Moffatt.

Employees Engineers Comm. — Councillor Glass.

University Liaison — Councillor Scouten.

Safety in Engineering Practice — Councillor Saltzberg.

Membership — Councillor Haywood.

Councillor Scouten was elected to the Executive Committee.

Fred Jost and Dean Gould appeared as a delegation to Council representing the Manitoba Hydro Professional Engineers to explain the present situation with regard to the Labour Board rulings and their position vis-a-vis certification.

Mr. Jost and Mr. Gould briefly reviewed the history of the formation of the Manitoba Hydro Professional Engineers as a voluntary group but this did not prove very effective as Hydro did not seem to recognize them. A subsequent meeting decided that the group should go for certification. This decision seemed to jog Hydro management into action and they re-recognized the group as a voluntary group to negotiate salaries, fringe benefits working conditions, etc. The group in turn agreed not to go for certification.

This new voluntary group seemed to be working very well with Hydro and the majority of the members agreed to hold up certification until May 31, 1975. Manitoba Hydro questioned the status of two non-member engineering grads who were members of the old Hydro Employees Assn. (now CUPE). Subsequent ruling by the Labour Board that this old classification

was valid makes it possible for this union to represent all engineers up to Class 4. In the case of Hydro this represents more than half the engineers. Further under the terms of the present labour legislation this could mean that the union could represent all Hydro engineers.

Mr. Jost and Mr. Gould reported on their attempts to be heard in regard to this Labour Board ruling and their difficulties. With a change of legal counsel they managed to get the ruling before the Court of Queen's Bench on Monday, March 10, 1975. They went on to note that if the Labour Board ruling is not overturned then the voluntary group will have to ask for certification or else risk being represented by the union.

Council expressed its appreciation to Mr. Jost and Mr. Gould for attending the meeting and keeping Council informed of the situation. Council also directed Mr. Algeo to attend the hearing before Court of Queen's Bench and report back to Council.

The Council was obviously impressed with the seriousness of the problem and the rhetorical question arose. If Engineers are forced into or become unionized why should they belong to the APEM?

A further tid-bit of information was dropped on the table to the effect that all City of Winnipeg employees, including engineers, are on automatic check-off for union dues.

Council then proceeded to put through a few routine items of business and arrived at the question of Solicitor Anhang's interpretation of Clauses 6.5 and 6.6 of our Code of Ethics. This reporter was completely baffled at the apparent lack of knowledge expressed by Council concerning this matter when it was only at the previous meeting that they requested Mr. Anhang's opinion. The debate that followed on this item was a procedural fiasco, as it was finally resolved to refer Mr. Anhang's opinion back to the Practice and Ethics Committee from whence it came with Council having no opinion on the matter. This choice, although passed as a motion felt to be a little less than astute, was added to by another motion which had Mr. Algeo directed to write the P & E Committee and tell them that Council is satisfied with the present Clauses and asking the chairman of the P & E Committee to come to Council to discuss the issue.

The Council proceeded to deal with the remaining resolutions of the Annual Meeting by referring resolutions 3, 5 and 8 to

committees and taking no action on No. 4. No. 6 is presently in front of Employee Engineers Committee.

In business arising from special meeting Council agreed that the endorsement sticker should go out. As well the Compensation Ad Hoc Committee was asked to stand again and search for new blood to replace any losses. Ray Sochaski agreed.

The next big item of business was the consideration of Mr. Hanuschak's recommendation that Council approve participation of APEM to join in the National Consulting Practice Committee of the CCPE.

The debate on the subject was hot and heavy and was finally resolved in favour of the recommendation.

Following the old adage "What is sauce for the goose is sauce for the gander" Council then approved a resolution to the effect that CCPE set up a National Committee of Salaried Employee Engineers. The movers of this resolution voted against the motion.

The meeting fortunately adjourned at 9:15 p.m. —R.C.I.



HISTORICAL NOTES

In 1924 a committee was appointed to look into the question of permanent quarters for the Association. (A permanent office was opened in 1956).

The secretary was authorized to purchase 100 cigars for the 1925 annual meeting.

In 1923 Council was considering suggestions for making the annual meeting more interesting.

In 1927 a report to Council on a proposal for joint headquarters revealed that the Association of Land Surveyors was not enthusiastic, the Manitoba Association of Architects was not interested and the Winnipeg Branch of the E.I.C. could not afford it.

In 1927 it was decided to have two or more speakers at the annual meeting, plus a vocalist and a pianist.

At a meeting of Council held in December, 1928, the Secretary read a communication from the Registrar of the University of Manitoba to the effect that W. D. Hurst had won the Association's scholarship.

At the annual meeting in 1930 Council was asked to reduce the fees from \$5.00 to \$3.00 because the Association had accumulated \$10,000.00.

In 1930 Council agreed to subsidize the annual dance with the stipulation that no more than \$150.00 was to be spent on liquor.

The minutes of the annual meeting of January 22, 1931, record that no member of Council but the Secretary was present. A sleight of hand artist performed.

In 1932 the annual dance was subsidized by \$350.00 and tickets sold for \$1.50 per couple. Membership stood at 236, and attendance at the dance was 368. Due to the unemployment situation Council decided it would make no future grants to cover dance expenses.

In 1932 in response to a questionnaire it was determined that there were 13 members unemployed. The Association lent money to its members at 3%.

In 1933 forty-five members were removed for non-payment of dues and at December 31 total membership was 196.

A special meeting of the Association was held in October 1932 to deal with the unemployment situation and possible destitution among members. Council decided to use the income from securities, not to exceed \$500.00, for the relief of members in need. Christmas gifts were distributed to children of impoverished members. No new members were being registered at this time.

In 1934 five applications for membership were received, four of which were approved. During the year Council agreed to approach mining organizations to ask them to hire graduate engineers at \$10.00 or \$15.00 a month to work with experienced men, in order that the graduates could get some experience.

At the annual meeting in 1934 Chief George Smith gave a talk on various types of criminals.

In 1935 a dinner in honor of C. D. Howe was planned and Mayor Queen was invited to be the guest speaker at the annual meeting.

In 1938 the subject of an engineers' club was discussed at the annual meeting, and a decision was made to eliminate the floor show at the annual dances.

In 1940 a motion to increase the annual

fee from \$5.00 to \$15.00 to facilitate consolidation with the EIC was defeated. It was decided that tea and coffee could not be served at joint APEM-EIC meetings due to rationing.

In 1937 Manitoba was advised it was the only Association not supporting Dominion Council (subsequently CCPE) and the APEM was asked to reconsider its decision which it did, and declined to change its decision. APEM suggested that an annual meeting of registrars would be more beneficial than Dominion Council.

In 1937 the University of Manitoba conferred its first honorary degree on an engineer — J. G. Sullivan.

In 1938 the APEM decided to re-join Dominion Council of Professional Engineers.

In 1938 Council decided to contact the architects and approach City Council regarding the erection of stands for the Royal Visit. A banquet was held in honor of C. D. Howe with a deficit of \$254.67.

In 1938 the APEM and EIC sponsored 13 technical meetings with an average attendance of 75.

In 1940 the APEM wrote to the Department of National Defence in Ottawa to point out that there were professional engineers who were not members of the EIC. D.N.D. had ruled that only graduates of R.M.C. or members of the EIC could hold commissions in the Engineering Corps.

In 1941 H. R. Urie, who resided in Brandon, was elected to Council.

In 1943 membership stood at 215, with 26 members serving in the Armed Forces. At the 1943 annual meeting the President reported that there were few members in the Association under age 40.

Golf tournaments, which were suspended after 1941, were revived in 1946 with 26 attending.

In 1947 the President reported that Council's volume of work was increasing and it might be necessary to set up committees. A former President of the Association, Mr. P. Burke-Gaffney, who was in New York at the time, presented a floral tribute on behalf of the Association to the daughter of a member of the APEM making her debut, Miss Donna Grescoe.

ANNUAL MEETINGS

1970	189
1971	216
1972	170
1973	151
1974	142

SPECIAL MEETINGS

1972 (by-law amendments)	36
1973 (Nomination and election methods — Town Hall)	28
1974 (Professional Liability Seminar)	150
1974 (Fee Schedule changes)	28
1975 (Salary Schedule)	211

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PLEASE NOTE

Council has asked that members be reminded of the requirements of Clauses 18 and 19 of the Engineering Profession Act and of their obligations therein as they relate to sub-section 1.3.1.5. (1) of the new Winnipeg Building by-law and for any other work involving the practice of Engineering.

INDIVIDUAL SEAL

18. 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. R.S.M., c. 63, s. 19.

EMPLOYMENT OF ENGINEERS

19. Except as herein otherwise provided, no person shall knowingly employ as a professional engineer or for any work that requires the services of a professional engineer, any person who is not a member of the Association or who is not the holder of a licence issued under this Act. R.S.M., c. 63, s. 20; am.

WINNIPEG BUILDING BY-LAW

Sub-Section 1.3.1.5. (1) Responsibility for Drawings, Specifications and Inspection

1.3.1.5. (1) "Except in the case of a building 3 storeys or less in height, having a building area not exceeding 6,000 square feet (558 square meters) and which is to be used for residential, business and per-

sonal service, mercantile, and medium and low hazard industrial occupancies, the owner shall appoint an Architect(s) and/or Engineer(s) entitled to practice in the Province of Manitoba, skilled in the appropriate section of the work concerned, which consultant(s) shall be responsible for the preparation of drawings and specifications and for the inspection of construction to ensure conformity with the drawings, specifications and the applicable sections of the by-law."

Please note also the requirements of by-law 41 1 (b).

All final and working drawings, estimates, specifications, plans, reports and other documents involving the practice of engineering when issued shall bear the signature and seal of the engineer who designed the work described or illustrated by them, as well as the date they were stamped.

We regret to record the death of J. R. Carson, P. Eng.

EMPLOYEE ENGINEER? MANAGEMENT ENGINEER?

Ever hear of an Employee Auditor or an Employee Architect? Does the action of Council in approving the Employee Engineers Committee and the Consulting Engineers Committee increase the possibility of divisive action within the Association. Are we setting up Labour-Management camps? Will this assist in solidarity? Will it aid our efforts to improve engineering service and to protect the public?

Or are we all Professional Engineers only, within the "sight" of our Association's aims and ethics.

What is your opinion?

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GOVERNOR GENERAL'S AWARD FOR ENGINEERING DESIGN

The design achievements of Canadian engineers will be recognized by a new award program under the patronage of His Excellency the Governor General. The first awards will be made for designs which reached the production or construction stage later than June 30, 1972. Notice of

intention to enter should be filed by May 23, 1975 and entries must reach the Office of Design, Ottawa, not later than June 20, 1975.

A total of \$10,000 will be awarded for the best eight designs submitted. The Award of Excellence and a \$3,000 cheque will be presented to the winner at Government House, Ottawa, during the fall of 1975. Awards of Merit and cash grants of \$1,000 will go to seven other entrants.

The Governor General's Award for Engineering Design will recognize those products or systems which are already in operation or show promise of contributing to the industrial advancement and quality of life in Canada.

Entries will be confined to engineers registered, resident and practising in Canada. Company employees and consultants must submit with their entries the written consent of employer or client. Designs submitted by companies must be accompanied by the names and written consent of engineers associated with the entry. Canadian subsidiaries of foreign companies are eligible, providing the designs originate in this country and are the work of Canadian engineers.

Entries will be judged in the following groups:

- I Industrial Equipment
- II Agricultural Machinery
- III Scientific and Electronic Product
- IV Building Systems and Components
- V Consumer and Office Equipment
- VI Operational Systems
- VII Miscellaneous

Full details and entry form of the Award program are contained in the official brochure, copies of which can be obtained from:

Award for Engineering Design, Office of Design,
Department of Industry, Trade and Commerce
Place de Ville, Ottawa, Ont. K1A 0H5

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POOL DONATION REPORT

In the last issue Bulletin Committee appealed for contributions toward a swimming pool for our President. We wish to report that the only contribution received to date was a glass of water donated by the staff.



R. W. Haywood, P. Eng.

WELCOME TO NEW COUNCILLOR DICK HAYWOOD

By A. D. ROUND, P. Eng.

Dick was born in Vancouver, B.C. and attended elementary and high schools there. He studied electrical engineering at UBC graduating in 1953.

After graduation Dick worked with Westinghouse for a year then went into the Hydro Electric field working for The B.C. Power Commission, Ontario Hydro and B.C. Engineering (I.P.E.C.) In 1959 Dick joined Manitoba Hydro in System Planning and was involved with the Grand Rapids and Nelson River Transmission Systems.

In 1965 Dick joined the National Engineering Board in Ottawa then in 1966 he joined the Atomic Energy of Canada Limited in Winnipeg to work on the Nelson River Transmission System. While with A.E.C.L. he managed the system engineering work for the h.v.d.c. project and was responsible for overseeing all electrical aspects of the job. In 1974 Dick re-joined Manitoba Hydro where he now says, he is living with his deeds as System Per-

formance Engineer in Hydro's Operating Department.

Dick has been a member of the Manitoba Association of Professional Engineers since 1959.

Dick has a wife Odiele and four daughters, Wendy, Sandra, Michele and Julie.

Dick is the Chairman of the Winnipeg Section of I.E.E.E. and serves on the St. Andrew's River Heights Church Board. In his spare time he enjoys golf, swimming, and tennis, and he admits to playing the piano.

Dick was elected to Council in November 1974. WELCOME Dick.



SPRINGTIME

Our Secret Source has come up with another brilliant effort which was used as a placemat at the recent Spring Ball. For the benefit of those who could not attend the dance the placemat is reproduced as a centrefold in this issue.



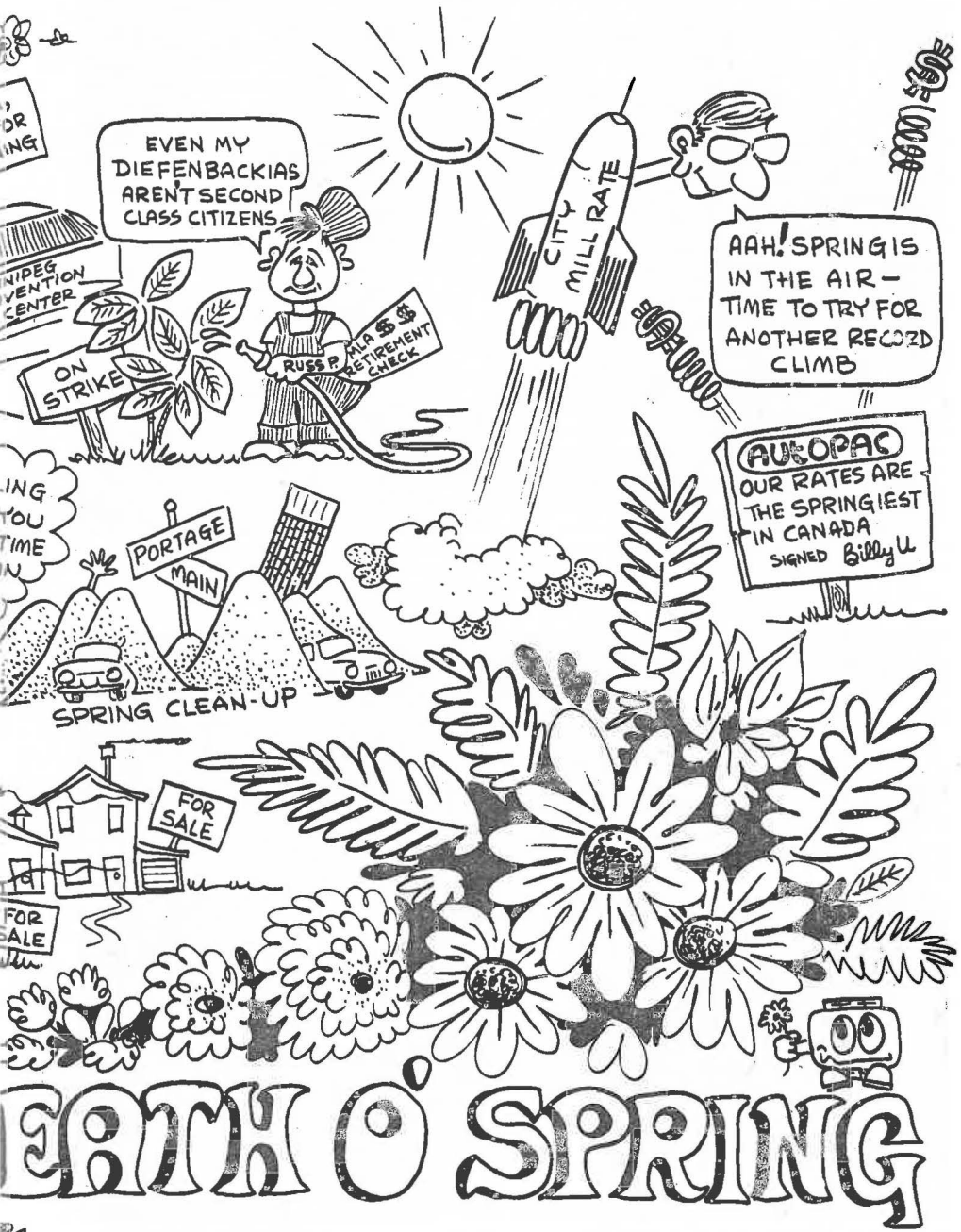
1975 I.E.E.E. PULP AND PAPER INDUSTRY TECHNICAL CONFERENCE

The IEEE Pulp and Paper Industry Committee sponsors the only Technical Conference held in North America devoted to the needs of people involved in the design, application, operation, and maintenance of electrical equipment in our industry. Past Conference programs have dealt with topical problems appealing to a broad section of mill, consulting and manufacturing representatives.

There will be two full days of technical sessions at the Bayshore Inn, Vancouver, B.C. on Wednesday and Thursday, June 18 and 19, and a special seminar on Friday morning, June 20, under the direction of Mr. Claude Haggard on the subject of "Electrical Safety". Mr. Haggard is a recognized expert in this field and has made similar presentations to many major industries across North America.

For further information, contact: The Institute of Electrical and Electronics Engineers, Inc., P.O. Box 4969, Vancouver, B.C., Canada V6B 4A6.







At the annual meeting President Doug Grimes tries to figure out how George De Pauw got his right arm around Maggie Brownie and Ray Scouten got his left arm around Monica Todd, while an unidentified middle-aged chaperone looks on.



The Merit Award was presented to L. M. Hovey (left) at the annual meeting and Outstanding Service Awards were presented to J. Shewchuk (centre) and M. N. Collison (right).

ANOTHER SCOOP FOR THE BULLETIN

It would seem that a certain politician from Winnipeg South and a Canadian Magazine received a great deal of press coverage because of a statement attributed to him with regard to the discoverers of gas, oil, hydro electric power and the wheel. At the risk of sounding like we are jumping on the band wagon we have done a survey among some notable members of our Bulletin staff and are now confident that we can expand upon this story to the point of eliminating a number of other candidates from the list of possible discoverers of these items.

Loreen Dunklee the Executive Secretary of our lofty organization in a moment of weakness admitted that she too was not the discoverer of these items either. Judging by the numbers of people who also refused to claim these items as their discovery we unanimously asked if the honourable member was out of line or if he simply is guilty of stating the obvious.

There was one person who did try to renege on this statement of unanimity. It was your reporter of the actions of the Association Council. It was his feeling that at the end of the Council meetings and the numerous egg salad sandwiches which he consumed that possibly it was his position to claim some right to the natural gas department. After lengthy discussion it was decided that the remains of numerous egg salad sandwiches did not fall within the limits of this discussion hence the unanimous statement can safely be made. None of the members of the Bulletin Committee including (gasp!) Loreen Dunklee are the inventors of the wheel, hydro power, gas, oil or any of the other natural resources either.

—R.A.K.

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THOMPSON NEWS

By B. E. MAXFIELD, P. Eng.

On March 13, 1975, Doug Grimes, Charles Bouskill, their wives, and Terry Algeo attended a reception and meeting for A.P.E.M. members and guests at the INCO suite in the Burntwood Hotel here. Thirty-eight local people attended and all enjoyed the social evening.

The meeting generated some very spirited discussion. The main topics covered were — primary objectives of the Association, the recently issued "Recommended

Salary Schedule", benefits to the individual from registration in the Association, non-resident registration in other provinces, and last but not least, accreditation and registration of engineers educated in other countries. Other minor topics were touched on during the evening as well.

This visit by the executive, continuing the practice started last year by George De Pauw, is appreciated by the Thompson membership. It gives us the opportunity, not otherwise readily available, to learn of recent developments in the Association, raise questions and get immediate answers or opinions on those matters of concern to us and make our ideas and opinions known directly to the executive. Continuance of this program is strongly recommended so that the Association will be more aware of the special needs and concerns of Professional Engineers living and working in the north and to encourage more registration and active participation of these Engineers.

Vishnu Pada, a geologist in INCO's Manitoba Division a number of years ago, is now with the Company's subsidiary in Indonesia. He was visiting Thompson last week and attended the reception for a while, renewing acquaintances.

Phil Claridge, employed at the International Nickel Company in the Mill Process Technology Department, was recently registered in Manitoba.

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ENGINEERING ASSOCIATION EXECUTIVE REQUIRED

The Canadian Council of Professional Engineers requires a registered professional engineer with four to eight years of experience for its senior headquarters staff.

This offers a most challenging opportunity for a young engineer interested in improving the status and welfare of his profession.

Demonstrated ability to deal with people at all levels, to write reports and articles and to express one's self in public are essential. Must be willing to locate in Ottawa and to travel.

Previous experience in association work and fluency in both official languages will be considered as valuable assets.

Pension plan, life insurance and other usual benefits.

Salary will be commensurate with qualifications.

Please write, giving full details of background, experience and qualifications, stating salary expected and availability, to:

The General Manager
The Canadian Council of Professional Engineers
401 - 116 Albert Street
Ottawa, Ontario K1P 5G3

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POLITICAL CENSOR APPOINTMENT

For the last six "years" the Bulletin has not published political comment. Some believe that we should be strictly apolitical; others believe that democracy is in danger and should be reported as it is, complete with its triumphs, greed, warts and other very human attributes.

In a typical Canadian decision we have taken the middle course in an effort to please everyone. We will allow political comment — but only if it has first been censored. We have therefore appointed a Political Censor who will monitor future political comments and give his unbiased opinion as to whether the comments, the commentators, or even the censor himself are offensive.

Our cub reporter, Carson Templeton, has been spectacularly unsuccessful in his other writing assignments so we have appointed him Political Censor. It was an obvious choice. His mind is uncluttered with academic studies and knowledge of political science or of just about anything else, for that matter. In short, he possesses characteristics uniquely suited to his new position.

INFLATION

In the election campaign last summer M. Trudeau said that if the Liberals were elected they would "wrestle inflation to the ground". A typical Westerner who is not 'at the trough' says "If he's wrestling anything it sure ain't inflation".

Political Censor's Opinion: "This is not a political comment. It has to do with athletic endeavors in which M. Trudeau is quite proficient (for his age). It probably (wrestling inflation that is) has something to do with the Olympics so

this should be noted in the Accounts Payable section of the Bulletin."

A Priest was expounding on the evils of birth control when he was interrupted by a little old Italian lady whose face showed the lines of much hardship and child bearing. She said,

"Mr. the Priest you be quiet. You no playa the game — you no maka the rules".

Political Censor's Opinion: "This is not a political, religious or ethnic comment. It has to do with the European Common Market."

A POLICY STATEMENT

It may be observed
in a general way
that life would be
better, distinctly,
if more people
with nothing to say
were able to say it
succinctly.

Political Censor's Opinion: "This is a nasty attempt by an anonymous engineer to degrade the democratic political system. Just because the politician who said this is not named does not mean that wise engineers will not be able to identify him. Expurgate this piece, or in the words of the beaurocracy: 'Based on the integral subsystem considerations a large portion of the interface co-ordination communication must utilize and be functionally interwoven with the policy statement concept' (i.e. stuff it)."

★ ★ ★

ADDRESS GIVEN TO FOURTH YEAR ENGINEERING STUDENTS NOVEMBER 7, 1974

By G. A. DE PAUW, P. Eng.

The value of communication cannot be overemphasized. This is why we are here and you have kindly accepted our invitation to dinner.

Guiding Rules for Communication, given me by a Professor in a Management Seminar, requires one to ask himself some pertinent questions. These are:

1. When is the best time to communicate?
2. Who should be told?
3. Who should tell?
4. How to communicate?
5. What do you communicate?

The answers to questions 1 to 3 inclusive are self-evident since we are here tonight.

How to communicate? In a democratic society, we should speak out clearly and freely. The word "freedom" has many shades of meaning. Depending on its context, it stands for political liberty, independence or the power of self-determination. I like the latter as it applies well to the definition of a profession.

The profession of engineering practice is the greatest in the world. In doing our work, we make it possible for human beings to survive in the hostile environment of the earth and space beyond our earth, thus ultimately making man more free to do those things which, by his strength and wit, he is able to do, and less hindered to do what he has a will to do.

You students have a desire to become graduate engineers. The Association of Professional Engineers of Manitoba will be inviting you to become members as Engineers-in-Training. There is a false philosophy at work in our society which says that all men are born equal, but equality is meaningless to those who enviously ask, "Why should not I enjoy what others enjoy?" without doing what is necessary to earn that enjoyment. Suppose two men to be equally well-educated and equally free to progress in their work or business, if one goes to work or studies to improve himself while the other lies in bed, what then becomes of equality?

As a student in third year engineering, while I was pouring over the books, my roommate looked up from his reclining position on the bed where he was reading his favourite magazine and exclaimed, "George, with my brains and your ambition, we could go places!" I might point out that I went on and he failed, brains or no brains.

Not all graduate engineers will become Registered Engineers. Only those who are prepared to earn the right to practice by training themselves and testing their abilities to design and supervise the work under the immediate and direct guidance of another Registered Engineer, shall become eligible for registration.

An interesting article I recently read by Edgar H. Schein, a Professor of Industrial Management, is entitled "How to Break In the College Graduate."

Professor Schein talks about training supervisors on how to induct a college

graduate into the company. One objective, among many others, should be to judge the graduate's qualifications for membership in the Association.

We require at least two years of practical experience. Why a two-year period of training? Well, your first job should provide you with an opportunity to test yourself to find out if you can really do a job. Find out what you will be lacking. Whether you can stand the pressures of working on real things which matter. Will you like the work and how good will you be at it. The Association believes that every Engineer-in-Training should have a mentor — an experienced Engineer who he can turn to for advice and, ultimately, to be the person who will vouch for his competence and qualification for registration as a Professional Engineer.

By the time two years have passed, it is hoped that the would-be Registered Engineer will have acquired some of the following characteristics:

1. *Competence to get a job done* — to identify the problem and see it through to solution.
2. *Ability to accept organizational "realities"* — to grasp those values which deal with non-technical factors, such as the need for stability and survival, recognition of group loyalties, informal power arrangements, office politics, and the like.
3. *Ability to generate and sell ideas* — to have, in effect, a whole range of skills, such as —
 - ... ability to translate technical solutions into practical, understandable terms;
 - ... ability to diagnose and overcome sources of resistance to change;
 - ... patience and perseverance in gaining acceptance for new ideas;
 - ... ability to work through or around organizational "realities";
 - ... interpersonal skills, or ability to influence others.
4. *Loyalty and commitment* — to place the goals and values of the organization ahead of his own selfish motives and, if necessary, sacrifice some parts of his personal life.
5. *High personal integrity and strength* — to stick to his own point of view without, however, being a deviant or a rebel (he must know how to compromise when necessary).
6. *Capacity to grow* — to learn from his experience, to demonstrate ability

to take on increasing responsibility and maturity in the handling of interpersonal relationships.

The challenge for the Association is to recognize the potential of the graduate engineer and to feel confident that his training has taught him the value of self-analysis and integrity so that the licence granted him to practice will be used with responsible care. As a Registered Engineer, he must always be vigilant in executing his or her work and recognize that fame should be the result, (but) not the purpose of his conduct. The purpose should be to serve the client well, but always with an eye to his responsibility to protect the public.

It has been said that where there is no vision, the people will perish. You young people leaving the University will plan to carry forward your youthful ardour into the future, seeking to improve your capacity to better serve the society you are part of. To do this, you must care about people and be sincere in your dealings with them. Only then will you be professional.

Every day you can read about another group of people, associated for their sole benefit, referring to their "profession". This is doing violence to the word and is confusing to the public. Firstly, no person is a professional in the true sense of the term when applied to learned societies, unless he or she is a member of an association of persons legally constituted by the elected representatives of the Legislature, which association has been given the duty of self-disciplining its members for the protection of the public.

The most competent and learned are not necessarily professional. An individual, because of his knowledge and acquired skills, can be a very dangerous individual if allowed to practice without having proven his willingness to be scrutinized by his peers to ensure compliance with a "Code of Ethics". You should understand that the Association has a very serious obligation, if we deserve to be recognized as a profession, to:

1. carefully screen the applicants who would be registered or be given a licence to practice;
2. discipline members who are not providing a high degree of quality work based on the most up-to-date information available, in a responsible manner;
3. restrain those who are not registered from practising until they have qualified;

4. maintain a high standard for admission by encouraging the most capable students into the profession and only registering those who demonstrate their preparedness to make sacrifices and meet the challenges of tomorrow.

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Flower Children Bryan Norrie and George Pratt at the Spring Ball.

★ ★ ★

SPORTS

Dave Brown was recently honoured by the Winnipeg Central YMCA hundred miles club with a bronze plaque in recognition of his running 407 miles in the 1974 calendar year. Dave attributes his athletic prowess to short legs and long drinks.

The new John Lewis, who has slimmed down to a shadow of his former self, is trying to follow in Dave's footsteps at the Y, so John would like us to set a precedent by honoring this achievement. Therefore, after you have made your contribution to the President's swimming pool fund would you please consider making a non-tax deductible donation to a fund to hire a chauffeur to drive Dave to and from the Y.

TECHNICAL REPORT

Engineering the System (4)

"How do I get more than my share"

Old ideas about professionalism and working for your country, your profession, and your employer are passe. Such old fashioned ways are as outmoded as that dodo Christian ethic "Love thy neighbor". They were based on the false premise that everyone should get his share and no more. The new way is for everyone to get more than the average. Thus everyone gets more than his share.

There are several ways of doing this:

Get behind a cliché

Get into an organization that has charisma

Pity the poor and needy

Hate the bad guys.

Space in the Bulletin is limited so I can only deal with one subject per issue (editor permitting).

Cliché: Getting behind a good cliché is like getting behind a large old lady at a fire sale. You can slip through on your predecessors coat tails.

Freedom of the Press: That is a tried and true cliché that has covered a multitude of personal biases for over a hundred years. If that magic phrase does not produce immediate acquiescence you can pull out sub cliché 2B: "The Public has a right to know". What this means is "The Public must know what I want it to know".

Then there is the old standby lately resurrected "*Public Interest*". Now this is a good one. When Wilbur Mills appears on the stage in a strip joint; when Drapeau wants another hundred million; all of these actions are obviously in the "*Public Interest*". Surely no one who does not have "*all the facts*" could question that these are for the "*public good*". "*In the long run*" is a cliché in vogue these days because it implies that although the short term effects are bad, the long term effects will be good. In almost all cases the short and long term effects are bad for everyone except for the guy proposing the action.

Now "*change*" is a good word these days. If something hasn't been changed in 10 years it is obviously out of date. This is true of morals, marriages, governments as well as the more obvious things like ethics, zoning, and balanced budgets.

Another sure-fire cliché is "*You must be anti labor*". This is a negative cliché but

is even more effective than the previous mentioned positive clichés. If anyone dares to say that a drop in productivity and increase in cost of labor is inflationary, or there is violence in some labor unions; or report the findings of the Cliche Commission on the Construction Industry, violence in Montreal can immediately be flooded, threatened, and left in trembling fear for his life by the cliché "*You must be anti labor*".

Now the use of these clichés and others are necessary if you want more than your share. Just spill a few clichés around when you think you are getting put into a verbal corner. While your opponent is grovelling for an answer you can take his share of the pie. "Stick it to 'em Charlie" is the name of the game but should never be mentioned.

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LETTERS JUNK MAIL

Dear Sir:

One of our members has been trying to get his name taken off some "Junk Mail" lists.

It seems that somehow he got listed as a consultant at his home address and for several years he has been receiving a full complement of product literature in mechanical, electrical and structural fields.

The first class mail trundles along at the convenience of the post office but the "Junk Mail" arrives every day in bundles as regular as clockwork. Sometimes his bills even get lost in the plethora of material.

This engineer, used as he is to problem solving (or problem causing depending on your point of view), started his campaign to get his name removed from the Junk Mailers lists.

1. He bought a big stamp "Return to Sender" and forcefully and with feeling administered it to the cover of all publications and popped them back in the mail box. That did no good.
2. By CIA type methods of deduction he found that two of the lists he was on were supplied by Dun and Bradstreet and Southam Publications. Several phone calls and letters carefully modulated in chronologically ascending stridency resulted.

Mr. Glen Warner, General Manager, Marketing Services Division of Dun and

Bradstreet wrote, "Since your name and address are considered 'public' information, list owners are not obligated to remove it from their lists".

The Canadian Direct Mail Association whose logo has a maple leaf and the single word 'Integrity' in it quotes the Postmaster General, "Direct Mail is the purest form of advertising. It does not have to be associated with information or entertainment to gain acceptance: Rather it travels on its own merit. . . ."

The engineer, who is not governed by the Bulletin's code of 'no cussing' replied. A few of the phrases that can be quoted were:

"The first class mail must also be travelling on its own merit because it often does not get here."

"Obscene phone calls are illegal. Junk mail is to me obscene - particularly when I'm trying to stuff it into overflowing garbage cans at 20 below."

"Wrap up the Postmaster General and send him out west by mail."

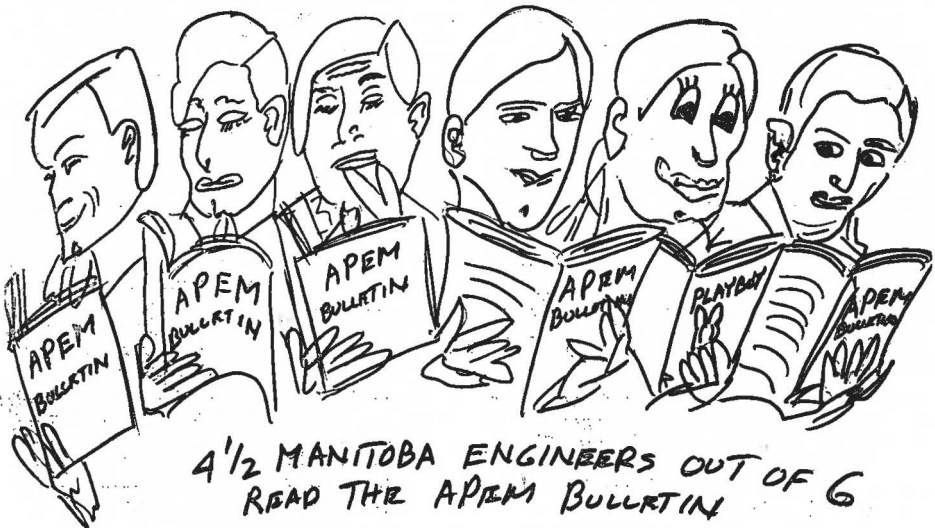
"I'm going to try to collect a garbage disposal fee."

"Wasteful use of our natural resources, pollution of our rivers and destruction of our mail system."

The engineer who wishes to remain anonymous, in case he gets on another list, would like suggestions from other engineers as to how to stop the arrival of "Junk Mail". If you have any send them to the Bulletin and we will transmit them to the engineer in question.

—ANONYMOUS, P. Eng.

Editor's Note: While we may not always publish the names of the writers of letters to our publication, we insist on knowing the identity of the writer ourselves. We are pleased that this engineer is trying to do something about what is becoming more and more of a nuisance problem. There is no point in tying up the entire membership in this exercise. Just send your junk mail to the Bulletin Committee and we will forward it to the engineer in charge of the project.

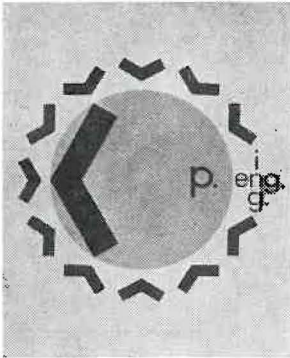




Al Boychuk, Ross Adamson and Dave Ennis set up a segregated table at the Spring Ball and made the ladies stay on their own side of the table.



Wayne Stewart pronounces a benediction over his wife, the George Pratts and Jim Lintons at the Spring Ball.



UTILIZATION OF CANADIAN ENGINEERING CAPABILITY

The Canadian Council of Professional Engineers has recently adopted a national policy concerning the utilization of Canadian engineering services, and hopes that government authorities at all levels endorse and implement this policy.

This action followed a study in depth of the apparent increasing tendency to employ non-Canadian engineers on Canadian projects throughout Canada, first undertaken by a committee of the Association of Professional Engineers of Ontario and later expanded to cover all of Canada through a national committee which received an input from most provincial associations.

The Committee concluded that such a tendency exists; that although some employers of engineers have difficulty in finding the skills required for work currently underway or to be carried out in the near future, there is ample evidence of under-utilization of our engineering capabilities and that with a better use of our existing manpower we could cope with a significant amount of additional engineering work; and that the engineering profession is not adequately publicizing its capabilities since engineering work is frequently being given to foreign engineers because of ignorance of Canadian capabilities.



ENGINEERING TITLES

The Board of Directors of C.C.P.E. have considered a proposal by the technologists and technicians to change their titles to "Technologist-engineer" and "Technician-engineer". It went on record as being strongly opposed to the adoption of these

titles by certified engineering technicians and technologists, on the basis that the use of such titles would be contrary to existing professional engineers acts in the various provinces, would be confusing to the public and to employers of engineers, and consequently not in the best interest of the public.



U.S. COURT CONDEMNS BAN ON COMPETITIVE BIDDING FOR ENGINEERING SERVICES AS UNLAWFUL

In a ruling by U.S. District Court Judge John L. Smith, Jr., the National Society of Professional Engineers (NSPE) was found guilty last month of violating federal anti-trust laws. The judge's decision charged that the Society's Code of Ethics provision which opposes competitive bidding for engineering services is unlawful. He ordered a halt to such conditions in the future.

The judge pointed out that NSPE actively supports the ban on bidding.

He wrote,

"It (NSPE) has played a significant role in co-ordinating and encouraging state society investigations into suspected misconduct. NSPE has recommended procedures to be followed by state societies upon the filing of charges of unethical conduct against a member, assisted in the conduction of these investigations and directly warned members of apparent violations."

The District judge termed the NSPE ban on competitive bidding

"a classic example of price fixing in violation of the Sherman Antitrust Act."

NSPE's defense of the accusation was based on beliefs that

- (1) the practice of professional engineering is not trade or commerce under provision of the Sherman Act,
- (2) the ban against competitive bidding is a reasonable practice in the field of professional engineering, and
- (3) because the practice is a state regulated profession, it is exempt from antitrust regulation. The Court decided otherwise on each count.

NSPE will appeal the decision to the Supreme Court.