

THE MANITOBA PROFESSIONAL ENGINEER

July, 1966

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

Elected Vice-President



F. M. FOWLER, P. Eng.

In its March 1965 issue this publication ran an article which began: "The Association is fortunate indeed in having as a new Council member a distinguished representative of the Canadian construction industry." In the intervening period during which he has served as a member of Council, Frank Fowler has proved the veracity of that statement. He has been faithful in attendance, studious and fair-minded in his deliberations.

At the meeting held on June 1st, Council appointed Frank Fowler to the position of Vice-President, to fill the vacancy caused by the resignation of R. C. Sommerville. A graduate of McGill University, Mr. Fowler is President and General Manager of Nelson River Construction Ltd. and is currently President of the Prairie Road Builders Association. He brings a wealth of experience to his position as Vice-President of our Association.

HALLOWE'EN MASK DANCE

October 28th, 1966

- Dakota Village Motor Hotel

Published by the Association of Professional Engineers of the Province of Manitoba
418 — 265 Portage Avenue, Winnipeg 2, Manitoba

President — R. T. Harland, P. Eng.

Vice-President — F. M. Fowler, P. Eng.

Secretary and Registrar — T. W. ALGEO, P. Eng.

The Manitoba Professional Engineer is published under the direction of the Bulletin Committee

Honorary Editor: G. R. Kirk, P. Eng.

Editor: B. Whitfield, P. Eng.

Managing Editor: T. G. H. McKibbin, P. Eng.

Associate Editors: R. M. Stokes, P. Eng.; E. A. Speers, P. Eng.

Flin Flon Correspondent: M. N. Collison, P. Eng.

Reporters: J. N. Warrener, P. Eng.; W. R. McQuade, P. Eng.

K. A. Millions, P. Eng.; R. Hood, P. Eng.

Cartoonist: B. R. Hryhorczuk, P. Eng.

Photographer: G. A. Tough, P. Eng.

WINNIPEG, MANITOBA, JULY, 1966

Councillors Appointed



A. G. BURROWS, P. Eng.



J. D. ADAM, P. Eng.

At the meeting of June 1st, Council appointed J. D. Adam and A. G. Burrows to fill the vacancies on Council caused by the resignations of R. C. Sommerville and L. R. McGinnis.

A. G. BURROWS, P. Eng.

In order to fill one of the vacancies created by resignations, Mr. A. G. Burrows, the Assistant Bridge Engineer of the Manitoba Highways Department has been appointed to the A.P.E.M. Council.

Mr. Burrows was born at Portage la Prairie. He received his early education in St. Vital and Treherne, Manitoba.

In 1952 he graduated from the University of Manitoba and subsequently accepted a position as Resident Bridge Engineer with the Manitoba Government Bridge Office. In 1957 he was promoted to his present position of Assistant Bridge Engineer.

He is a member of the American Society of Civil Engineers. This year, he was awarded a Canadian Good Roads Association scholarship to further his education.

Mr. Burrows is one of the few professional engineers who is also an expert scuba diver and he has frequently been called upon to inspect bridge piers and other underwater structures.

As a member of the A.P.E.M., Mr. Burrows has since 1956, served on the Social Committee and was Committee Chairman in 1961. He has been on the student liason committee for two years and is presently chairman of this sub committee.

Association members will recognize Councilor Burrows as the perennial master of ceremonies at both the Annual Spring Dance and the Fall Frolic.

Mr. Burrows has always taken a very keen interest in all Association work.

He would like to see improved relations between the Association and students to try and ingrain in students the need to belong in the Association. —R.M.S.

JOHN D. ADAM, P. Eng.

Mr. Adam is one of our new Councillors who brings to Council a wealth of experience with the Association. His committee activities in the Association include the Membership Committee, of which he was Chairman in 1959. During the period 1964-66 he has chaired the Advisory Committee and the Special Committee to study the A.P.E.M. Act.

Ever since graduation from the University of Manitoba in 1949 (B.Sc. E.E.) Mr. Adam has been with the Manitoba Telephone System. He is now Outside Plant Engineer and is responsible for all the System's capital additions,

except buildings. Before holding his present position he was employed in Transmission Engineering and became Supervisory Engineer, Transmission and Protection in 1953. In 1955 he was appointed Supervisory Engineer, Toll Planning and was responsible for cost studies and planning for the long-distance network until taking up his present appointment in 1959.

He was born in Roblin, Manitoba and attended high school there. In 1941 he joined the R.C.A.F., seeing service overseas in Europe and North Africa. Following his discharge in 1946, he enrolled as an electrical engineering student at the University of Manitoba, feeling, as he puts it, like an old man amongst his younger class-mates.

John is married to a girl from Roblin and they have a family of three boys and a girl. The Adam family live in West St. Paul where John was on the School Board for seven years.

Hobbies include gardening, fishing and John is also a keen curler being a Charter Director of the West St. Paul Curling Club. Being a thrifty person too, he recently acquired a snow-cruiser, and intends pursuing this new hobby when our winter weather returns.

Asked if he had any statement to make on being appointed to Council, Mr. Adam said it was an honour which he deeply appreciated and he welcomed the opportunity to accept the responsibilities required of our Councillors.

—T.G.H.M.



EXPO '67 AND ALL THAT

What is it? Those of our readers who looked at their copy of The Canadian Professional Engineer, Volume 2, No. 1, February 1966, will indeed wonder, what is it which takes up much of the cover of the Official Publication of the Canadian Council of Professional Engineers. A special folder extolling the Thing's virtues informs us that it will cost \$150,000 and that it was designed by a Toronto sculptor. Pardon me! A clay engineer.

Turning aside for a few moments, one wonders how many of our Manitoba engineers read The Canadian Professional Engineer, which appears both in French and English. This must surely be an expensive publication which might be more cheaply produced in two separate editions, English and French. This raises a further point; since English is the technical language of the North American continent and the vast majority of technical literature appears in English, surely it would be reasonable to assume that our engineering brethren in Quebec are capable of reading English. Therefore it would appear also reasonable to expect that The Canadian Professional Engineer be

printed in English, resulting in considerable savings in the cost of the magazine.

We can already hear mutterings about our Canadian heritage, culture, etc., ad infinitum. The plain fact would appear that while biculturalism is very laudable, the Canadian engineering profession cannot afford a bilingual magazine, especially when one realizes that a committee such as the Accreditation Committee has had it's budget cut to accommodate, amongst other things, this magazine. Think, brethren, think!

To get back to the Thing, in appearance it resembles either a sunflower or a turbine, giving birth to a smaller turbine. The visitor to Expo '67, if he is an ordinary layman will certainly wonder what it is. He might well be forgiven for imagining it to be a tribute to the sunflower farmers of the Altona and Morden area. If our hypothetical visitor does recognize the Thing as a tribute to the engineering profession, he might make the mistake of thinking it was put in Expo as a tribute to the train drivers of Canada ("engineers" to you, Lady!), so plagiarized is our reasonable and proper title. H a r k i n g back to our French-speaking friends, 'Engineer' is a derivative of 'Ingenieur' — meaning an ingenious person.

Expo '67 would be but an idle dream were it not for our "ingenious ones" — the professional engineers in Canada. All branches of the art and science of engineering have been putting forth their efforts to make Expo '67 a reality. How many of the Expo visitors will realize the role the engineer has played? Precious few, my brethren, precious few. And how about the millions of Canadians who won't be able to see Expo '67? How are they to be made more aware of the engineers' contribution to society? Possibly the Canadian Council should consider, for example, the production of a television series illustrating engineers at work — this would reach many more people than those who may see the Thing.

Contribute to the erection of the Thing, if you will, only ponder as you do: What will the Thing achieve? Talking of achievement, the February issue of The Canadian Professional

Engineer devotes 8 out of 20 pages (40%! !) to advertising insurance. If this is largely what Canadian Council has to talk about let's forget the whole thing, and call the local insurance agent.

By the way, used the term "P. Eng." on your correspondence lately? Every little helps!

A bientot, mes amis!

—A.N.



WHERE DOES THE FAULT LIE?

There is not much interest shown by the general membership in the affairs of this Association. Yet the Association has many willing and able workers both on Council and on Committees who should be able to create interest in the Association. What, then, is the problem?

The fault lies, it is felt, in the very restricted function of the Association, which of course, is, to administer the Engineering Profession Act.

With the Act effectively leaving education to recognized universities and given no power to engage in technical activities, the result is that the Association is limited to being a licensing body; that is, to see that everyone who practises engineering, as defined in the Act, is registered.

Is it any wonder that the membership is apathetic. The function is hardly inspiring.

The only solution seems to be an Association that is directly and vitally involved in education, in technical developments and achievements and in the engineers' welfare, as well as licensing: an Association with different levels of membership forming stepping stones in the careers of its members: an Association which is recognized by the public as a learned body devoted to furthering the Profession of Engineering: an Association in which we would be proud to be members.

Licensing would then be an important but secondary function.

—B.W.

CENTENARY DANCE

February 24th, 1967 - Royal Alexandra Hotel

(PLEASE DON'T EAT THE VASES)

NEVER TOO OLD!

The traditional picture of a member of Council is of a pipe smoking worldly wise engineer at the peak of his profession, kindly donating his invaluable time to guiding the affairs of the Associations and setting an example to the young.

This picture has changed somewhat recently. Two of these worldly wise Councillors have decided that they could be wiser. Craig Sommerville and Lloyd McGinnis are leaving us shortly to further their education.

Craig Sommerville has been awarded a Nuffield Scholarship and is leaving for England. With headquarters in London he will study sewer and water systems in that country.

Lloyd McGinnis is to leave us in September for either Georgia Tech. or Perdue. He will take a post graduate course in Transportation Engineering.

Both are on leave of absence from their employers.

If these wise Councillors think that this is desirable, then possibly many other APEM members should consider the same in this rapidly changing technical world.

We wish them every success in their studies and look forward to having them back.

—B.W.



THE PROFESSIONAL ENGINEER IN THE PUBLIC EYE

By R. HOOD, P. Eng.

It is to be hoped that the Engineering Profession in Manitoba will never become unduly concerned about the idea of "Creating a Public Image," but we could be doing much more to make the public aware of what the profession is, what it does and what it can contribute to the future.

The importance of good communication with the public is two-fold. Firstly, we have an obligation to attract into the profession the best student material available in order to maintain the high standards of the profession and to ensure that the rapid rate of technological development is continued. Secondly, it is necessary for us to maintain the respect and confidence of the public.

It appears that we may be under-estimating our present standing in the community. A survey conducted in Ontario during 1963 indicated that the Professional Engineer ranked third in importance to the Doctor and Univer-

sity Professor in the public eye. Following the Engineer in the order of importance were chemists, lawyers, architects and dentists. The same survey showed that although we had a good reputation as Engineers, we did not have a very good rating in the contribution to community activities.

In 1963, the then Prime Minister of Canada was asked his opinion on the "Image" of the Professional Engineer. In his reply, in discussing the challenging phase of development Canada was entering, he said; "To my mind this means that the Canadian Engineers and Scientists will, more than ever before, exert an increasing influence on the rate of our industrial development. I am confident that our Professional Engineers, together with Canadian Scientists, will indeed rise to the Challenge."

"The competence, energy and personal integrity of the Canadian Professional Engineer are recognized not only by the majority of his fellow citizens but also in many countries where he has had an opportunity to prove his ability."

It is obvious that our "Public Image" is pretty good, but this just means that we have to work that much harder to maintain and improve this standing. The integrity displayed by the individual and the performance of the professional as a whole must be kept to the forefront in our thinking. However, we can put more effort into our extra-curricular activities and contribute more to keeping the public informed of the advances being made in technology and the opportunities available in the profession to the students who may be considering it as a career.

Last, but not least, we should give our own public relations committee every encouragement in pursuing the planning for our future activities in this area where the emphasis is placed on professionalism.



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.

THE YOUNG ENGINEER, WHERE DOES HE FIT IN?

By K. A. MILLIONS, P. Eng.

Does the young engineer, in the first few years after graduation, take a sufficiently active role in the organizations of his chosen profession? Is he acquiring wider technical knowledge, learning of the functioning of the APEM and other organizations, making personal contacts with his peers, and gaining confidence in himself, all of which will equip him to take on greater responsibilities within the engineering fraternity and for his employer? Is his viewpoint being heard? Is it fair to say that the answers are, with only a few exceptions, no?

At the next few technical meetings, organizational meetings and conventions, look around you and you'll see what is meant. Of all the young engineers, in their early to mid-twenties, how many are present and, more important, how many take an active part in the meeting? Their numbers are small and their contributions to the deliberations are usually only those of interested observers. Those in attendance are the ones who are interested or curious; where are the others?

In order to answer these questions you must put yourself in the shoes of one of them. You have recently graduated and have just married. You have just paid back the money you borrowed for your last year. You're considering buying a car that is only two years old and hope that next year you can buy a home. Your classmates have scattered. You've found that your first job isn't all that you thought it would be and are considering changing. And yesterday you received a notice of an engineering meeting.

Should you go? What have you in common with those who usually go? You will know very few there, but the senior engineers all seem to know each other.

Can you learn anything? Perhaps, but so often you feel you lack the experience to completely follow what is being discussed at the technical sessions. You are sure the boss will be there and you hate to ask questions about the points which aren't clear for fear of appearing ignorant. Perhaps if you ask the wrong questions he might even hasten your departure.

And then you remember the heated argument at the last organizational meeting, but forget exactly what it was all about.

No, there's a sale on that night and your wife wants to look for a pair of end tables. Better not go, you'll never be missed.

Well, there he is in the awkward adolescence of his engineering career. He's neither a student nor has he gained the confidence in himself and his abilities that will come with time. And yet our organizations need his interest now if we are to have his full participation later. What can be done to encourage him to develop himself?

It would seem that active participation in an organization of young engineers, with an approach similar to that of the Junior Chamber of Commerce, might be one way that he could serve his profession and develop himself. Such an organization, directed primarily to personal development, with encouragement from employers and professional organizations, could act as a stepping stone to future active participation in the A.P.E.M., E.I.C. and other professional bodies. And it could be geared to the specific interests of the young engineer!

Where would such an organization fit in to the engineering fraternity and who should organize it? Probably it should be organized and maintained by the young engineers themselves, but only if they are sufficiently interested in such a group. Perhaps you readers could suggest where such an organization might fit in and who might sponsor it. Or maybe you have other suggestions as to how we can encourage our young engineers. But whatever the solution, we need these young people if our professional organizations are to maintain their vitality and attract an increasing percentage of their potential membership.



HIGHLIGHTS OF COUNCIL MEETINGS

Council met on April 6, April 20, May 4, May 18, May 26, and June 1.

A special meeting was held on April 6 to further consider the Proposed Public Relations Programme and related submissions. (Ref. Bulletin, Annual Meeting issue 1964).

The initial purpose is to "re-think" the aims and objectives of the Association. President Harland suggested that Council proceed by:

1. A Policy Statement prepared by each Councillor.
2. An open meeting for further discussion.
3. A Working Group.
4. A final prepared Statement from Council.

At the April 20 meeting President Harland presented the following succinct description delineating the Purpose of the Association:

PURPOSE OF THE ASSOCIATION OF PROFESSIONAL ENGINEERS OF MANITOBA

The one purpose of the Association is the protection of the public by ensuring that the practice of professional engineering in Manitoba is carried on only by competent and ethical practitioners. All activities of the Association must be judged on their contribution to, or interference with, this purpose.

For example: the setting of educational standards for, and ensuring qualification to these standards by applicants for registration; the policing of the ethics of the profession; the prevention of practice by the unqualified, are all activities relating directly to this primary function and, as such, are necessary activities of the Association. Activities devoted to the betterment of the engineer and the improvement of his public image can only be justified in so far as they tend to retain in and attract to the profession men of the high calibre necessary to ensure a continuation of competent and ethical practice into the future. All other activities of the Association are extraneous to its primary function, and can only be tolerated so long as they do not interfere with this function.

At the May 18 Meeting of Council Mr. James Christie attended as a delegate from the Manitoba Architects Association Appeal for Action Committee, to outline views of a "Group of professional people and interested citizens" who wish to see a Master Development Plan for Winnipeg. Council was in general agreement with Mr. Christie's lucid presentation, and agreed to refer the subject to the Engineer-Architects Committee for their recommendations.

Mr. R. C. Sommerville and Mr. L. R. McGinnis have submitted letters indicating extended absence from the city; Mr. Sommerville to take advantage of a Nuffield Travelling Fellowship in England; Mr. McGinnis to further his education in the United States.

Council nominated Mr. John Adam to Council as replacement for Mr. Sommerville, and Mr. A. G. Burrows as replacement for Mr. McGinnis. Council elected Mr. Frank Fowler as Vice-President replacing Mr. Sommerville in this position.

As Mr. Cam Warrender is leaving Manitoba it was necessary to seek replacements for the

active positions he has held. Mr. R. Hood was nominated as replacement on the Certification Board M.S.C.E.T.T. Inc. Mr. K. H. Williamson as Chairman of the Panel of Examiners.

Mr. Finnbogason was nominated as replacing Mr. McGinnis on the M.S.C.E.T.T. Inc. Board of Directors.

Mr. Hood and Mr. Williamson were also appointed to the Board of Directors.

Council expressed our appreciation of the support and excellent job Mr. McGinnis and Mr. Warrender have done in organizing M.S.C.E.T.T. Inc.

Mr. A. G. Burrows was added to the Premises Committee.

Mr. R. C. Sommerville has suggested in a letter that a committee of engineers study the problem of maintaining a file of technical publications available to organizations within the City. For instance the Metropolitan Corporation of Greater Winnipeg receives 43 different technical periodicals, only a few remaining on permanent file.

Council nominated Mr. E. A. Speers as organizer of a Technical Journal File Committee with initially Mr. George Burns, Prof. E. Bridges and Mr. Ian Fraser.

Council directed the Registrar, Mr. Algeo, to investigate the possibility that a named consultant on a major government supported project is contravening the Engineering Act.

—E.A.S.



NEEDED: A CULTURE TO ENCOURAGE GROWTH

By E. A. SPEERS, *P. Eng.*

There are not sufficient post-graduate opportunities available in Manitoba to hold our educated people.

Much has been made of the "brain drain" from Manitoba to other parts of Canada and from Canada to foreign countries, while attempts are being made to improve the educational programmes "from kindergarten through University" so that our people will be better fitted to earn a livelihood in a technological society.

(Admittedly, our educational purpose is to outfit our people to earn a living — but not necessarily a living in Manitoba.) To limit the "brain drain" and to provide a climate to hold our trained technicians and an environment to train within will take more support and more insight than currently is being exhibited.

Recently a report was presented before the Council of the Association of Professional

Engineers of Ontario advising that about 30% of Canadian engineering graduates leave this country to take jobs in the United States. During 1963 there was an estimated 2,292 engineering graduates in Canada augmented by 1,198 engineering immigrants from various countries. However, of these 3,490 new engineers, 834 left Canada the same year to work in the U.S.A. During the eleven year period from 1953 to 1963 a total of 9,381 engineers emigrated to the U.S. from Canada. About two-thirds of these were Canadian.

In Manitoba, with a Winnipeg population growth of 2.9% since 1961 compared to a national growth of 7.3% it is evident that a turn-around is required. How would you propose to do this?

The factors of diminishing Canadian-owned industry and the rise in foreign-owned industry, where the research and development is not unnaturally done within their parent organization, are contributing causes. The exotic opportunities for development thus exist in foreign countries.

A report of a ten-year manpower forecast of a young technical company in the United States is reviewed in a current issue of "International Science and Technology": "The company currently employs some 3,500 technical people including about one hundred Ph.Ds. During the next ten years, to continue its growth, it must find 15,000 new technical people, including 800 Ph.Ds."

This forecast emphasizes the trend for increased demand and the opportunities which will open for our trained people to emigrate.

A high percentage of this year's graduating class in engineering left Manitoba for employment—

Civil	Mechanical	Electrical
57.6%	81.5%	54.3%

(not including those who left for reasons of higher education).

The high value of 81.5% in Mechanical Engineering is a clear call for more secondary industries.

Conversely, in a chemical-oriented technical society we need training in the Chemical Engineering disciplines from our Universities.

Our elected representatives are in a position to help create a growth environment in Manitoba which will be more meaningful for us all. All levels of Government and private industry need to use local engineering people for their projects. Our engineers need the opportunity as prime contractors to ensure more rapid development of local people and to permit them to compete for the top engineers through the inducement of more interesting fields of endeavour.

Part of the solution lies in more Canadian

capital invested in the development of Canadian industry to encourage research and development of new frontiers in production from within our own engineering and management forces.

Our governments have sought reports, surveys and advice from companies outside our province and from outside the country.

The frequently heard reason being that outside forces are able to lend an unbiased viewpoint. Our technical people are trained to be objective as a prime requisite of scientific observation. They are trained to let the facts speak for themselves in economic and technical reports. We need to reinforce this feasibility capability within our own community. We need not be dependent on others to build our chemical and production plants. Using our own people, the grants and tax concessions, as well as ownership, and profits, stay within Canada. An economic environment is needed where the profits regenerate working capital and are not taxed off or shipped outside the country.

Until the economic factors in this country are such as to support native industrial research projects, there can be little possibility of stemming the flow of emigrating technical people.

Let's have more feasibility reports done at home by technical people outside of government. Give greater support to industrial research and development as it represents the most economical way of securing the answers on which to build to the pilot plant stage and beyond. We have the know-how here to build any plant or complex legitimately required in Manitoba.

Where the specialized knowledge of outside consultants is required it may be obtained as required by the prime consultant.

This is not a call for patronage, nor a call for local people for local projects which is too often at the increased expense of the taxpayer. It is a call for increased capability through opportunity:— Engineering capability; Manitoba based. Developing our people has many secondary advantages besides higher educational levels.



FIRST ANNUAL MEETING NOMINEES

One of the duties of the Nominating Committee is to ensure that an election slate is set up capable of filling all anticipated vacancies on the Association's Council at the time of the Annual Meeting.

The work entails assurance that the nominees will allow their names to stand for election and that two members will serve as endorsers.

The Nominating Committee, under the Chairmanship of S. J. Borgford, has submitted the following slate of candidates for Council: J. D. Adam, R. J. Byers, F. M. Fowler, K. Hallson, A. H. Pask, R. C. Sommerville.

Members of Council whose terms expire at the Annual General Meeting in November 1966, are R. T. Harland, F. M. Fowler and J. R. Rettie. The terms of J. D. Adam and A. G. Burrows who were appointed to Council to fill the vacancies caused by the resignations of R. C. Sommerville and L. R. McGinnis, will also expire at the Annual General Meeting in November, 1966. There will, therefore, be five vacancies on Council to be filled at the forthcoming election. Mr. R. T. Harland will continue to serve for one year as an ex-officio member of Council in his capacity of Past President.

In order that the membership at large may submit nominations, form for this purpose will be mailed to all members together with the notice of the Annual Meeting.

Flin Flon News

By M. N. Collison, P. Eng.

E. S. Austin, P. Eng., was elected President of the Hudson Bay Mining and Smelting Company Limited at a recent Board of Directors Meeting.

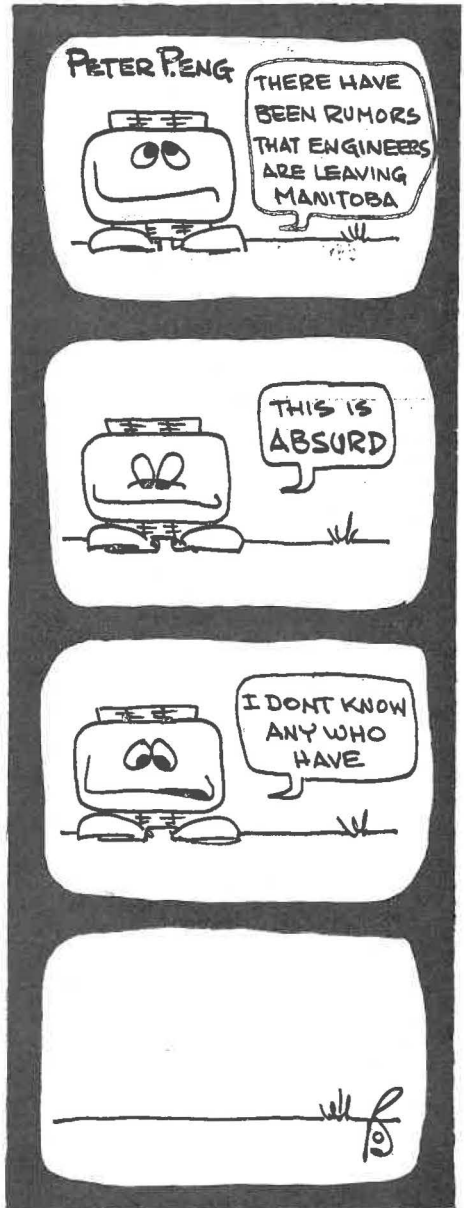
Mr. Austin was born in Calgary in 1907 and graduated from the University of Alberta in 1932 with a Bachelor of Science Degree in Chemical Engineering. He joined the Company in 1933, was appointed General Manager in 1957, elected Vice-President and Director in 1961 and Executive Vice-President in 1964.

Mr. Austin is the first Canadian president of the company and expects to continue to reside in Winnipeg.

Frank Gira, P. Eng., has bought himself a house at No. 2 Hapnot Street and he is of course now in the normal process of converting and altering to suit the "Boss."

We welcome Mr. W. J. Stickney into the Association of Professional Engineers.

Bill was born in Coldstream, New Brunswick and brought up in Calgary. He attended University in Edmonton at the University of Alberta, where he received his Bachelor of Science Degree in Chemical Engineering in 1932. He has been employed by Hudson Bay Mining and Smelting Co. Limited, since 1934 when he worked in the Research Department. He transferred to the Zinc Plant and since 1957



has been Assistant Superintendent of that Department.

Bill is married and has two children, both of whom are attending university. He has a summer camp at Big Island Lake. He has served the Northminster United Church in Flin Flon for many years on the Board of Stewards and as Sunday School Secretary. He has been a Director of the Flin Flon Community Club,

and is a member of the Masonic Lodge and also of the Canadian Institute of Mining and Metallurgy.

Bill enjoys bowling, curling, fishing and golf and is an avid duck hunter.

This is Flin Flon for another month.



"THE KIPLING RITUAL"

The idea of developing a "tribal spirit among engineers" was first proposed by Professor H. E. T. Haultain of the University of Toronto in a luncheon address to the 36th annual meeting of the Engineering Institute of Canada in Montreal on January 25th, 1922. Expanding on this proposal, seven Past Presidents of the Institute who attended this meeting were formed into a committee to go into the subject further and in 1923 they invited Rudyard Kipling to assist them.

In this manner "The Ritual of the Calling of an Engineer," with which we have all been familiar, was born; with object of the Ritual as stated in the Rule of Governance: "The Ritual of the Calling of an Engineer has been instituted with the simple end of directing the young engineer toward a consciousness of his profession and its significance, and indicating to the older engineer his responsibilities in receiving, welcoming, and supporting the young engineers in their beginning."

The Seven Wardens were appointed with power to replace their deceased, and the inaugural ceremony was held on April 25th, 1925 establishing the Ancient Landmarks: the Hammer Anvil, Chain, and Ring. Individual Camps have since been established in all major Canadian centres.

The Ritual is a self-perpetuating organization which is not tied to educational or professional bodies and is exclusively Canadian although participation in the Ritual is not confined to Canadian engineers. Although it is not a "secret organization," the Ritual is "neither for the Public nor the Press."

Qualifications for the Ritual are best summed up in the following excerpt from the Rule of Governance: "Candidates . . . shall be such engineers whether graduates or not who, seeking membership of their own free will in a certain Camp, are deemed worthy by its Wardens."

The Iron Ring, which to the Canadian public has become the symbol of the Professional Engineer, and the Ritual are an institution of which the Canadian Engineer can be justly proud, and he should not lose sight of the objects of them and the responsibilities he accepted during the Ritual.

—W.R.M.

EMPLOYERS-ENGINEERS COMMITTEE

By N. W. DIAKIW, P. Eng.
Chairman

As a result of a motion arising out of your Council meeting of September 22nd, 1965, Mr. R. C. Galbraith and myself were asked "to form a committee to bring in for consideration of Council a list of names of persons to serve on an Employee-Engineers Committee, which Committee would consider and recommend courses of action and policy on these matters relating to or affecting Employee-Engineers in their practice of Engineering."

I must admit that some difficulties were encountered in the original make-up of the committee because of certain misapprehensions as to the actual need for such a committee. One valued member of the committee actually considered refusing to serve until he read some articles outlining some of the difficulties experienced in British Columbia and Saskatchewan and in accepting indicated that a possible danger existed in not approaching a problem which could undoubtedly face the Association in the near future.

A committee of ten (10) including the Registrar and the President was struck off and two meetings have been held, one in December and one in January.

Committee members are: R. C. Galbraith, C. H. Templeton, A. E. Sharpe, T. B. G. Hicks, M. P. Musick, A. G. Mensforth, N. W. Diakiw T. W. Algeo, R. H. Harland, and A. K. Mattick.

As could be expected these meetings were quite exploratory in nature and showed a wide variation in feeling as to the definition of the problem existing, if any did in fact, exist. However, for the second meeting in question I was fortunate enough to obtain a copy of the report by the Saskatchewan Employee Members' Committee which is an excellent guide outlining the problem in Saskatchewan and the resultant recommendations of the Committee. Using this presentation as a guide the Committee recognized the following two points in the outline of their problem which could possibly be indicative of the type of problem facing our Association in the near future.

- (1) There is a danger that dissatisfied employee-engineers particularly those who are not members of the Association, will turn to trade unionism for support for their aims if there is no avenue for action through the Association.
- (2) There is a danger that legislation at either the federal or provincial level may establish collective bargaining for

engineers if this function is not being recognized in any alternative manner.

After a lengthy discussion of these two items it was resolved unanimously, that the following recommendation would be made in the final report to Council:

"That Council accept the principle of group negotiation by professional engineers and assist in the formation of negotiation or communications groups of engineers for the purpose of improving the professional status and welfare of engineers. Negotiation or communication groups so formed would operate under constitutional guide lines formulated by the Association of Professional Engineers of Manitoba."

It is hoped that future meetings of this Committee will further clarify and define the problems facing the Council in this field and that this Committee would be in a position to present a report in the form of recommendations to Council prior to the Annual Meeting in the fall of 1966.



PUBLIC RELATIONS COMMITTEE

By E. R. PENTLAND, P. Eng.

The terms of reference of the Public Relations Committee are as follows:

- To improve the image that the public at large holds of the Professional Engineer.
- To encourage the Professional Engineer as an individual to think more highly of
 - his profession
 - his Association
 - himself as an Engineer.

In order to accomplish optimum results, the committee has been broken down into several working sub-committees. The first of these, led by Hy Dashevsky is investigating methods of improving the Public Image. Tony Eshmade has made much progress with his work on a detailed study into High School Counselling and Career Guidance, an activity traditionally pursued by this committee and a report will be presented to council on June 15, 1966. In connection with Career Guidance, a booklet "Engineering, A Creative Profession" has been chosen for distribution to high school students. An insert describing local Engineering education and practise has been prepared and approved by the Committee for distribution with the pamphlet. A meeting was held with Mr. Bamen of the Department of Education who discussed present and proposed Guidance Programs. Mr. Bamen also agreed to make the facilities of the Department of Education available for distribution of the pamphlets.

From the above, it is obvious that in spite of the amount of effort expended, the problems of Public Relations are a long way from being solved. A Public Relations Committee can help Council and the Association with ideas and policies for creating a better Public and Private Image, but the main responsibility for Public Relations must be with the individual members. If the members and their works are respected, this will reflect on the Association. If the actions of the members don't fit the image, no amount of Public Relations work will help.

Since the Association, contrary to the practise of some professional groups, doesn't comment on technical matters, there are very few press releases issued. Therefore the only facts and figures relating to Engineering as a profession which ever get into the newspapers are those describing large Engineering projects or announcing Engineering social functions. Favourable publicity usually results from these items, but very little is directly related to the Association.

Since the news media are not particularly interested in providing publicity to Professional Associations unless there is actual news value of interest to the general public, then the Association must take action of its own to provide whatever publicity it feels is necessary. There are many ways in which this can be done and several are being examined at present by the Committee. Any which are feasible will be reported on in due course.



"CAM" WARRENDER, P. Eng.

Congratulations are in order for "Cam" Warrender on his recent appointment. The new position necessitates his transfer to Peterborough, Ontario, and the move will be a great loss to the Association.

During his stay in Winnipeg, "Cam" has been very active in the local technical and professional groups and he has contributed a great deal of his spare time to this end. When he has participated in the functions of these organizations, his drive and desire have rubbed off on those whom he has been associated with.

One of the major contributions he has made to the profession, is the direction of the formation of the organization known as the "Manitoba Society for Certified Engineering Technicians and Technologists." Since the formation of the committee on Engineering Technicians, "Cam" has taken charge, and, his efforts have culminated in the formation of the above mentioned society earlier this year.

It is with a deep sense of gratitude that we

thank Cam Warender for his efforts on our behalf, and wish him well in his new endeavour.

—R.H.



COMMITTEE WORK

The various Committees of the Association have been appointed by Council for 1966. If any member would like to serve on a Committee would he please contact the Registrar. It is hoped that a list of persons willing to serve the Association can be compiled, which could be referred to if vacancies occur on Committees during 1966 and also at the time the 1967 Committees are established.



OUTSTANDING FEES AND RESIGNATIONS

On June 3, 1966, eighty-nine members of this Association were sent the fourth notice advising them that they still owed all or part of their 1966 annual dues. The by-laws of the Association require that all annual fees must be paid by June 30th, and any member whose fees are not paid in full by that date is removed from membership for non-payment of fees.

If an engineer ceases to practise in the province and wishes to resign his membership, he may do so by submitting his resignation before December 31st, having paid full fees for that year, or if the resignation is submitted before July 1st, only half the annual fee need be paid. It is not possible to resign as a member in good standing without paying the current year's dues, either half or in full, depending on the date of the resignation.

Any member whose fees are not paid in full by June 30th will be removed for non-payment of fees. Before he can be re-admitted to membership he will have to remit the outstanding fees and Council will have to approve his reinstatement to membership.

It is with regret that we record the deaths of the following members: T. W. MacKay of Vancouver, James Crowe of Ocean Park, B.C., T. Lemoine of Winnipeg Beach, G. H. Herriot of Winnipeg and J. Sumner of Winnipeg.

Article 27 of The Engineering Profession Act reads as follows:

SUSPENSION AND EXPULSION

Disciplinary Powers of Council

27. (1) The Council may, subject to the by-laws, reprimand, censure or suspend or expel from the Association any member guilty of unprofessional conduct, negligence, or misconduct in the execution of the duties of his office, or convicted of a criminal offence by any court of competent jurisdiction, but shall not take any such action until a complaint under oath has been filed with the registrar and a copy thereof forwarded to the member accused. The Council shall not suspend or expel a member without having previously summoned him to appear to be heard in his defence, nor without having heard evidence under oath offered in support of the complaint and on behalf of the member, if any. The Council shall have the same powers of taking evidence compelling the attendance of witnesses, the production of books, papers and documents and the punishing for contempt or the failure to comply with the orders of the Council as a commissioner appointed to hold a public enquiry has under "The Manitoba Evidence Act." All evidence shall be given under oath and taken down in writing by the registrar or by a reporter duly sworn.

Appeal

(2) Any member so suspended or expelled may, within thirty days after the date of the order of resolution of suspension or expulsion, appeal to a judge of the Court of Queen's Bench from such order or resolution, giving seven days' notice of appeal to the Council, and may require the evidence taken to be filed with the proper officer of the court, whereupon such judge shall decide the matter of appeal upon the evidence so filed and confirm or set aside the suspension or expulsion, without any further right of appeal; and, if the suspension or expulsion be confirmed, the cost of the appeal shall be borne by the member suspended or expelled.

Prohibited from Practice

(3) Unless the order or resolution of suspension or expulsion is set aside on the appeal or the judge or the Council otherwise orders, the member so expelled shall not engage in the practice of professional engineering in Manitoba or the member so suspended shall not practice until expiry of the period of suspension.