

66TH ANNUAL GENERAL MEETING

OCTOBER 18, 1985
HOLIDAY INN DOWNTOWN

AGENDA

- 8:30 a.m. Registration
- 9:00 a.m. Official Opening by President
Notice of Meeting
Introduction of Head Table
Minutes of Annual Meeting of October 26, 1984
Declaration of Councillors Elected
Auditor's Report and Appointment of Auditors
1985/86 Budget
Nominating Committee Appointments
Recommended Salary Schedule
By-law Amendment
Reports
Greetings from C.C.P.E. and Other Associations
Coffee Break
Panel Discussion —
"Professional Liability"
- 11:30 a.m. Reception
- 12:30 p.m. Awards Luncheon
Presentation of Awards
Resolutions

(BRING THIS AGENDA TO THE MEETING)



October, 1985

Published by the Association of Professional Engineers of the Province of Manitoba
530-330 St. Mary Avenue,
Winnipeg, Manitoba R3C 3Z5

PRESIDENT

R. A. Kane, P. Eng.

GENERAL MANAGER and REGISTRAR

W. B. Mackenzie, P. Eng.

COUNCIL

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W. D. Christie, P. Eng.
E. W. J. Clarke, P. Eng.
G. A. DePauw, P. Eng.
J. M. Fulton, P. Eng.
G. E. Laliberte, P. Eng.
B. D. Norrie, P. Eng.
E. A. Speers, P. Eng.

APPOINTED COUNCILLORS

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Marshall Haid, M.R.A.I.C.

PAST PRESIDENT

R. R. Foster, P. Eng.

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

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PRODUCTION MANAGER

Lynne Smith

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

EDITORIAL

The Volunteers

All A.P.E.M. members should be aware that, prior to the enactment of the Engineering Profession Act in 1920, there was no legal requirement that engineering work be carried out by competent and qualified engineers. Prior to that time the public had no way of determining who was qualified to do engineering work and, further, had no legal redress against those who provided bad or unsafe engineering services. In short, there was no legal protection of the public in the field of engineering.

When the Act was being written, it was obvious that the people best able to determine who might be qualified to practise were the engineers themselves. Accordingly, the Act specifies that an Association comprised of registered engineers administers its requirements. The Association is a self-governing, self-regulating organization whose prime mandate is to protect the public interest in the field of engineering.

It should be noted that while it controls the actions of its members in the field of engineering A.P.E.M. has no authority to control the actions of the general public in the field of engineering. Prosecution of any member of the public who violates any provision of the Act is the responsibility of the Attorney General's Department just as it is with any other provincial statute. Of course, A.P.E.M. cooperates in any way it can with the Attorney General's Department in this regard.

The Act provides for a governing Council, for appointed committees

(continued on page 5)

President's Message

By Roger A. Kane, P. Eng.

My year as President of the A.P.E.M. is drawing to a close and this is my final message in the Bulletin. It has been a very interesting year for me and also an educational one. The only trouble with experience is that it is largely non-transferable.

A number of events took place during the year which individually were possibly not much more than getting the job done. But, taken in total, they are an indication of just how dynamic the A.P.E.M. really is. Many view the A.P.E.M. as being as stoic as the expression on the Sphinx. However, by definition, this simply is not so. The reason is quite simple; the A.P.E.M. deals largely in the realm of ethics. There is a cynical belief that, based upon endless reports of corruption from various sources, ethics should be something that governs the other guy. Ethics are, however, subjective. If one were to go back a short way in history, one could find endless examples of what we consider to be highly unethical and even immoral standards which were quite acceptable at the time. Just a few years ago the last American who had been a slave died. That man had come through a period where it was not only legal to own slaves but, in fact, in many circles it was considered genteel to have a stable full of slaves.

It can, therefore, be argued that what seems to be a decline in acceptable behaviour is really a rise. We have come to expect more of our business leaders, our political leaders and most especially, ourselves.

Our engineering work is being judged by an ever-escalating set of standards. In part, this is because higher technology allows more time to check engineering designs more thoroughly. Further, the market in which we sell our services has become much more discerning. The old "rules of thumb" no longer apply.

Just look at the Canadian experience since the end of the Second World War. In 1948 the population was somewhere ►

around 10 million. By 1958 it had grown to 18 million. Through the 60's and into the 70's the baby-boom generation created an almost inexhaustible demand for goods and services. Real growth in all facets of the economy forced the engineer to design for more and more as quickly as possible. Today our population growth is zero. As a result, consumer demands have flattened out. The rules are changing and the A.P.E.M. and its membership are being subjected to these stresses.

Compromise is not a new phenomenon in design but it is being done in circumstances for which there are no precedents. The A.P.E.M. must be aware of this. It is, therefore, very much a dynamic organization.

Doing the work of a Professional Engineer entails the same problems

that were expressed by a dairy farmer when he said, "the trouble with milking cows is that they never stay milked". The reports which you will see in the balance of the Bulletin will reinforce my contention that the job has been done, the cows have been milked, but the work continues to be there.

It has been a great honour for me to have served this year. As I said before, I have learned a great deal and these lessons are invaluable. The new Council will take over after October 18th, 1985 and I wish them all the best.

I would like to take this opportunity to thank all those members of the 1984-85 Council, committees and staff for their dedication and support.

SUPPORT???

The Innovative Design Vehicle (IDV) Group from the University of Manitoba would like to ask the engineering community to consider supporting an engineering project. The IDV group is designing and building an innovative two passenger vehicle which will be entered in an international competition at Expo '86 in Vancouver, B.C. from July 11 to 18, 1986.

The car will run on ammonia fuel. The frame will be constructed of aluminum foam filled members and the body will be constructed of kevlar and nomex. Also, the group is looking closely at the safety of the passengers.

The University of Manitoba has had tremendous success in previous competitions. This success can be attributed to hard work and a great deal of support from both the University and the community.

If you are interested in becoming involved or wish to help in any small way please contact the IDV group through Irene Mikawoz at 474-9803.

Thank-you. We look forward to your support.

ANNOUNCEMENT:

1985 PREMIER'S AWARDS FOR DESIGN EXCELLENCE

Please direct submissions to:
Manitoba Design Institute
1329 Niakwa Road
Winnipeg, Manitoba
R3J 3T4

BEFORE: October 28, 1985

For further information please contact:

Mary Dixon / Michael Gyde
(204) 945-2468

EDITORIAL (continued from page 2)

and for permanent staff to administer its requirements. The Council and the members of standing committees, sub-committees and ad hoc committees are *unpaid volunteers* who give freely of their own time, effort and expertise in the interests of the profession and of the people of Manitoba.

This issue of the Manitoba Professional Engineer—"The Bulletin"—contains the annual reports of various committee chairmen and the Council President. These brief committee reports give only bare bones outlines of the committees' activities during the past year and give no hint or indication of the many, many hours of volunteer work done by the members of the working committees and Council! These people make our Association work and enable the Association to "govern and regulate the practice of engineering in the Province of Manitoba". Non-volunteer members of this Association and the people of the Province of Manitoba owe a debt of thanks to

these volunteer workers. Unfortunately, most communications reaching the office in connection with the activities of the various committees or Council from the membership or from the public, are in the form of complaints. Letters of thanks to committee members for a job well done or for their work on behalf of the membership are rare. It should also be noted that most letters or messages of complaint almost invariably come from people who contribute nothing in the way of volunteer work to any of the committees.

I suggest that all members read the reports in this issue of the Bulletin in their entirety and that they consider not only the specifics of the reports but that they also consider the dedication of the people who worked throughout the year as volunteers to make our Association operate effectively and enhance and preserve the professionalism which is exemplified by the engineering profession.

W. B. Mackenzie, P. Eng.

NEW MEMBERS

W. R. Bishop
R. Bisson
D. E. Blanchard
E. P. De Paepe
B. D. Ewanchuk
M. A. Ferley
D. Garrity
J. R. Gietz
J.P.A. Gravel
R. J. Hartmann

H. E. Hermann
D. J. Hirschhorn
T. A. Janis
A. Kusiak
M. Lemay
G. K. Lovatt
R. G. Lovie
R. J. McKinley
A. J. Melnyk
D. R. Morgan

R. N. Morley
R. N. Murarka
R. V. Orr
P. M. Pelletier
G. A. Quirt
G. J. Richardson
B. Roberts
J. Sommerauer
B. Stimpson
J. E. Tallin

ENGINEERING GRADUATES

I. S. Casalla
A. L. Celovsky

R. Schmidtke
I. A. Taylor

R. A. Valiquette
E. A. Wolowich

Council Meeting

SEPTEMBER 9th, 1985

By Bob B. Brown, P. Eng.

President Roger Kane presided over the Council Meeting which commenced at 3:30 p.m. In attendance were E. A. Speers; W. D. Christie; G. A. DePauw; L. A. Bateman; J. M. Fulton; B. D. Norrie; E. W. J. Clarke; R. R. Foster; G. E. Laliberte; W. B. Mackenzie and J. C. McKinley.

The Minutes of the August 12, 1985 meeting were reviewed and approved with minor changes.

Eight licences, three engineering graduates, seven transfers, eleven registrations and two reinstatements were reviewed and approved by Council.

The accounts of the Association for the month of August were reviewed and accepted as stated.

Council then reviewed the Executive Committee Minutes of August 26, 1985. The topics addressed included: an Association signing officer appointment, Bourinot's Rules of Order, act enforcement, and the Association roster.

A Motion was passed that J. C. McKinley be made an authorized signing officer of the Association.

Bourinot's Rules of Order were discussed for possible revision by the Association. It was felt that Bourinot's Rules of Order are too complicated for use and should be simplified to better meet the needs

of Council and committees. Council passed a Motion that the Legislation Committee be called upon to assess the adequacy and appropriateness of "Bourinot's Rules of Order" and make a report to Council with recommendations for change.

The third item addressed was the Act enforcement. There was concern that members of the public are practising engineering illegally. It was moved that an ad hoc committee be formed to investigate the extent to which the Engineering Profession Act has been violated by individuals who are not members or licencees of the Association. Mr. B. D. Norrie was appointed Chairman of an Ad Hoc Committee.

The question of advertising in the roster was referred to next. It was felt that advertising would provide additional revenues to the Association. The Motion made in this regard was passed.

Mr. Nick Fedorchuk, Chairman of the Salary Schedule Committee, joined the meeting and answered Council's questions on the 1986 Salary Schedule. The findings of the Committee, based on the results of an employee survey and an employer survey, confirmed that Manitoba salaries are in line with the National salary levels.

The matter of the OPEEPM

strike was then discussed. Council agreed to offer the services of the Association as a mediator in the dispute.

A final Motion of Council approved the sum of \$131,000.00 be

retained for Continuation of Operations to December 31, 1985. This is a legal requirement.

The meeting adjourned at approximately 8:00 p.m.

COMMITTEE REPORTS

ADMISSIONS REVIEW BOARD REPORT

The Admissions Review Board considers applicants for Association membership who are referred to the Board, usually by the Registrar or by the Board of Examiners. The emphasis in the ARB's reviews has been on whether applicants' engineering experience meets the Association's requirements. Such reviews may include interviews and investigations by sub-committees of the ARB. Recommendations by the Board that an applicant be registered are normally passed on to Council for final consideration.

Since the 1984 Annual General Meeting of A.P.E.M., the Board has met four times, and has considered 11 applications for full registration and two applications for registrations as Engineering Graduates. Six of these applications were recommended to Council, and seven were deferred or denied.

The Reference Form for those seeking registration was reviewed and revised; the amended form was approved by Council in May 1985 and is now in use.

An Ad Hoc Committee on Registration Procedures prepared new Admission Standards which were submitted to Council in May 1985, amended by Council, and adopted. The most significant amendment was that Council has **not** adopted

the proposed admission standards for the "Qualified Practitioner" (non-university-graduate) category. Council, at the May meeting, also extended the Association's appreciation and formal thanks to the Ad Hoc Committee members (R. A. Johnson, P.Eng.; J.W.J. Lewis, P.Eng.; and W. Saltzberg, P.Eng.) for a job well done.

The Admissions Review Board recommended in July that certain of the requirements of the new standards (applicable to those seeking reinstatement in the Association) be waived, in 1985 only, for those seeking reinstatement solely as a result of having neglected to pay their 1985 fees by June 30, 1985. The rationale for the waiver was that the new and more exacting Admissions Standards have not yet been fully publicized to the membership; however, no such waiver is contemplated for 1986 and subsequent years, since adequate notice and publicity will have been issued well before June of 1986.

At the time of preparation of this annual report, a new Ad Hoc Committee is being formed to develop a format, and related monitoring and periodic review procedures, for the "log of experience" which, under the new Admissions Standards, will be a requirement from those enroll-

ed as Engineering Graduates whose qualifying experience is to be obtained other than under the direct personal supervision of a professional engineer. Such experience must be equivalent in technical complexity and the development of responsibilities to qualifying experience gained under the immediate and direct personal supervision of a professional engineer, but shall not, with respect to the safety and well-being of the public, constitute "the practice of professional engineering" as defined in the Act. The intent of the "log of experience" and the related admission standards is to make provision for entry into the Association of graduate engineers who might otherwise have entered through the now-abandoned mentor program.

As current chairman of the Admissions Review Board, I would like

to thank, on behalf of the Association, those who served on the Board in the period since mid-1984; these include C. R. Bouskill, P.Eng.; E. F. MacKenzie, P.Eng.; B. D. Norrie, P.Eng.; W. L. Pawlikewich, P.Eng.; F. A. Roberts, P.Eng. (Immediate Past Chairman); and D. I. Waldman, P.Eng. Each of these professional engineers has contributed greatly to the profession through devoting many hours to the consideration of membership applications and the development of related standards and procedures. Thanks also to our Registrar, W. B. Mackenzie, P.Eng., and to our dedicated staff, for their tireless and invaluable labour on your behalf.

Respectfully submitted,

E.W.J. Clarke, P.Eng.

Chairman

REGISTRAR'S REPORT

Membership

In accordance with one of the major mandates of the Engineering Profession Act, a major function of the Association is to ensure that all applicants for membership or licence possess the necessary academic and experience qualifications. All applications are screened by the Registrar and staff before being submitted to Council for approval. Where any question arises in the screening process, the applications are referred to the Board of Examiners or the Admissions Review Board before they are submitted to Council for approval.

During the past year 74 applications for membership, 120 applications for licence and 64 applications for engineering graduate membership were screened and approved for

Council. Council also approved 51 transfers and 7 reinstatements.

Current Membership Statistics

Members on roll,	2,824
July 31, 1984	
Reinstatements	6
Registrations	76
Transfers-in	<u>51</u> <u>133</u>
	2,957
Written-off for non-payment of dues, etc.	42
Members deceased	17
Resignations	32
Transfers-out	<u>12</u> <u>(103)</u>
Members on roll,	
July 31, 1985	<u>2,854</u>

Finances

The effectiveness of our Association in fulfilling its mandates is

directly proportional to its financial health. It is extremely important that the various functions and procedures of the Association are not curtailed or hampered by a lack of funds. One way to ensure that adequate funds are available, even when unforeseen emergencies arise, is to ensure that adequate reserves are maintained. Over the past several years the Association budget and fee structure have been designed to increase reserves to an acceptable level. The audited statements of the Association for the 1984/85 fiscal year show that this objective is being met. Careful financial planning and management by Council and staff have resulted in an increase in the Association reserves in the amount of \$58,075.00.

Payroll and Bookkeeping Functions

During the past year the Executive Committee decided to place the payroll functions of the Association in the hands of Comcheq and the bookkeeping function of the Association in the hands of the accounting firm of Sill Streuber Fiske & Company. These measures were taken to effect economies in our internal operations.

Act and By-laws

During the past year comprehensive revisions to the Association By-laws were approved by the membership. These revisions were necessary to bring the by-laws into accordance with the revisions of the Engineering Profession Act which became law in 1983. Some minor act revisions were enacted by the Legislature in 1985 and the appropriate changes in the by-laws will be put to the membership for approval in the near future.

Staff

During the year there have been a number of staff changes. Early in 1985 we were saddened by the un-

timely death of Bettie McDonald, a dedicated A.P.E.M. staff member. Mrs. Loreen Dunklee retired in July after thirty years of service to the Association. Mrs. Dunklee's contributions to the Association are well known and far too numerous to document here. Lynne Smith and Sharon Watson joined the office staff and both are highly capable individuals and they add a new dimension to our internal operations. Elaine Ryan is a continuing part-time employee engaged mainly in the processing of fees and in the maintenance of the Association Register. Joan McKinley is the senior staff member reporting to the General Manager. I have no hesitation in saying that this group of dedicated people do a top-notch job in providing the back-up assistance to various committees and to Council and in fulfilling the many internal functions that are required.

Association Roster

During 1985 the staff have been assembling the necessary data for the issuance of a new Association roster. The roster will be available to the membership shortly. The membership data for the roster is now being stored on disks and this will greatly facilitate the production of future issues of the roster.

In closing my report I wish to acknowledge the assistance I have received from all members of the permanent staff. I consider the Association to be fortunate to have such a group of hard working people handling its affairs.

*Respectfully submitted,
W. B. Mackenzie, P. Eng.
General Manager & Registrar*

PRACTICE & ETHICS COMMITTEE REPORT

The Practice & Ethics Committee met monthly to review the matters placed before it. Many additional meetings were held by sub-committees that were formed to consider specific cases. The sub-committee system was used extensively as a means of researching and gathering the facts necessary for consideration by the Committee as a whole.

There were a wide variety of matters considered by the Committee over the course of the year. They ranged from: response to casual enquiries, to investigations launched by the Committee, to the disposition or continuation of formal charges.

The Committee is bound to keep confidential all of its investigations excepting matters that involve the disposition of formal charges. In keeping with its obligations in this regard the following report outlines the nature of some of the Committee's activities:

1. At Council's request the Committee reviewed the disciplinary by-law and submitted recommendations for revisions to this by-law.
2. The Committee considered its priorities and time constraints relating to its Safety in Engineering Practice Sub-Committee activities. As a result, a recommendation was forwarded to Council requesting that the terms of reference relating to this sub-committee be deleted from the terms of reference of the P & E Committee.
3. A complaint relating to an alleged design error of a temporary shoring installation was investigated. No hard evidence was uncovered to back up the complaint and the case is now closed.
4. A complaint relating to the design of a sewage facility was investigated. The Committee determined that the design engineer had acted properly in all respects. This case is now closed.
5. The Committee considered a complaint alleging improper conduct of a professional engineer in connection with violations of one of the Acts of the City of Winnipeg. No hard evidence was obtained to indicate that an impropriety had occurred. This matter is now closed.
6. No conclusive evidence was found in connection with a newspaper allegation of unfair tendering practice and the matter was closed.
7. At Council's request, the Code of Ethics was reviewed and a response was sent to Council.
8. Formal action against a member of the Association concerning statements made by him in connection with a northern power development was concluded in 1985 upon acceptance by Council of a written statement from the member. The matter was duly reported to Council.
9. The ethical use of the engineering seal by professional engineers was considered and a report was made to Council with recommendations for study by an ad hoc committee.
10. The Committee is keeping in contact with another provincial association in connection with a disciplinary procedure by that provincial association on a matter involving a former Manitoba licensee.
11. A construction accident is under investigation to determine if unprofessional conduct or unsafe practice is involved.
12. The Committee investigated a

complaint that a professional engineer publicly criticized the work of other professional engineers. The Committee could find no basis for a formal charge.

13. A matter of ethics involving the procedures followed by professional engineers in connection with a government hearing was investigated and no breach of ethics was found.

The Committee consisted of eleven members appointed by Council: R. E. Scouten, Chairman; F. M. Fowler, Vice Chairman; D.A.J. Ennis, Past-Chairman; C. R. Bouskill;

D. R. Grimes; K. Hallson; W. R. McQuade; E. F. MacKenzie; W. R. Newton; F. A. Roberts and R. H. Russell.

The measure of the Committee's efforts is attested to by the regular attendance of its members and the vigorous participation of its sub-committees.

While accepting full responsibility for a lack of direction in some of the debate, the Chairman takes full credit for allowing all viewpoints to be aired.

Respectfully submitted,
R. E. Scouten, P. Eng.
Chairman

BULLETIN COMMITTEE REPORT

As always, the Bulletin Committee met on numerous occasions to successfully author the publication you are now hopefully enjoying. Six issues were published over the year; the Bulletin Committee attempted in those issues to keep members informed of the workings of the Association.

There have been some changes in the make-up of the Committee over the past year. Joe Lucas resigned as Bulletin Editor in November 1984. He thankfully remains as a Committee member. Committee members Carson Templeton, Shirley Matile, Ted Speers, Craig Nelson, Tony Orchard, Bud Halkewycz and Lorne Leavens resigned after devoting a great deal of time and effort, which the past and present Editors, the Committee members, and Bulletin readers appreciate I'm sure.

We have been fortunate, largely through the efforts of Mrs. Loreen Dunklee, to welcome several new members onto the Committee, namely: Dave Cross, Jerry Bogan, Jim MacKenzie, John Markowsky, John Bachmann, Len Ganetsky, Bruce Bird and Kelly Hearson.

These people have already authored many articles found in the Bulletin. Expect to see more of these excellent contributions.

Mrs. Dunklee, as you probably already know, has retired at the end of July. She was responsible for production of the very first edition of the Manitoba Professional Engineer's Bulletin in July 1956, and has continuously guided the Bulletin for 29 years. She has contributed unmeasureably over those years. The present Bulletin Committee is certainly not alone in expressing appreciation to her and wishing her happiness in Victoria.

Lynne Smith is now our Production Manager and has already made valued contributions to our Committee. Bill Mackenzie must also be thanked for his input and support.

With a number of new members, a new editor and a new production manager, we are looking forward to the future with many fresh ideas. Changes can be expected. Obviously, input from our members would be valued. Do you have any ideas?

Kelly J. Hearson, P. Eng.
Chairman

REPORT OF THE AD HOC COMMITTEE ON THE ETHICAL USE OF THE ENGINEERING SEAL

Because of increasing concerns expressed by many members of the Association with respect to the proper use of the seal on engineering documents and indeed as to when the seal should be used, the matter was referred by the Registrar to the Practice and Ethics Committee for its consideration.

During deliberations on the matter, the Practice and Ethics Committee lawyer advised the committee with respect to the legal implications of the engineering seal on engineering documents. The advice was that engineering documents did not require an engineering seal to be considered legal documents in a court of law. This information and other concerns resulted in the formation of a sub-committee to review the matter in depth and report back to the Committee. The Practice and Ethics Sub-Committee subsequently reported, in part, as follows:

"1. Despite concerns expressed by legal counsel as to legal implications in applying the seal to various engineering documents, the existence of a seal on plans, specifications etc. is a visual demonstration that the engineer applying the seal is licensed to practise in Manitoba, performs in accordance with a known Code of Ethics and is accepting full responsibility for the sealed work.

2. There is sufficient doubt as to precisely when the seal should or may be applied and sufficient confusion as to which engineer should apply his seal to warrant publication by Council of a statement defining the intent of the Act in respect of the use of the seal."

The Sub-Committee recommended that Council establish an Ad Hoc

Committee to develop definitive guidelines regarding the use of the seal for ultimate approval and publication by Council. This recommendation was forwarded to Council. Council authorized the formation of an Ad Hoc Committee to review the matter of the ethical use of the seal, and to suggest that guidelines should be published for the guidance of the Association membership. This Ad Hoc Committee currently consists of: W. R. Newton, Chairman; J. M. Fulton; D.L.T. Oakes; E. A. Speers; D. Whittaker and W. B. Mackenzie.

To date, the Ad Hoc Committee has had five meetings and has addressed or is addressing such matters as:

—an interpretation of the intent and purpose of the Code of Ethics with specific reference to the use of the seal;

—the increasing complexity of responsibilities because of the use of electronic aids in engineering design and plans production;

—the definition, responsibilities and significance of various engineering documents and the need for and the importance of the application of the seal to such documents;

—the fact that a number of employers do not require, discourage or, indeed, forbid the use of the seal by employed professional engineers;

—the significance of the use of "P. Eng." rather than the seal on certain documents.

The Ad Hoc Committee is finding the subject of the use, the misuse and, indeed, the overuse in some cases to be a highly complex one and one that certainly needs a more clear definition than is currently

available. The Committee is deeply cognizant of its responsibility to Council to endeavour to produce realistic guidelines.

Although the Ad Hoc Committee recognizes the need to try to cover all aspects of this matter, it does hope to complete its deliberations within the next four to five months and to report to Council early in the new year.

If any members of the Association wish or feel obliged to submit their comments, concerns, opinions or suggestions on these matters to the Ad Hoc Committee, these will be welcomed and may be forwarded through the Registrar or through any member of the Committee.

Respectfully submitted,
W. R. Newton, P. Eng.
Chairman

LEGISLATION COMMITTEE REPORT

The purpose of the committee is to make a continuing study of the Engineering Profession Act and the By-Laws. Whereas much of the work of the committee will be of an on-going review nature, and therefore initiated by the committee itself, assignments may be made by Council from time to time.

During the period February 20 to April 9 of this year, the committee met three times to act on the request by Council that the committee develop the terms of reference for the Safety in Engineering Practice Committee. In addition, one sub-committee meeting was held during the period. The committee submitted its recommendations to the May 13, 1985 meeting of Council.

Committee members for 1985 were: R. C. Blackman, J. S. Hicks, E.E. Lach, D. J. McIntosh, C. Ravindran and C. P. Wright.

The committee acknowledges the conscientious support and assistance of Wm. B. Mackenzie, General Manager and Registrar, and the cheerful and efficient secretarial assistance provided by staff member, Lynne Smith.

Respectfully submitted,
E. E. Lach
Chairman

SALARY SCHEDULE COMMITTEE REPORT

During 1985, the Salary Schedule Committee carried out a salary survey of A.P.E.M. members and Manitoba employers. The results were published in the August, 1985 Bulletin. The Committee also produced the recommended salary schedule for July 1, 1986.

My thanks to the Committee members and to Joan McKinley who assisted the Committee with its work at the Association office. Contributing members of the Committee are: B. F. Klaponski; D. Duncan - Vice Chairman; C. E. Ireland; J. M. Symonds; S. H. Rizkalla; C. E. Anderson; D. G. Chapman; B. G. Bettess and W. B. Mackenzie, General Manager and Registrar.
N. Fedorchuk, P. Eng.
Chairman

LICENCES

R. B. Cawker, (B.C.)
E. C. Fok, (Ont.)
D. E. Hills, (B.C.)
C. A. Hodgson, (Alta.)
N. W. Kopp, (Alta.)
G. Lantos, (Ont.)
C. D. MacPhedran, (Sask.)
J. J. McMahan, (Sask.)
M. J. O'Connor, (Alta.)
V. S. Platek, (Que.)
E. Pullan, (Ont.)
A. Sippola, (Alta.)

PROFESSIONAL DEVELOPMENT COMMITTEE REPORT

Your Professional Development Committee proceeded to establish a Professional Development program based on the needs of the Association members as perceived from the results of the employee and employer surveys conducted last year.

To best meet the needs of the membership, the Committee set up a general action plan comprising 5 specific tasks.

1. Continue to monitor professional development activity in other jurisdictions.
2. Catalogue, evaluate and set up a data base of available professional development activities.
3. Facilitate development of new activities in areas not presently serviced.
4. Publicize professional development activities to the membership through the Bulletin and promote public awareness, subject to Council approval, through other print and electronic media.
5. Monitor developments regarding the establishment of national guidelines.

The cataloguing task, which is considered to be essential to the success of the program, is well under way and a continuously updated data base should be available soon.

This year, the Committee will focus on evaluation of the available programs and facilitate development of new professional development activities not currently provided.

On behalf of the membership, I would like to thank Len Bateman, our Council representative, for his astute guidance. We should also be appreciative of the time, effort and

ideas provided by the Committee members consisting of John Bachmann, Erwin Holowick, Ernie Klein, Mohan Mather, Norm Ulyatt, H. Husain, Ken Buhr, Bob Stokes, Barry Rindall, Gary Swan, Ralph Lambert, Ostap Hawaleshka and G. S. Bains.

E. P. Debusschere, P. Eng.
Chairman

AWARDS COMMITTEE REPORT

The Awards Committee consisting of R. M. Stokes; L. A. Bateman; E. E. Lach; R. W. Menzies; J.W.J. Lewis; W. H. Finnbogason; R. R. Foster; W. D. Christie and D. E. Cross, as Chairman, met three times during the year. Request for Nominations for Awards was published in the Bulletin.

The Committee met and considered in detail the candidates for the Association Awards. The Committee unanimously recommended to Council candidates for awards. These awards are to be announced at the Awards Luncheon at the Annual General Meeting on October 18th, 1985.

The Chairman, as a member of the Canada Northlands Development Award Selection Committee, participated in the selection of this year's Northland Award winner.

The Committee appreciates the efforts and assistance of A.P.E.M. staff member Joan McKinley.

Respectfully submitted by,
D. E. Cross, P.Eng.
Chairman

BOARD OF EXAMINERS REPORT

The Professional Engineers serving on the Board during 1984/85 were: K. M. Adam; C. D. Anderson; D. T. Anderson; A. Baracos; E. Bridges; J. R. Cahoon; J. M. Dobrovolny; A. D. Gerrard; I. C. Goulter; O. Hawaleshka; F. R. Kaita; R. Menzies; W. L. Pawlikewich; F. Penkava and A. B. Sparling.

Council's liaison with the Board was B. D. Norrie.

Forty applicants had their credentials examined during this term. There were forty-five assessments in 1984 and sixty-three in 1983. Of the current candidates fourteen were found to be academically qualified, nine were assigned confirmatory examinations, three were given qualifying exams, and fourteen had an examination program assessed.

Twelve cases were reviewed after examinations and of these six were deemed to be academically qualified.

Seven appeals were initiated, two had their confirmatory exams reduced.

Thirty-seven examinations were set for twenty-four candidates. Twenty-four passes were recorded.

University of Manitoba courses in Computer Engineering and Industrial Engineering were denied accreditation by the CAB and the treatment by the Association of graduates from these programs was discussed at each of the four meetings held by the Board of Examiners. After much debate a less than unanimous motion was passed in June recommending to Council that the 1984 and 1985 graduates of these programs be considered academically qualified. Council rejected this recommendation and has directed the Board to review on an

individual basis each applicant from these courses.

I thank W. B. Mackenzie, Registrar, J. McKinley, and each member of the Board for the time and effort devoted to this task.

Respectfully submitted by,
W. L. Pawlikewich
Chairman

SPORTS COMMITTEE REPORT

The sports committee has met on numerous occasions over the past year working tremendously hard organizing the annual bonspiel and golf tournament.

The bonspiel was held on January 14, 1985 at the Highlander Curling Club. We returned to the conventional knock-out format this year with four events and four consolations. This format seems to be more favorable to the majority of curlers and it is likely to be similar in the 1986 bonspiel. Any comments pro or con regarding the 1985 format would be appreciated from you curlers out there to help your sports committee organize a bonspiel which will be enjoyable to all. Please direct your comments to any member of the sports committee or to the association office.

The golf tournament was held on June 6, 1985 at the Carman Golf and Country Club. We found the course and hospitality excellent and despite a windy day and the fact that some of the late finishers had to wait for their steaks, everyone seemed to enjoy themselves. The initial feedback has been positive and we are tentatively scheduling for Carman again in 1986. Again your comments would be appreciated, so

please don't be shy about voicing your opinions.

I would like to thank the members of the sports committee, Dan Zelich, Brian Mather, Peter Cohoe, Dave Sharpe and Bill Saunders for all their hard work in organizing the events. Also, the efforts of Lynne Smith and Bill Mackenzie of the Association office are always much appreciated.

On a personal note, I will regretably be resigning from the sports committee in October due to a transfer out of Province. I have enjoyed my association with all of you very much and would like to express my thanks for the opportunity of meeting so many of you through my association with the sports committee.

Respectfully submitted by,
Anthony W. Bork, P.Eng.
Chairman

CONSULTING ENGINEERS COMMITTEE REPORT

The Committee resumed its meetings in March, primarily to attend to two items referred to it by Council.

One item was the establishment of an ad hoc committee, reporting directly to Council, to consider the question of responsibility for the stamping of shop drawings. This was done.

The other matter was a request from Council to investigate and report on the merits of group practice for consulting engineers. This type of practice had been licensed in some other provinces. A brief interim report was submitted to Council. Further investigation and review are being undertaken.

The present members of the Committee are Messrs. H. Haak, J. Klein, J. G. Malus, R. Morrison, A.

Penman, B. J. Rossen, E. Weiszmann and D. Whittaker. E.W.J. Clarke is Council representative. Unfortunately R. Petrie resigned from the Committee in May. He was a valuable members. At the time of writing the Committee is under the minimum required strength and new members are being sought.

Warm thanks to staff members for their constant support and especially to Mrs. Joan McKinley and Mr. Mackenzie.

Respectfully submitted
D. B. Whittaker, P. Eng.
Chairman

AD HOC COMMITTEE ON REGISTRATION PROCEDURES REVIEW

The committee consisting of Messrs R. A. Johnson, J.W.J. Lewis, W. Saltzberg and the General Manager and Registrar was established by the Executive Committee of A.P.E.M. in August 1982 to prepare new Admission Standards.

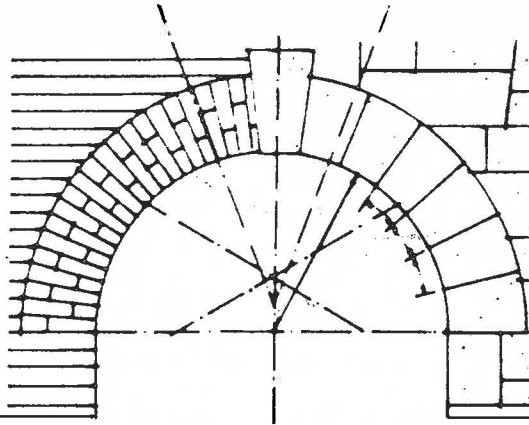
The first meeting was held on October 4th, 1982 and the committee work was concluded on April 26th, 1985 at which time the document entitled "Admissions Standards" was forwarded to Council with the recommendation that it be adopted for immediate implementation.

R. A. Johnson, P. Eng.
J.W.J. Lewis, P. Eng.
W. Saltzberg, P. Eng.
W. B. Mackenzie, P. Eng.

IN MEMORIAM

The Association has received, with deep regret, the notification of the deaths of the following members:

| **ERNIE J. HEBERT**
DON W. CRAIK



PROFESSIONAL LIABILITY

• INSURANCE •

“ A SERIOUS CRISIS ”

EDITOR'S NOTE:

The following article was prepared by the administrators of the Professional Liability Insurance Program which is endorsed by the Canadian Council of Professional Engineers and the Association of Consulting Engineers of Canada. It is reprinted in its entirety with their permission. The article describes the serious situation facing Canadian engineers — not just those offering services directly to the public, but also to employee engineers and self-employed engineers in the matter of professional liability.

A panel discussion on professional liability will take place at the up-coming Annual General Meeting. This article will give the membership some background information on the potential problems connected with professional liability. It is hoped that it will stimulate a meaningful and productive discussion.

One of the invited panel members is Mr. Claude Y. Mercier, F.I.I.C., who not only assisted in preparing the following article but has also written numerous articles on liability insurance.

☆ ☆ ☆

The Immediate Problem

Since January 1, 1985, a large number of architectural and engineering firms have been formally notified by their present professional liability insurers to the effect that their policy will not be renewed and that they will have to seek coverage elsewhere. The problem is

further compounded by the fact that some of the very few insurers who still offer this financial protection to design consultants may be greatly restricted in their ability to underwrite new business. As of this writing it would appear that the Professional Liability Insurance Programs, endorsed by the Royal

Architectural Institute of Canada for the benefit of architects and by the Association of Consulting Engineers for the benefit of engineers, may be the only facilities which can offer policy limits up to \$20,000,000.

The sudden withdrawal from a class of insurance by a number of insurers and the simultaneous shrinkage of capacity *may become a cause of serious problems for Canadian design consultants during the coming months.* Because architects' and engineers' professional liability policies are written on an annual 'claims made' basis, the necessity to change from one insurance company to another can have important and potentially dangerous consequences. For example, if a claim arises from services performed prior to a change in insurance company, *the design professional could well be without coverage* because the first insurer's obligation ceased when its policy expired and the new insurance company may find evidence that the insured (or an employee of the insured) knew, prior to the change of coverage, about the circumstances which led to the claim.

During the coming months, there will be design professionals in private practice who will have serious coverage problems due to the incompatibility of the protection afforded by their previous insurer and that offered by the new insurer assuming the risk. Other firms may well discover that the claim service they receive from an insurance company which no longer underwrites this class of insurance leaves a lot to be desired.

What To Do Immediately

Architects and engineers who are presently not insured through the Professional Liability Insurance Program endorsed by their national

associations should immediately contact their insurance broker and *ask whether their present insurer will be renewing their policy.* In the negative, management should ask all department heads and branch managers to report to an appointed executive in the firm all circumstances, unresolved job disputes, or conflicts which could eventually lead to a professional liability claim. These circumstances should then be discussed with the firm's legal advisors to determine whether they should be reported as potential claims to the firm's present insurer *before the policy expires.* Such action, depending on the firm's present insurance policy wording, may be of the utmost importance if the consultant is to be protected for claims which may arise later out of these known circumstances.

Why An Endorsed Program?

Over the years, many design consultants have wondered why their national association endorses one particular insurer as opposed to others.

The answer to this question lies in a quote of the objectives of the Programs when they were first implemented respectively by the Royal Architectural Institute of Canada, the Canadian Council of Professional Engineers and the Association of Consulting Engineers of Canada:

'to provide all deserving design consultants with comprehensive coverage in a program which is beneficial, stable and lasting.'

We have now underlined the word "lasting" to point out the importance of securing one's professional liability insurance coverage from an insurer which will still be around to properly look after the claims, in many cases, six, seven or eight years

after they have been reported.

The underwriters of the Program endorsed by your national associations were chosen because they met exacting criteria established by your Associations' Insurance Committees. Other insurers were invited to offer alternatives which met these criteria and none were able to respond.

The withdrawal from this class of insurance by some insurers after only a few years of providing the coverage and the resulting financial consequences for the consultants they insured illustrate the importance of seeking stability.

The endorsed Programs remain the only facilities which have been steadfastly providing comprehensive protection to Canadian design consultants for 21 years. During those years, insurers have come and gone and many architects and engineers have suffered as a result of this. We deem it our duty to remind consultants of the importance of securing professional liability insurance from an insurer with a proven track record. Enquire about the experience and the financial status of the insurer who is providing you with a quotation. Ask your insurance broker to tell you about the insurer's track record in this class of insurance. Ask about the ownership of the insurance company. Is it a strong and stable organization? For the sake of a premium saving, do not risk facing uninsured claims which might jeopardize everything your firm has built over the years. Professional liability insurance has not been a profitable class of insurance in Canada for the last 20 years as evidenced by the fact that so few insurers have steadily remained in the marketplace. Protection is all you are buying when you pay your premium. Make sure that

the protection is not illusory and that it will be there when the time comes to pay the claims. Solid protection may cost more but surely the cost is a reflection of the value.

A Stronger Program Than Ever

Your association endorsed Programs are now stronger than ever as a result of the restructuring of the underwriting as of January 1, 1985. Simcoe and Erie General Insurance Company, who have supported these Programs since their inception, have now been joined by five other leading international insurers to form an underwriting consortium with huge assets in support of your Program. There is nothing else like it available anywhere, which speaks highly for the benefits to members of a well run association Program.

A Substantial Rate Increase

Statistics have been published and widely distributed showing that the professional liability claim frequency in Canada has increased from one claim for each 20 design consultants in 1966 to one claim for every 3 firms since 1978. Underwriting results for this class of insurance have been abysmal during the last 5 years. There are two factors which explain these poor results. Firstly, the average claim cost or claim quantum has been rising at a much higher rate than our rate of inflation. Secondly, the dollar amount of fees collected by Canadian architects and engineers in private practice has been depressed during the last 4 years. Fees constitute the basis of the premium calculation. The end result is that the total premium volume made available to underwriters has not been keeping up with the rise in claim disbursements.

The problem has been further compounded by the fact that a number of insured firms have at-

tempted to reduce insurance costs by increasing the amount of deductible under their policy to a level in excess of what they could actually afford. Unfortunately, this has led to an increasing number of instances where the insured has been unable to contribute his deductible upon the settlement of a claim. This situation, added to the fact that deductibles do not apply to investigation and defence costs, have led us to conclude that the rate reductions given for increased deductible have not been actuarially sound.

This situation was reviewed in great depth by representatives of National Program Administrator with members of the Professional Liability Insurance Committee of the RAIC and of the Joint Insurance Committee of ACEC and CCPE.

The conclusion was that the continued stability of the endorsed Programs can only be maintained through the enactment of rate increases varying from 30 percent to 100 percent, depending on the amount of the deductible chosen by the insured.

In spite of this large rate increase, it is interesting to note that since 1976, the actual average premiums paid annually by insureds under the endorsed Programs increased *at a slower rate than our rate of inflation*. This is an extraordinary accomplishment which compares most favourably with the cost of professional liability insurance for other professions in Canada.

How You Can Help Yourself

There is no doubt that insurance is becoming a major cost for professionals. It is a form of financial protection which no firm can afford to do without. In spite of a general increase in premiums, there are still ways available to minimize your in-

surance costs:

- Whenever your firm is involved in a project where the construction value exceeds \$10,000,000, consult your insurance broker in cooperation with all other consultants involved in the project with a view to subscribing to a project professional liability policy. Ask how you can negotiate an arrangement whereby all or part of the premium cost is payable by the owner as a reimbursable expense. This will then enable you to exclude the project from your regular practice policy thereby realizing a substantial saving.
- Complete your insurance application as thoroughly as possible and attach additional information describing all circumstances particular to your firm which, in your opinion, may diminish your risk in the eyes of insurers. For example, is there a substantial part of fees earned during the last 12 months for the design of projects which were then cancelled?
- Institute immediately a system within your office wherein you require proof of professional liability insurance from your sub-consultants by securing a copy of the front page of their insurance policy. As of the spring of 1986, you may enjoy a premium reduction under the endorsed Programs on that part of your fees paid out to sub-consultants who are insured.
- Institute immediately a program to encourage all members of your personnel to use standard contract forms such as RAIC Document no. 6 and ACEC Document no. 31. Start training members of your personnel in the art of negotiating the limitations of liability clauses which can be at-

tached to these documents. Again, as of the spring of 1986, you may benefit from premium reductions on those fees earned from projects where such contracts are signed.

- Do not become involved in any way in a so-called Design/Build project or a project wherein your firm or some of its employees have a financial interest in the project without consulting your insurance broker. The financial involvement of the designer in the project may negate your insurance coverage, but special arrangements can be made if your insurer is approached before you execute the contract.
- Most importantly, do not sign contracts for projects outside Canada without asking your insurance broker to contact National Program Administrator. This will enable you to benefit from advice concerning foreign contractual arrangements which may save you premium dollars and a lot of grief.

The Long Term Outlook

The close cooperation between the national associations of architects and engineers and National Program Administrator has enabled us over the years to provide comprehensive protection at a cost which was maintained to a minimum under present socio-economic conditions. The accomplishments of the Loss Prevention Program which is a part of these endorsed facilities have received recognition at the Federation Internationale des Ingenieurs-Conseils which is an association of national consulting engineering associations from most countries of the western world. In fact, this Loss Prevention Program was described as one of the most comprehensive of its kind.

Canadians should be proud of these recognitions. Standard construction contract documents have improved dramatically during the last 10 years as a result of the efforts of representatives of your Associations and of the administrators of this Program. There is no doubt that these preventive measures have helped maintain insurance costs at a reasonable level in the past.

Everything is being done to provide Canadian design consultants with the best possible protection at the most affordable price, but the long term problem as far as all professionals are concerned may be much more serious.

Professional liability insurance is becoming expensive and difficult to secure at any cost for all professionals. Costs have soared in recent years for architects, engineers, lawyers, chartered accountants, physicians and all professionals. Plotting the future development of claim frequency and claim quantum against professionals by linear projection would bring our plot lines off the page by the year 1990. Obviously, the professions cannot afford the premiums which such claim developments would necessitate. For example, in certain counties of the the state of New York, the first \$700 of fees charged by an obstetrician to every expectant mother goes towards the payment of the physician's professional liability insurance. This simply does not make any sense, yet, if present trends continue, the cost of professional liability insurance will become just as prohibitive for all professions in both Canada and the United States.

Ultimately, the solution may require political action. We cannot continue to demand perfection from professionals. We cannot afford multimillion dollar judgments in

favour of a single injured claimant no matter how serious the injury.

Members of the public, who ultimately foot the bill, will soon start asking disturbing questions. Are our courts too plaintiff oriented? Is the legal system such that ways are always found to assign liability to any available deep pocket whenever the truly negligent party (e.g. the contractor) has no insurance and is impecunious? Are our court systems and legal process too burdensome and expensive?

The situation has reached such crisis proportions in the United States that there is now a move afoot to have Congress launch a tort reform process. Perhaps it would be a tragedy to allow politicians to undermine the common law tort system which has served us so well in the past. On the other hand, an increasing number of highly regarded members of our community feel that we have gone too far under the present system. We must remember that the very rights which our courts are trying to protect also include the

rights of professionals, businessmen and corporations.

For the present, professionals have no choice but to practice their profession in the present climate. The wise architect and engineer should not succumb to the temptation of an illusory cost saving by seeking professional liability insurance protection from anyone but the most stable insurers. The Programs endorsed by RAIC and ACEC/CCPE remain the only ones which have met the strict criteria established by these national associations.

Food for thought as a number of insurers have withdrawn from the market during the last month and as we suspect that others may follow suit in the near future!

**NATIONAL PROGRAM
ADMINISTRATOR**

a division of ENCON
Insurance Managers Inc.
222 Queen Street, Fourth Floor
Ottawa, Ontario K1P 5V9
(613) 238-6373

A.P.E.M.'s "Smiling Staff"



Newest staff member — Sharon Watson.

1986 A.P.E.M. Fees

Annual Fees for 1986	
will remain	\$115.00
Non-Practising Annual	
Fees will remain	\$ 30.00
Registration Fee	\$ 65.00
Administration Fee	
(or Late-Payment Penalty)	\$ 35.00
Transfer Fee	\$ 65.00
Licence (twelve month period)	
(Canadian)	\$190.00
Licence (twelve month period)	
(Non-Canadian)	\$250.00
Examination Fees as follows:	
Assessment	\$225.00
Initial Administration ..	\$ 75.00
Annual Administration	\$ 75.00
Late Filing	\$ 25.00
Examination	\$175.00

PROFESSIONAL DEVELOPMENT

The University of Manitoba, Continuing Education Division in cooperation with the Faculty of Engineering and the Manitoba Masonry Institute presents:

Building Envelope 1, An Introduction to Building Science on November 20 and 21, 1985 at the University of Manitoba from 9:00 a.m. to 4:30 p.m.

"A Structural Masonry Design Course originally planned for November 1985 has been indefinitely postponed due to unforeseen circumstances. A new course schedule will be advertised shortly.

For further information please contact: Professor G. S. Bains or Merilyn Wawro at 261-5760/474-9921

CANADIAN CONFERENCE ON ENGINEERING EDUCATION

The Fifth Canadian Conference on Engineering Education will be held on May 12th/13th, 1986, in London, Ontario at the University of Western Ontario. The conference addresses engineering education from a Canadian perspective, and the 1986 conference will emphasize the various uses of computers in engineering education. Several universities will report on some of the effects of incorporating p.c.'s into their first year programs. Presentations will be made on the experience of using various computer languages for engineering and of the relative merits of workstations against mainframes.

The conference welcomes the attendance not only of engineering professors but of other interested engineers from industry and government. Meetings of Engineering Deans (NCDEAS) and also of Chairmen and Heads of Engineering Departments (CHEDS) will be held at U.W.O. immediately following the conference on May 13th/14th.

The conference "Call for Papers" has been published and authors are invited to submit 300 word abstracts by November 1, 1985 to:

Professor Peter Rosati

Civil Engineering Group / Faculty of Engineering Science

The University of Western Ontario

London, Ontario N6A 5B9

For further information, please call Peter Rosati at (519) 679-2269.

COMPUTERS AND THE PROFESSIONAL MAINTENANCE MANAGER SEMINAR

Date: Tuesday, October 22, 1985

Time: 9:00 a.m.-12:00 noon

Location: Charter House Hotel, Hargrave & York (Crown Room 8)

Fee: \$50.00. Limited enrolment.

This seminar is designed to provide the professional maintenance manager, engineer or technician a perspective on today's high maintenance costs and a better understanding of the value of the computer within the maintenance department. Part of the discussion will focus on the process of selecting and evaluating computerized maintenance management systems.

Speaker: Mr. Pat Gehl. Mr. Gehl is President of J B Systems, Inc. located in Woodlands Hills, California. His Company specializes in consulting and developing software for the maintenance industry.

To Register: For reservations please send cheques for full fee amount to:

Al Prokopowich, Program Co-ordinator

c/o Mydroft Business Computers

986 Portage Ave., Winnipeg, Man. R3G 0R6

Please make cheque payable to "Maintenance Seminar". For more information call Al or Gloria at 786-5521.

PROFESSIONAL LIABILITY PANEL DISCUSSION 1985 ANNUAL GENERAL MEETING

No professional engineer is immune from liability connected with his or her engineering work!

The matter of professional liability and its ramifications in the practice of engineering will be addressed by a panel consisting of a lawyer who is familiar with legal aspects and the President of National Program Administrator, who is an expert on the matter of professional liability insurance.

This panel discussion should be of interest to all professional engineers. Legal and insurance aspects are important considerations and apply to all practising engineers — engineers dealing directly with the public and engineers employed in the private and government sector.

Higher and higher court awards make it essential for every practising engineer to consider ways and means of protecting himself.

Every effort should be made by members to attend and participate in this important panel discussion.

*W. B. Mackenzie, P. Eng.
Registrar*



**A.P.E.M.
ANNUAL BONSPIEL**

January 14th, 1986

**HIGHLANDER
CURLING CLUB**