




**THE
MANITOBA**

P **ROFESSIONAL**
ENG **INEER**



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association of
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engineers
of the
province of manitoba**

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

WINNIPEG, MANITOBA, OCTOBER, 1973

President's Message

By C. R. McBAIN, P. Eng.

The Association has come through the third quarter in fine shape. We had 1874 members as of July 31, which is a record high number. Our financial situation is also very good, partly as a result of the record membership level, partly because of this year's fee increase, and partly due to the careful management of our affairs by Council and staff.

At its September meeting Council took an important decision with regard to its policy toward the formation of a single group or society of professional engineers which could act as a self interest group. The Legislation Committee submitted a resolution to Council recommending that "Council be approached to temporarily assist in the formation of a professional engineering organization for the purposes of improving relations between employee and employer." Council has endorsed this resolution in principle and has requested the Legislation Committee to present to Council for its consideration an implementation proposal or feasibility report. Council will make sure that ample opportunity is given to the membership to study and comment on this report when it is forthcoming.

Council has long been concerned with the lack of knowledge shown by applicants for membership (and particularly new graduates) in the area of the Engineering Profession Act and the professional role of the engineer. It has been proposed that all applicants for Engineer in Training status be required to submit to an examination on the Engineering Profession Act before being accepted as Engineers in Training. Council has endorsed this suggestion and our staff is preparing a draft examination/questionnaire now for our consideration. We see this as being the first stage of a scheme which would eventually require all applicants for membership to submit to examination on the Act and possibly related professional matters.

As you can see from the above your Association is active, with many new ideas being continually generated. I hope you will all participate in the discussions which will ensue on these ideas to ensure that the course your Association will follow in the future has the full support of its members.

LOMBARD LINES

By L. J. WHITNEY, P. Eng.

September 11

At its meeting of April 27, 1973 the following resolution was endorsed by the Legislation Committee:

"Council be approached to temporarily assist in the formation of a Professional Engineering organization for the purpose of improving relations between Employee and Employer. Suggested time of support to be three (3) years. Such organization to be constitutionally separate from the Association of Professional Engineers".

This resolution was considered by Council at a Special Meeting of May 23, 1973 and was defeated. At its meeting of June 7, 1973, the Legislation Committee endorsed a further resolution as follows:

"Council be advised that this Committee has further discussed and continues to strongly support the principle expressed in its motion of April 27th, 1973 on the subject of the establishment of the Province-wide organization for the purpose of improving relations between groups of engineers and their employers. The Legislation Committee believes that the establishment of this body outside of the A.P.E.M. is necessary and urgent in order that the long term ability of the Association to administrate the Engineering Act shall be maintained. If such action is not taken, this Committee believes that fragmentation will surely result".

Council today unanimously agreed to rescind the motion of Council resolved at its Special Meeting of May 23, 1973 and to endorse in principle the April 27, 1973 resolution of the Legislation Committee. It was also agreed that the Legislation and Employee Engineers Committees be requested to present to Council for consideration an implementation proposal or feasibility report.

To conclude today's meeting, Council accepted, with regret, the resignation of Dr. A. M. Lansdown from Council. The resignation will take affect at the 1973 Annual General Meeting.

THE COMPANY WE KEEP

We print below a policy statement approved by the Board of Directors of the Canadian Council of Professional Engineers (C.C.P.E.) on May 10, 1973. As about 5% of our Manitoba Association dues go to support the C.C.P.E., members should read this policy. It is described by C.C.P.E. as a major step.

CCPE/EIC JOINT**POLICY STATEMENT**

- A. The Canadian Council of Professional Engineers and its constituent associations on one part, and The Engineering Institute of Canada and its constituent societies on the other part, recognize that:
1. Canadian engineers must, in the national interest, have the best and most effective means to:
 - 1.1 Maintain and improve their standards of excellence.
 - 1.2 Ensure their full participation in the social and economic development of the country.
 - 1.3 Ensure a rational and effective development of the profession to meet the current and future needs of the country.
 - 1.4 Discharge their responsibility to the public.
 - 1.5 Ensure the development of a truly Canadian engineering identity, body of knowledge, literature, and achievement.
 - 1.6 Safeguard their own legitimate interests.
 2. These objectives can best be reached by the establishment, maintenance and development of appropriate, coherent and viable Canadian organizations working in co-operation and harmony with each other with a minimum of overlap and duplication of effort in order to make the most effective use of the overall human and material resources available, and
 3. Immediate steps must be taken towards these ends.
- B. It is, therefore, jointly agreed that:

1. A clear division of responsibilities as per Schedule "A" will be implemented.
2. CCPE and its constituent societies will:
 - (a) Encourage each of their members to actively support at least one Canadian-based technical society.
 - (b) Will otherwise assist in the development and operations of such societies whenever possible, and
 - (c) Will refrain from competing with the societies in technical activities.
3. The Associations will collaborate with Canadian-based technical societies in the organization of technical programs whenever possible.
4. The EIC and its constituent societies will, in recognition of the statutes governing the practice of engineering in the provinces and territories of Canada, avoid acts or statements which would be in conflict with these statutes.
5. Regular joint meetings of the Executive Committee of CCPE and EIC will be held not less than twice per year.
6. Other means of co-operation and mutual assistance will be developed as quickly as possible.

"SCHEDULE "A"

1. RESPONSIBILITIES OF CCPE AND ITS CONSTITUENT ASSOCIATIONS
 - 1.1 Registration, Licensing, Discipline and Enforcement.
 - 1.2 Accreditation and/or Recognition of Canadian and Foreign Engineering Programs.
 - 1.3 Provincial and Federal Legislation and Policies.
 - 1.4 Engineering and Technical Manpower Studies and Planning.
 - 1.5 Professional Employment and the General Welfare Aspects of Engineering.

- 1.6 International Representation in all fields, except the Specialized Technical or Scientific Fields.

2. RESPONSIBILITIES OF EIC AND ITS CONSTITUENT SOCIETIES

- 2.1 Diffusion and Development of Technical and Scientific Knowledge.
- 2.2 Encouragement and Recognition of Technical Excellence.
- 2.3 International Representation in Specialized Technical or Scientific Fields.

3. AREAS OF JOINT RESPONSIBILITY

- 3.1 Engineering Education and training.
- 3.2 International Representation on Bodies concerned with both Technical and non-Technical Matters.
- 3.3 Standards and Codes.
- 3.4 Any other area not specifically mentioned in Paragraphs 1 and 2.

Engineering Journal, May/June 1973

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UP THE DISTAFF SIDE

If you had hopes of marrying a girl who knows what you are talking about, you'd still be looking for the "needle in the haystack" today, but your chances are getting better, according to a 1972 Professional, Technical and Scientific Manpower Survey conducted by the Bureau of the Census under the Sponsorship of the National Science Foundation.

Engineering is still 99% male dominated. The women are making excellent progress however, especially in the mathematics group where they have over 27% of the total group. Their greatest penetration occurs in the social sciences. In the other groups studied—engineers, mathematicians, life scientists and physical scientists, the number of women increased at a much greater rate than men and at most degree levels.

Data for the survey came from a na-

tional sample of 100,000 persons recorded in the 1970 Census as involved in the engineering and scientific related occupations.

Educational levels attained by persons in the five occupational groups differed considerably. Graduate degrees ranged from 15% for engineering to 56% in the social science group. At the Ph.D. level about 25% of the life, physical and social scientist groups reported holding this degree versus 2% for engineering. Similarly, there were sharp differences in degree attainment between men and women within the same occupation. At the Ph.D. level with the exception of engineering and the social sciences, the proportion of women Ph.D.s was smaller than for men. However, the proportion of women with a master's degree was much closer to that of the men, and among social scientists actually exceeded the proportion of male master's holders.

A comparison of the 1972 postcensal survey data with that of a similar 1962 survey revealed a 50% increase in the five engineering and scientific occupations (+581,000) with substantial growth in all occupations.

If you can't wait for the odds to catch up, you may be better off with a gal who doesn't know what you're talking about. After all, for some things you don't have to know the language.

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LETTERS

Opinions expressed in Letters to the Editor are not necessarily those held by the Bulletin Committee, the A.P.E.M. or the Council of the A.P.E.M.

September 6, 1973

Mr. Editor:

I cant unnerstand guvament very good. Mr. Trudeau says he is going to stop inflation by giving subsidies. If you pay the same amount for a glass of milk even if part of it goes to the tax collector and part to the milk man how does that stop inflation.

—DEBBIE

Age 8

Dear Debbie:

Your simplistic mind plainly cannot comprehend the intricacies of governmental

finance. You should understand that what a government says and what it does are as conjunctive as Erlichman and Ervin. Actually the government is not concerned with inflation. It is concerned with staying in power and as our glorious leader David Lewis says "Be generous with the taxpayer's money or I'll boot you out."

Thus if you cannot comprehend that governments do not act by logic you had better stick to Dick and Jane or better still go start a riot in your open classroom school. —EDITOR

The Editor

As the widow of a former engineer who has to live on a fixed income I get very annoyed at hearing a group of workers whose sole gripe seems to be that their increases in wages are not as great as some other group. As a member of a group who does not get any increases at all, I cannot understand why they do not consider my group.

This sort of complaint of the workers reminds me of a bewildered man standing beside two young boys each crying loudly. The man explained, "I've got three pieces of candy and each boy wants two!"

(Name Withheld)

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FALL GOLF

We don't know what the golfers did on the day of our Fall golf tournament. We only know that very few of them golfed. Glen Thorsteinson added to his laurels by winning the low gross and Alex Brown won the Sullivan cup for the second time. He is the only member ever to repeat this feat but there is a simple explanation. He is now on the Sports Committee. Bill Mackenzie of the Sports Committee was also one of the winners. Chairman Bob Jeske looked after the registration and did not play and since there was no prize for low net on the registration desk Bob was the only member of the Sports Committee not to win a prize. Walter Bilozor took top honors for the top score. No prizes were donated so we aren't grateful to anyone. Curling will follow after the snow flies.

THE ENGINEERING TASTE IN WOMEN

What kind of females do engineers go for? What attributes attract them? What virtues do they value? We decided to find out. We put the question to a random cross-section of our members. If you could choose as a wife (other than your own) any person from the whole realm of literature — that is anyone who has ever been written about, fact or fiction — whom would you choose and why. Here are the results:

WHO

WHY

Lady Chatterley	Because she was the original back to nature girl
Can't think of anyone but my wife	I'm too busy to look sideways
Princess Anne	Because she is fourth in line for the throne and I wouldn't mind being Regent
Lady Godiva	Ease of access
Irene, from The Forsyte Saga	Because she was lovely, had musical talents that would give one something to share in, and her sexual ability would satisfy my yearnings
Mary Poppins	So that I could use her pollution-free magic umbrella and not have to put up with traffic jams and incompetent auto mechanics
Debby, aged 8	Because she says she ain't got no sex and at my advanced age that's o.k.
Bertha Rand	Because she doesn't just talk about protecting the environment, she's saving cats
Mrs. Joe Borowski	Because she must be very understanding
Mrs. Pat Nixon	Because she's used to bugs and now that we don't have any fogging of our environment we got bugs
Margaret Trudeau	Because she still sticks with her husband even when he's in bed with David Lewis
Madame Curie	Because we would have had a lot in common
Eleanor Roosevelt	Intelligent, humanitarian, understanding
Sophia Loren	Because of her hidden virtues
Average Playboy Centrefold	There's nothing better than perfection
Jackie Onassis	She could finance a private air force for me
My Secretary	So that what happens in my office can be done legally
Gloria Steinam	Because she is so wrong and only I can lead her out of the darkness
Christine Jorgenson	The best of both possible worlds Because of her flexibility
Happy Hooker	So I could live off her earnings and chuck this damned job
Edith Bunker	Because I'm a collector of dingbats
Laura Secord	She could provide both the beef and the dessert
Florence Nightingale	Someone to take care of me after APEM socials

Maude	She's both an experienced wife and bartender
Gerda Munsinger	Because she could mix her politics so well and be liberal with a conservative
Doris Day	Because she is provocative but harmless

You ask me — had I never met my wife —
 Could take my choice of women I have seen,
 Have read about in books, or known in life,
 Or viewed upon the tube or silver screen.

As character or member of the cast
 Which would I choose? It's difficult to say.
 So many charming ladies graced the past
 So many lovelies grace the present day.

I think I would not choose a single peach
 From such an orchard of the fairer kind;
 But her outstanding feature steal from each,
 And build the ideal woman in my mind.

Mythology may lend its ladies fair;
 Take Helen's face, that launched a thousand ships,
 Add Circe's wiles, and blonde Godiva's hair
 Minerva's wisdom, and fair Hebe's lips.

From Shakespeare take Ophelia's devotion,
 Add Portia's legal mind and golden voice;
 The little Juliet's bereft emotion;
 Calpurnia's probity — a doubtful choice.

The daintiness of Ariel the sprite;
 The prescience of witches from Macbeth;
 Titania's magic power — not her spite,
 And Desdemona, trusting unto death.

From movies — when it comes their turn to serve
 Take Katie Hepburn's fine patrician poise.
 Add Ginger Roger's legs and youthful verve,
 And small secretive smiles like Myrna Loy's.

'My little Chickadee' deserves an encore;
 She had a generation doing flips.
 Our fathers were the men she stopped to conquer
 With undulating walk — and breast — and hips.

But could I take each character and feature
 And build the perfect woman as I choose,
 Undoubtedly I'd have the ideal creature
 But tell me this — at my age what's the use?

—Strictly Anonymous

When Canada recognized the new military government in Chile Mr. Mitchell Sharp mentioned that Canada did not differentiate right from left. They only recognize the party who is in firm con-

trol of the country.

Our reactionary reporter quipped, "I think other countries should recognize the David Lewis party rather than the Liberals in Ottawa".

NEWS SCOOP

Sometimes (although not often) another Canadian publication gets a scoop on this Bulletin and so it was that the summer 1973 edition of the University of Manitoba Alumni Journal announced that "George A. DePauw, B.Sc. C.E. 1948 is chief fridge engineer with the Province of Manitoba Highways Department." As anyone who has consulted our fee schedule knows, it is a lot cheaper to hire an engineer than a television repair man or a plumber. So naturally George has been in great demand for fixing refrigerators since he got this free publicity from the Alumni Journal. We sent one of our cub reporters around to interview George about this moon-lighting and before members rush to the phone to call George, we want to advise that his talents do not go beyond the fridges. He does not go out on house calls for plugged drains or broken down radios or television sets. If inflation continues he may give consideration to stringing tennis racquets but this is still in abeyance.



FRIDGE EXPERT



ROCK TOP

A letter was received in the office from a member, which concluded with the following comments: "The Bulletin is a fine

publication, although it may appear to be one of the last bastions of reactionary journalism and I appreciate receiving it; especially delightful is Reporter Whitney's marble-sharp wit." This comment sent the Bulletin Committee off onto a tangent trying to decide if Reporter Whitney should in future be referred to as Granite Noggin or Marble Head.



DEMO-CRAZY CONTEST

"Democracy" according to the Oxford dictionary means "Government by the people, direct or representative." Members are invited to submit their guesses as to which category the following evidences of Manitoba democracy fall — the direct or the representative:

An attorney general operating in that capacity for weeks after he has been defeated at the polls

A minister of recreation and tourism acting in that capacity for an as yet undetermined length of time without a seat in the Legislature

The results of a survey on the operation of a government which were to be made available to all those participating and which are not available six months after the survey has been completed

Election irregularities

A turnabout in dealings with the medical profession

A minister of education taking an active interest in the tenure of a university professor

The winners will be announced in a future issue. The decision of the judges shall be final. Any and all bribes to the judges should be directed to the attention of the Bulletin Committee.



TENNIS CHALLENGE

Vice-President George DePauw and Committee member Gordon McLure are willing to challenge any lady members of the Association or the wives of any members to a match of unmixed doubles. The ladies will file a \$500.00 entry fee and arrange for sponsors.

SPEAKING OF WESTERN

DISCRIMINATION

An Open Letter to the Minister of Immigration:

Why is it that travellers entering Canada by car, plane or train (when this was possible) from Western Ontario (Fort Frances) to British Columbia, are subjected to questions, red tape, luggage searches and because they have items to declare there are forms to be filled out. Yet a large plane filled to capacity can cross from Boston to Montreal, only one person has anything to declare (or admits to having anything to declare) and the group is whisked through, showing no identification, and no baggage is searched at all. An inquiry from an astonished westerner brought forth the answer that this was routine procedure in Montreal — three questions are asked (and no proof of their authenticity required) "Are you a Canadian citizen?" "How long were you in the U.S.?" "Have you anything to declare?" And yet half an hour can be devoted at Emerson, Manitoba, to two single working girls from Winnipeg, searching their luggage, their purses, their car, and asking infinite questions.

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Two Ontario Liberals cornered one of our reporters in Ottawa this summer in an effort (so they said) to find out "what the west wants." The subjects under discussion were the next Governor General and the successor to the Prime Minister if and when he decides to take on a new career. They mentioned several candidates for each of these two positions and asked the reporter which one would be most acceptable in the west. Not one of the candidates suggested for either position lived outside Ontario or Quebec, with the majority living in the latter province. Our reporter asked these two easterners how many Governors General and leaders of the Liberal party had come from western Canada since Confederation. They actually did not know. All they "knew" was that both positions must alternate between an English Canadian and a French Canadian, in order to be fair. Any western Ukrainians with ambitions toward these two jobs had better look elsewhere for employment.

NO CLERGY ALLOWED

By-law 3 requires that the President shall appoint scrutineers to count the ballots in the voting for members of Council. President McBain has appointed B. K. Johnston, Chief Scrutineer, G. A. Pratt, and W. N. Sullivan. Before making the appointments Mr. McBain was careful to check to be sure that not one of the scrutineers was a lay preacher.

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A usually reliable source has informed us that the Hon. Larry Desjardins (Non-MLA Minister of Recreation) is once again going to pass out hockey tickets and temporary leave to inmates of penal institutions. This is heartening news. We had been worried that the inmates might have to watch the games in their lounges on colored television.

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There is nothing like a trip to "central Canada" to make one grateful that one is a westerner.

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DEFINITIONS SHARED

Following publication of the August issue, we received a request from the Northern Breeze, published at Lynn Lake, Manitoba, for permission to reprint our article entitled Southern Indian Lake Terms Explained. Permission was granted.

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The Confederation of British Industry is offering Scholarships to Canadian Graduate Engineers for practical training in British Industry. These Scholarships are of two different types as follows:—

Type A for 12–18 months for recently graduated engineers with not more than two years industrial or practical experience. Return fares paid. Maintenance Allowance £1008 pa tax free.

Type C for 4–12 months for experienced engineers with a minimum of five years experience after graduation who desire advanced training in more limited and specialised fields. Maintenance Allowance £1236 pa tax free. Scholars or their employers are expected to pay for their fares.

Interested engineers should write to the British High Commission, 80 Elgin Street, Ottawa by 30 November.

Some months ago Associate Editor John Lewis made the mistake of calling in at the Manitoba Legislature to watch democracy in action. It is a very disillusioning experience. During the emergency debate on the rising cost of living following the recall of Parliament to settle the rail strike this Fall, another Bulletin Committee member made a similar silly mistake in Ottawa and dropped in to the Senate to watch 21 out of 102 senators earn their pay (none from Manitoba) and 27 out of 265 Members of Parliament earn their even larger stipend (Craig Stewart, MP for Marquette being the only Manitoban in attendance.) Maybe all these senators and members of parliament should be volunteers like our members of Council and they might take more responsibility. The attendance record for our Councillors is very close to 100% and they do not sleep or read newspapers throughout meetings.

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CONSULTING ENGINEERS

The Association frequently receives requests for a list of consulting engineers offering services in the Province of Manitoba. A list is being prepared for office use and a questionnaire is being circulated to those listed in the yellow pages of the telephone directory under "Engineers - Consulting."

Those not listed in the yellow pages but wishing to be included on the Association list should request the appropriate questionnaire from the office.

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DO YOUR OWN CONSULTING

The August 1973 issue of the bulletin has a philosophical discussion from Mr. A. Poetker, P. Eng. on the theory of consultants fees.

The alternative of doing it yourself does not necessarily result in an economy as can be seen from the following comparison in building renovation costs.

Example 1. Residence: 24 Sussex Drive, Ottawa.

Renovations 1972-73 - \$37,751

Operated by Department of Public Works

Example 2. Residence: 73 Linacre Road, Fort Garry.

Renovation 1972-73 - \$ Zero

Operated by Resident Engineer.

In Example 1 the operator's approach is to meet the client's wishes and indeed renovations for the Queen's visit (long past) are said to be proceeding apace.

In Example 2 the Resident Engineer advised the client against precipitate action with consequent cost saving and client dissatisfaction.

The comparison of approach carries through to office furnishings. For the place of business associated with Ex. 1 dove grey suede chesterfields \$6,500 each are used, for Ex. 2 tasteful antique oak chairs are the rule.

No profit has been made on either project and on Example 2 no fees have been paid.

-J. L.

♦ ♦ ♦

If the Premier of Manitoba or any member of his cabinet should suddenly require medical attention in the middle of the night, or should have to undergo surgery, we wonder if they would head out across the border. Lying on an operating table, wearing nothing but a hospital gown and an identification bracelet, as the pentathol sends us off into oblivion, we have always liked to think that the doctor standing over us, knife in hand, was very happy in his work, and harbored nothing but friendly thoughts toward us.

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"Will the real prime minister of Canada please stand up? We don't mean the multimillionaire, multi-national playboy who has been so busy converting Canada from the just-bust society to the Justin society. We mean that bright kid from Warsaw who has been running the country since early November, 1972. . . . Donald Macdonald's attempts to explain the Trudeau energy policy have been as effective and lucid as trying to photograph a black cat in a coal cellar at night. . . . It must only be a matter of time until the real prime minister of Canada gets discontented with merely making policies for the nominal prime minister to carry out. Sooner or later, and probably sooner, he will insist on being recognized on his own merits. Wouldn't it be funny if the real threat to Trudeau's leadership of the national Liberal party turned out to be, not John Turner, as most people have been speculating, but David Lewis?"

The above excerpts are from an article by Les Rowland which appeared in a recent issue of Oilweek. We are making inquiries to determine if by any chance Mr.

Rowland is a professional engineer and would be interested in a transfer to Manitoba so we could recruit him for our Bulletin Committee to add a little wit to our publication.



The moral of the story is, if you live in the west keep your opinions to yourself. If you happened to write a letter to the Prime Minister on July 6, advising him that you took a dim view of the CBC broadcasting rude comments about the Queen while she was a guest in our country (having come at the invitation of Mr. Trudeau,) you would have received a reply dated September 20, advising you that "Mr. Trudeau appreciates your having expressed your view and is always interested in receiving comments of concerned citizens. However, may I suggest that when you feel strongly about a program on CBC radio or television, you should not hesitate to make your views known directly to the Corporation." Anyone who has tried that would know that it is more of an exercise in futility than trying to sell sand in the desert. It is just this sort of offhand 2½ month late reply to a letter from a concerned western Canadian that gives us the feeling of alienation, and anyone who thinks that feeling has been alleviated in recent months should put his ear to the ground near an oil well in Alberta.

WHAT CATEGORY ARE YOU IN?

The Ontario Association has assembled the following laws and principles:

Murphy's Law — If there is a way to do it wrong, it will be done wrong . . . at the most inopportune time.

Parkinson's Law — Work will always expand to fill the time available for its completion.

Weiler's Law — Nothing is impossible for the man who doesn't have to do it himself.

Peter Principle — In an organization an individual will rise to his level of incompetence.

Paul Principle — Individuals in an organization who once functioned at their level of competence often become incompetent as they become uneducated for that level.

Mary Principle — If many individuals remain too long at their level of incompetence, they will destroy the organization because their presence demonstrates to others that competence is not a prerequisite for success.

Chisholm's Second Law — Any time things appear to be going well, you have overlooked something.

Lindberg's "Principle of the Vital Few" — 90% of the work is accomplished by 10% of the workforce.

THE UNIVERSITY OF MANITOBA - WINNIPEG, CANADA

Invites Applications & Nominations for the Position of

DEAN, Faculty of Engineering

- Position open by July 1, 1974
- Faculty consists of Departments of Civil, Electrical and Mechanical Engineering with programs in Geological and Agricultural Engineering.
- Faculty currently has an academic staff of 72 and student enrolment as follows: Undergraduate — 950 and Graduate — 145.
- Deadline for applications — December 31, 1973.
- Candidates for position should forward curriculum vitae and names of three referees to:

DR. J. C. GILSON
Vice-President (Research & Graduate Studies)
The University of Manitoba
Room 202 Administration Building
Winnipeg, Manitoba R3T 2N2



**EMPLOYERS AND EMPLOYEES PLEASE NOTE
ANNUAL GENERAL MEETING**

November 29, 1973 at the International Inn

**Registration opens at 11:30, followed by a reception
and lunch**

**The business meeting and discussions will take place
in the afternoon**

**Employers are asked to urge their employees to support
their profession by attending this meeting.**