



# THE KEYSTONE PROFESSIONAL

**In This Issue:**

- 2004 Golf Tournament
- APEGM Committee Reports
- UMA Celebrates 50 Years in Manitoba
- Thoughts on Design



The Association of Professional Engineers and Geoscientists  
of the Province of Manitoba

SEPTEMBER 2004  
www.apegm.mb.ca



## Report of the Executive Director and Registrar

D.A. Ennis, P.Eng.

Since my previous report in September of 2003 I have commented on a number of topics in subsequent issues of this publication. They were:

- APEGM Foundation Inc. and Universities (December 2003)
- Privacy Legislation (December 2003 and February 2004)
- Climate Change Adaptation (December 2003)
- Professional Liability Insurance Costs (December 2003)
- The Limitations Act (February 2004 and June 2004)
- The Declaration of Compliance (February 2004)
- Multi-Jurisdictional Registration (February 2004)
- International Mobility (June 2004)
- City of Winnipeg Building Permits Process (June 2004)

These articles from the *Keystone Professional* plus reports on the meetings of the Council are available at the APEGM website at [www.apegm.mb.ca/keydocs/mpel/index.html](http://www.apegm.mb.ca/keydocs/mpel/index.html). Copies can also be obtained by calling the Association office at (204) 474-2736.

Most of the activities and issues before the Association are reported on elsewhere in this publication by the various committees and the Director of Admissions. This report is intended to cover matters not dealt with by them and to update some of the topics reported on earlier.

### Financial

As Treasurer, I report that, despite a small shortfall, the Association con-

tinues to be in a sound financial position. The level of reserves is such that they could sustain the Association's operations for an extended period. The Auditor's Report and 2004 Financial Statements are available from the Association office. They will be distributed at the Annual General Meeting and are posted on the Association's website. There has been a small increase in the membership. At June 30, 2004, there were 3960 members on the register (up from 3883 in 2003) with 2863 being residents of Manitoba. Of the 3960, 228 are professional geoscientists. Additionally, there are 289 holders of a Certificate of Authorization and another 638 persons enrolled as members-in-training.

With the membership numbers being relatively static and operating costs inevitably on the increase, the budget adopted by the Council for the membership year 2004 requires a dues increase. The payment in 2005, with GST included, will be \$264, up from \$256. Among the factors are administrative, legal, and software costs associated with the privacy legislation. Another factor being the Association's financial commitment to the Manitoba Universities targeted at promoting Association awareness among students and ultimately increasing the rate of registration uptake. The fact remains that many students in degree programs leading to academic qualification for registration as a professional engineer or professional geoscientist still are not aware of the requirement or the process for registration.

### Act Change

The *Engineering and Geoscientific Professions Act* was amended in June. The primary change was to allow the Association to make gifts such as the contributions to Manitoba universities and scholarships. Other changes provide authority for APEGM to "promote and increase by all lawful means and in the public interest, the knowledge skill and competency of its members and students in all things relating to the professions of engineering and geoscience" and to "advocate where the public interest is at risk." It is worth noting that the "public interest" is defined in the Act. It is "the well-being, convenience and concern of the public at large."

### Professional Liability Insurance

The matter of the rising cost, availability and decreasing coverage of professional liability insurance has fast become a problem for APEGM members that will affect the costs of

providing services to the Manitoba public. It also has the potential to affect the quality of services delivered. The problem is not unique to Manitoba and APEGM has participated in a CCPE led initiative to probe the issue and to seek ways to address the issue, including establishing a captive insurance company. While the feasibility of such an insurance company is quite debatable, the value of increased education in, and attention to, risk management and claims avoidance is not.

### Aboriginal Professionals

The Council has begun an initiative to promote the recruitment and training of students of aboriginal descent to become professional engineers and professional geoscientists with the intent that the proportion of aboriginal students in engineering and geoscience programs at Manitoba Universities is equal to the proportion of aboriginals in the general population of the Province of Manitoba.

### Internationally Educated Engineering Graduates (IEEGs)

The issue of providing timely licensure to open employment opportunities of IEEGs, without compromising public safety or lowering profes-

*Continued on page 5*

## The Association of Professional Engineers and Geoscientists of the Province of Manitoba

# 85<sup>th</sup> ANNUAL GENERAL MEETING

Niakwa Country Club, Winnipeg  
Friday, October 29 & Saturday, October 30, 2004



# THE KEYSTONE PROFESSIONAL

SEPTEMBER 2004

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The Communications Committee would like to hear from you. Comments on your newsletter can be forwarded to us through the Association office. Members are also encouraged to submit articles and photos on topics that would be of interest to the membership.

Although the information contained in this publication is believed to be correct, no representation or warranty, expressed or implied, is made as to its accuracy and completeness. Opinions expressed are not necessarily those held by the APEGM or the APEGM Council.

## New Members Registered May, June & July 2004

E.M. Baki (QC)	P.D. Handlovsky (AB)	D.R. Orr
V. Banthia	T.E. Hoffschild(BC)	D.S.J. Ostrowsky
K.A. Birch	D.J. Hoorman	P.R. Pantel
J.D. Botha	G.M.C. Impey (BC)	J.R.M. Persaud (ON)
V.M. Broadhurst	M.A. Johnson	J.D. Robbins (ON)
F.G.D.C. Curi	C.C. Kaatz	W.R.A. Robertson (AB)
A.J. Dent	R.M. Klassen	B.A.S. Shalley
V.B. Divekar	K.J. Kozusko	J. Subbiah
I.R.H. Edwards	D.J. Kroeker	D.U.H. Tang
R.S. Eriks (AB)	M.T. Kubinec	T.K.M. Veitch
F.G. Evetts (BC)	T. Lee (AB)	G.A. Verch
S.N. Fernando	G.A.G. McCartney(ON)	K.B.J. Walker
R.A. Fidler	K.P. Merriam	L.M. Weedon
C.S. Follett	J.E. Munroe (AB)	D.A. Wilson
P.J. Fulton-Regula	E.Z. Nejat (ON)	V.A. Yereniuk
J.T. Geisbrecht	M.M.M. Neufeld	A.S. Zeegen (ON)
T.R. Gluck	S.S. Norsworthy	T.L. Zrymiak (SK)
J.R. Gunning	W.J. Orr	

## Members-In-Training Enrolled May, June & July 2004

H.E. Adamko	J.D. Fehr	D.A. Lockery
A. Agrawal	A.E. Franz	C.C. Mackie
C.A. Arias	A.C. Froese	J.J. Malenchak
V. Bakija	A.K. Garg	K.S. Mazur
G.E. Blazek	D.M. Genaille	B.J. Mikolayenko
C.A. Boden	R. Ghamsari	D.R. Porter
C.J. Buzunis	R.J. Gillis	M.F. Rachie
A.D. Byers	C.L. Hiew	K. Rak
B.J. Caldwell	D.A. Hildebrand	O.A. Ramirez-Iraheta
R.S.M. Chomokovski	R.J.A. Ihme	B.S. Sandhu
D.P. Cook	K.W. Johnson	J.R. Simmons
J.E. Crowder	M.R.E. Joyce	D.I.F. Thiele
A.W.T. Curwain	A.J. Kalicinski	J.K. Topangu
D.J. Desveaux	C. Karunakaran	B.S. Uppal
R.J. Dickey	L.A. Kempers	P.T. Wtorek
J.N. Drapack	D. Lam	D.C.J. Zaborniak

## Licences Issued May, June & July 2004

J.R. Benson III(NC)	L.A. Robbins (FL)	R.F. Williamson (IA)
S.W. Honeycutt (TN)	L.M. Sargent (IA)	
R.D. McFadyen (NC)	J.W. Sneed (NE)	

## Reinstatements May, June, & July 2004

D.C. MacFarlane (AB)	D.G. Ramsey (AB)
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## Certificates of Authorization

Braemar Building Systems Ltd.	Pine Falls Technical Services
Bretton, Banville & Associates	Omniweld Integrated Solutions
CWA Engineers Inc.	Strong – Coley and Associates
Dynamo Electric	The Canam Manac Group Inc.
EMA Canada Inc.	TransGrid Solution Inc.
Geokwan Environmental Ltd.	Vector Construction Ltd.
HDR Engineering Inc.	Y & V Engineering Ltd.
High Time Industries Ltd.	594798 Alberta Ltd.
J.S. Redpath Limited	(Kassian Dyck & Associates)
Keen Engineering Co. Ltd.	598525 B.C. Ltd (Point One Engineering)
Maxwell Bailey McInerney & Associates	
Consultants Ltd.	

## In Memoriam

The Association has received, with deep regret, notification of the death of the following members: S. Malbasa and E.V. Malmgren



## Members in the News

### Wally Muzyczka, P.Eng.

**W**ally Muzyczka (Manitoba Hydro, Power Supply—Engineering Services Division) has been elected a Fellow of the Canadian Society for Civil Engineering (FCSCE). Fellows are identified by their peers for their leadership, excellence in civil engineering and service to the profession and Canada. Wally received his prestigious award from CSCE President David Innes at the Annual CSCE Conference Awards Banquet held in Saskatoon on June 4.

### Digvir Jayas, P.Eng.

**T**he title, Distinguished Professor was conferred upon Digvir Jayas on Thursday May 27th at the 125th University of Manitoba Convocation for his commitment to the University as an engineer and researcher who has played a leading role in establishing the university's reputation in grain storage research.

Professor Jayas is a world-recognized scientist in the field of grain storage research and currently holds a Canada Research Chair in Stored-Grain Ecosystems. His work provides both a theoretical and practical basis upon which to improve the quality and efficiency of farm and commercial storage systems. He is author or co-author of more than 400 technical articles in journals, conference proceedings and books. Many of the results of his research program have been incorporated into the new standards by the American Society of Agricultural Engineers. These standards are used by engineers for the design of grain handling and storage systems. Beyond his research contributions, as a Professional Engineer and a Professional Agrologist, he has been an active contributor to the technical societies and his profession serving as Chair of the Canadian Engineering Qualifications Board of the Canadian Council of Professional Engineers, President of the Canadian Institute of Food Science and Technology and President of the Canadian Society for Agricultural, Food and Biological Systems. Professor Jayas has been the recipient of numerous national and international awards and honours.

### Jeannette Montufar, P.Eng.

**T**he Canadian Council of Professional Engineers presented the 2004 Young Engineer Achievement Award to Dr. Jeannette Montufar on May 15, 2004 in Charlottetown, Prince Edward Island. The Award bestows distinction on young outstanding engineers and recognizes exceptional achievements in their chosen field. Recipients of this award have shown engineering excellence within the profession, active participation in engineering associations and other professional organizations, and continued leadership in the community.

Dr. Montufar is an Assistant Professor in Civil Engineering at the University of Manitoba. As a transportation consultant, Dr. Montufar has been involved in projects for several organizations including Transport Canada, Manitoba Transportation and Government Services, and the US Federal Highway Administration. Dr. Montufar is an active member of several organizations, including APEGM, the Institute of Transportation Engineers, and is a current member of the Board of Directors of the Canadian Association of Road Safety Professionals.

### Qiang (Chong) Zhang, P.Eng.

**D**r. Qiang (Chong) Zhang was awarded the 2004 Canadian Society of Agricultural Engineering (CSAE/SCGR) John Turnbull award for his outstanding contribution to teaching, research, and professional service in building systems engineering.

Professor Zhang is Chair of the Department of Biosystems Engineering at the University of Manitoba. He is a 15-year member of CSAE/SCGR and was regional director of the Manitoba Region. He is currently the president of the Association of Overseas Chinese Agricultural, Biological, and Food Engineers.

Professor Zhang teaches and remains very active in research. His research results contribute to the knowledge in the areas of grain storage structures and animal production environment. ■

## Annual General Meeting

**T**he 2004 Annual General Meeting of the Association of Professional Engineers and Geoscientists of the Province of Manitoba will be held on Saturday, October 30, 2004 simultaneously at THE NIAKWA GOLF & COUNTRY CLUB, 620 Niakwa Road, Winnipeg, and videoconference locations.

### NOMINATIONS FOR ELECTION TO THE COUNCIL

Members of Council whose term of office continues for another year are:

**FRANK J. DENISET, P.Eng.; KELLY V. GILMORE, P.Geo.; RAYMOND P. HOEMSEN, P.Eng.; ARNOLD H. PERMUT, P.Eng. (as Past President); ALLAN D. SILK, P.Eng.; DOUGLAS J. TANIGUCHI, P.Eng.**

Members of Council whose term of office expires at the 2004 Annual General Meeting are:

**J.R.C. (JAY) DOERING, P.Eng.; DON HARFIELD, P.Eng.; LAWRENCE R. FEERCHOFF, P.Eng. (Past President); ROBIN L. HUTCHINSON, P.Eng.; ERIC C. SYME, P.Geo.**

Those nominated for election to the FOUR PROFESSIONAL ENGINEER positions on the Council are:

**JAMES A. BLATZ; AMARJIT S. CHADHA; DONALD D.J. HIMBEAULT; DIGVIR S. JAYAS; B.J. (JIM) MILLER; EDWARD M. RYCZKOWSKI**

Those nominated for election to the ONE PROFESSIONAL GEOSCIENTIST position on the Council are:

**J. W. PATRICK LENGYEL; GANPAT S. LODHA**

Additional nominations may be made by the membership. Nomination forms are available from the Association office. The consent of the nominee must be obtained, and the nominator and six other members must sign the nomination form. **Nominations must be received in the Association office on or before Friday, September 17, 2004.** Each completed nomination form must be accompanied by the nominee's resume, a history of the nominee's Association activities and the nominee's platform (not to exceed 100 words). Forms for the resume are also available from the Association office.

### BY-LAW CHANGES

By-law 17.1 prescribes that any proposal to introduce new By-laws, or to repeal or amend existing By-laws, at a duly convened meeting of the Association must, unless initiated by the Council, be signed by not fewer than six members. Proposals must be given to the secretary at least 45 days before that meeting. In this case the date for the receipt of a proposal is **Wednesday, September 15, 2004.**

### RESOLUTIONS

By-law 5.1.4 prescribes that resolutions put forward at an annual general meeting must be in writing, signed by the mover and seconder and received by the Secretary no less than 48 hours prior to the commencement of the meeting. Either the mover or the seconder must be present in person or by distance conferencing at the meeting for the resolution to be considered.

*David A. Ennis, P. Eng.,  
Secretary*

## Professional Development

### Leading for Trust & Loyalty

#### A Women's Action Committee Networking Event

By: B.A.K. Danielson, P.Eng.

On May 17, 2004, the Women's Action Committee invited Wendy Phaneuf, Founder and Managing Director of *The Training Source*, to speak about Leading for Trust & Loyalty. Wendy described three areas of leadership that interconnect to form the basis of trusting, effective relationships (or lack thereof!) between leaders and employees.

A leader must **demonstrate confidence** in the ability of their employees. This can be achieved by understanding the employees' strengths and providing meaningful

assignments that encourage the development of critical skills. Instead of rewarding good people with more work, it may be advantageous to use such a situation as a development opportunity for another person. Leaders can also create belief in their employees by avoiding esteem damaging language (e.g. inappropriate references to "my staff", or "subordinate").

Another important leadership skill is that of **facilitating ownership**. Employees are better equipped to carry out their responsibilities if they are well informed, have the

opportunity to make decisions that affect their work, and are clear about what is expected. The people doing the work are often more knowledgeable about how to make improvements so involvement through collaboration can be an effective strategy. A shared approach to the development of goals is another avenue for challenging the growth of employees' skills.

**Recognizing the contributions** of employees in a way that is meaningful to them is essential. Regular, relevant, and constructive feedback should be used to guide the develop-

ment of employees, not to punish mistakes.

Overall, communication and trust are crucial to the success of any leader. Integrity and consistency build trust. It is in a leader's own best interest to seek opportunities to build relationships through the appropriate provision of involvement, feedback, and encouragement.

Wendy's interesting and informative presentation encouraged the audience to relate their own situations to the discussion, with the goal of improving relationships and, hopefully, the work environment for all members of their organization.

Wendy Phaneuf uses her experience and knowledge to help improve the effectiveness of organizational leaders. To learn more about her training and coaching programs or consulting services, please visit [www.thetrainingsource.ca](http://www.thetrainingsource.ca). ■

### 2004 APEGM Spring Golf Tournament

M. E. Baril, P.Eng.

This year's APEGM Spring Golf Tournament took place on Wednesday, June 9th, at Pine Ridge Golf Club. The tournament was once again a huge success in regards to participation, with 36 teams and 142 golfers making the ultimate sacrifice (missing a day at the office) for a day of golf and socializing. This was our second year in a row at Pine Ridge, and once again the course and conditions did not disappoint, even after the spring we experienced in Winterpeg.

This year saw the perennial powerhouse teams of the past few years fall short of the podium. The trophies were presented by APEGM Past-President Lawrence Ferchoff, repaying the debt owed to APEGM President Arnold Permut who was unable to attend, but presented last year in Lawrence's place. The Landon Cup (1st place) was awarded to the team of Al Bischoff, Bob Partridge, Wayne Zajac and Vic Becker. The Sullivan Cup (2nd place) went to the team of Herb Harz, Pat Martin, Gord Siebert and Brad Morton.

Once again, the members attending this year's golf tournament overwhelmingly supported the KidSport

(\$600.00) and MS Society's (\$705.00) fundraising efforts. The Kidsport putting contest was won with a perfect score of 60 pts., while 29 of 141 participants (+/- 21%) in the MS Society's "Hit a Ball for MS" received a sleeve of golf balls

for landing their tee shot on the green. For the first time this year, we had a "hole-in-one" competition, and while no one won the \$10,000 prize, one individual came within inches of having a very rewarding round of golf. Please keep an eye on the mail for next year's registration form arriving with your April issue of "The Keystone Professional".

The Sports Committee would also like to thank the following companies that supported our tour-

namment by sponsoring a hole or competition and/or donating prizes. All money and prizes are used for tournament participant prizes, and help to make our tournament the success that it is year after year. Our apologies if we have missed anyone.

#### Hole & Competition Sponsors

Laufman Reprographics  
Trus Joist  
MCW/AGE

Continued on page 5



Lawrence Ferchoff and the first place team.

**Report of the Executive Director and Registrar**

*Continued from page 1*

sional standards continues. APEGM has participated in the CCPE initiative entitled *From Consideration to Integration (FC2I)* that has been tackling a range of difficulties in licensing and employing IEEGs. Information on the project can be found at [www.ccpe.ca/e/imm\\_consideration\\_1.cfm](http://www.ccpe.ca/e/imm_consideration_1.cfm).

Another initiative directed in this area, and one that is unique to Manitoba is a pilot project involving Manitoba Labour and Immigration, The Faculty of Engineering at the University of Manitoba and APEGM is The Internationally-Educated Engineers Qualification Pilot Program (IEEQ), in response to the increase in numbers of internationally-educated engineers seeking registration as Professional Engineers in Manitoba. More information on that program is available at <http://ieeq.eng.umanitoba.ca>.

**CCPG and Incidental Practice**

The ability to begin a short-term project on short-term notice is very important to professional geoscientists undertaking exploration activities. Accommodating that requirement is a priority issue for the Canadian Council of Professional Geoscientists. The regulatory bodies for geoscience in Ontario (APGO) and Quebec (OGQ) have an arrangement under which members from one jurisdiction may undertake geoscience work in the other jurisdiction on a short-term basis without filing an application or paying a fee. The other Associations that register both geoscientists and engineers are exploring ways to provide a similar provision.

**Inter-Profession Liaison**

The Association has memoranda of understanding and obligations under the Act, which provide for formal liaison with some other professions.

There are joint boards and committees established as part of those obligations, and for which I serve as the primary administration contact.

■ **Certified Technicians and Technologists of Manitoba (CTTAM)**

The Engineering, Geosciences and Applied Sciences Inter-Association Relations Joint Board is established by the Act for the purposes of developing

and recommending processes for co-operation by the two associations in carrying out their respective areas of responsibility in the public interest, and for the resolution of issues or disputes respecting areas of practice. The Chair of the Board, Roy Schellenberg, was appointed by the Minister of Labour and Immigration. The APEGM representatives on that Board are Len Chambers, P.Eng., C.E.T., Vic Thielmann, P.Eng. and Allan Silk, P.Eng. as the Council contact. The primary issue before the Board has been the question of a Certificate of Authorization for corporations that wish to provide services that constitute the occupation of applied science technology. The Board has also been monitoring developments in British Columbia where the arrangement between the engineering and technologist Associations to be amalgamated under one Act seems to be faltering.

■ **Manitoba Association of Architects (MAA)**

The Engineering and Geoscientific Professions Act and The Architects Act established the Engineering, Geosciences and Architecture Inter-Association Relations Joint Board. It too is intended for the purposes of developing and recommending processes for co-operation by the two associations in carrying out their respective areas of responsibility in the

public interest, and for the resolution of issues or disputes respecting areas of practice. However, as reported in 2003, the long-standing jurisdictional issue between engineers and architects remains unresolved and has deteriorated. The Joint Board has not met in the past year. The status is that Minister has appointed a new Chair (the previous one resigned), Dr. David Witty, Dean of the Faculty of Architecture at the University of Manitoba and former APEGM Councillor. In so doing, the Minister has advised that she expects to be provided with a joint recommendation on a resolution of the issue by December 15, 2004. Failing such a recommendation, the Chair has been asked to provide a recommendation for the Minister's consideration. The APEGM representatives on the Joint Board are Doug Stewart, P.Eng., Ken Drysdale, P.Eng., Bill Thomas, P.Eng., and Alf Poetker, P.Eng. with Council representation by Ray Hoensen, P.Eng.

On another front, the MAA has made application in the Court of Queen's Bench for a permanent injunction against The City of Winnipeg which, if granted, would require the City to require that a MAA registered architect be involved as prime consultant on all buildings over 400m<sup>2</sup> in area. APEGM has made application to the Court to be a "party respondent" so as to oppose the

injunction and to ask that the hearing of the matter be delayed until after the December 15, 2004, the date on which the Minister of Labour and Immigration has requested a consensus recommendation.

■ **Association of Manitoba Land Surveyors (AMLS)**

APEGM entered into a Memorandum of Understanding with AMLS in 1998. It established a Joint Committee that has a very similar purpose and process as those established in Legislation with CTTAM and MAA. APEGM representatives on the Joint Committee are Don Mulder, P.Eng., Jim Thomson, P.Eng., and Darwin Kupskay, P.Eng. The AMLS is proposing a replacement of its governing legislation. The absence of a provision in the proposed legislation under which a holder of an APEGM Certificate of Authorization could employ a Manitoba Land Surveyor and offer land surveying services in its own name is without resolution.

■ **Manitoba Association of Landscape Architects (MALA)**

Given the interface of members of that profession with some professional engineers and professional geoscientists involved in the development of land and water areas and in the preservation of the environment, APEGM has a MOU with

*Continued on page 6*

**2004 APEGM Spring Golf Tournament**

*Continued from page 4*

Lewis Instruments Ltd.

David Aplin Recruiting  
Inland Pipe Limited  
MS Society  
Oldfield Kirby Esau Inc. & XL  
Design Professional

LaFarge Construction Materials  
APEGM  
UMA Group  
Earth Tech Canada  
Nelson River Construction  
KGS Group  
Groundstar Systems  
Superior Truss Co. Ltd.  
Con-Force Structures Limited  
Golf Central  
National Testing Laboratories  
Lavergne Draward & Associates  
Wardrop Engineering Inc.  
Vector Corrosion Technologies  
Aikins, MacAulay & Thorvaldson  
Pauwels Canada inc.  
AMEC  
Concrete Restoration Services

**Additional Sponsors**

SNC-Lavalin Engineers & Constructors  
Flanders Insurance  
CN  
Borland Construction  
CH2MHill ■



*Lawrence Ferchhoff and the second place team.*



## 2005 SCHOLARSHIP COMPETITION

The Canadian Council of Professional Engineers invites engineers to enter the 2005 CCPE National Scholarship Program competition.

### ELIGIBILITY REQUIREMENTS

Applicants must be Canadian citizens or permanent residents of Canada, and hold one of the following designations: P.Eng., Eng., or *ing*.

### CCPE - Manulife Financial Scholarships

Value: \$10,000  
 Number: Three  
 Field: **Engineering**  
 Criteria: Candidates must be accepted or registered in a faculty of engineering, beginning their studies no later than September 2005.

### CCPE - Meloche Monnex Scholarships

Value: \$7,500  
 Number: Two  
 Field: **A field other than engineering**  
 Criteria: Candidates must be accepted or registered in a faculty other than engineering, beginning their studies no later than September 2005.

#### For further information, contact:

CCPE National Scholarship Program  
 Canadian Council of Professional Engineers  
 1100-180 Elgin Street, Ottawa, Ontario K2P 2K3  
 Tel: (613) 232-2474 / Fax: (613) 230-5759  
 E-mail: awards@ccpe.ca  
 Web site: www.ccpe.ca



**Application deadline: March 1, 2005**

## Report of the Executive Director and Registrar

Continued from page 5

MALA. Among the other objectives of the MOU, the joint committee provides a vehicle for negotiating an understanding on the MALA's proposed legislation.

### Conclusion

Once again, the year has been one of challenges and changes in the operations of the Association and there will be more in the next year.

I have been continually and consistently impressed with the commitment and the selfless contributions of the volunteers, both elected and appointed, who serve this Association. In particular, we benefit from the participation of persons who are neither engineers nor geoscientists, but who willingly assist the Association in fulfilling its mandate. Last, but not least, I recognize and thank the staff of the Association office for their commitment and hard work. The "volunteer" component of their participation on behalf of your professions is not often enough recognized. ■

## Notice Under the Engineering and Geoscientific Professions Act and the Association's Discipline By-Law

**T**HIS IS NOTICE that on 6 August 2004 a conviction was registered against Frederick Daniel Wolfrom, P. Eng., on a charge of unskilled practice of professional engineering and/or professional misconduct, in accordance with the provisions of Section 35.1(f) of *The Engineering and Geoscientific Professions Act* of the Province of Manitoba. Mr. Wolfrom has accepted a penalty proposal as a result of which he has been:

- reprimanded for his unskilled practice and/or professional misconduct;
- required to pass the Association's Professional Practice Examination, at his own expense, before 1 January 2005;
- required to pay a fine of \$2,000, payment having been submitted with his acceptance of the proposal;
- required to pay the Association's out-of-pocket costs associated with the investigation of this complaint to a maximum of \$2,000, payable within 30 days of the date billed; and
- required to agree to the publication of a Notice of the conviction and penalty, including the circumstances relevant to the finding, in the *Keystone Professional*, including his name; and
- required to agree that failure to comply with any of the above will result in suspension of his Certificate of Registration, in

which case he will be required to surrender his Certificate of Registration and seal to APEGM upon demand; that Notice of the suspension will be published in the *Manitoba Gazette*; that with regard to item b), compliance shall have been achieved when notice that he has passed the said Examination has been received by APEGM; and, if suspended, that the suspension shall remain in effect until he has complied with all of the above items.

The conviction is based upon Mr. Wolfrom's failure to exercise the care and judgment that can reasonably be expected of an engineer providing professional services in that, having been engaged to provide professional engineering services with respect to the drawings, specifications and requirements of Parts 3 and 4 of the *Manitoba Building Code* for a building, he signed and sealed a Letter of Certification for the building which had numerous deficiencies when the building had not been reviewed by him, or adequately reviewed under his supervision, in accordance with recognized professional standards.

This Notice is provided in accordance with the provisions of Section 50 of *The Engineering and Geoscientific Professions Act* and Section 15.6.6 of the *By-Laws* of the Association of Professional Engineers and Geoscientists of the Province of Manitoba.

D. A. Ennis, P. Eng.  
 Executive Director & Registrar ■



## Director of Admissions' Report

S. Sankar, P.Eng., P.E.

It's coming close to the end of my second year with APEGM, and I have enjoyed the many challenges that have come my way. We've seen a few changes in staff – Deidre Norris, Registration Coordinator, has left for 'greener' (and less-taxed) pastures in Alberta. She has been capably replaced with Kelly Mofet who is taking care of Registration duties, the *Keystone Professional* and administrative issues dealing with the Certificate of Authorization program.

The Manual of Admissions is undergoing some long-overdue revisions and hopefully, by the time of this publication, those revisions will be in the implementation phase. Features of the Pre-Registration program revisions are tentatively to include a streamlined volunteer service/professional development requirement and a re-structured method to deal with late progress

reports. Other changes are probably going to be implemented as well, but hey, you'll just have to wait to find out!

APEGM's implementation of PIPEDA (Personal Information Protection and Electronic Documents Act) has gone (some-what) smoothly, with only a few hitches in the process. You can review the results of our hard work at the following link: [www.apegm.mb.ca/practice/policies/privacy.html](http://www.apegm.mb.ca/practice/policies/privacy.html)

The National Professional Practice (NPPE) Exam Committee has been formed for the purposes of updating, reviewing and creating new questions for the professional practice exam. (This is the exam, developed by the Alberta Association, which all members-in-training are required to take in order to become registered.) The mandate of the committee is not only to cre-

ate and revise questions, but to develop study materials to aid applicants in learning the material. The work has proved to be quite extensive – who knew that creating questions could be so difficult? Hopefully, all our hard work will pay off down the road.

The Student Membership program has proven to be a 'runaway hit' with a current membership of 556 students. Jenny Borecky is in charge of administering this program and has faced many challenges associated with its development and administration. The hard work will be worth it however, as it is vitally important that engineering and geoscience students be aware of APEGM and of the significance of pursuing registration once they are eligible.

The Internationally Educated Engineers Qualification Pilot Program (IEEQ) at the University of Manitoba will be entering its second pilot year in September 2004. The program, whose mandate is to help accelerate the process of obtaining professional registration for internationally-trained engineering graduates, is extremely well-administered by Marcia Friesen, P.Eng., and has proved to be enormously popular.

In fact, demand for the program currently far exceeds the available space. It's hoped that IEEQ, (which has captured the attention of other Canadian associations) will continue to flourish and hopefully expand to allow all eligible applicants to start on the program.

APEGM has re-entered into a loose 'partnership' with the International Centre for the purposes of providing mentoring to international engineering and geoscience graduates. This had been started last year, but had been discontinued due to staff changes at the Centre. Heather Stewart, of the International Centre, has taken over administration of the program and we're certain this program will once again prove successful in aiding international graduates to become familiar with engineering and geoscience culture in Canada and in Manitoba.

Thus ends my second report as Director of Admissions. I've enjoyed the many projects and challenges that have come my way and am happy to be working for such a great Association with such an efficient and well-organized staff. Well done everyone! ■

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## CCPE Director's Report

M.G. (Ron) Britton, P.Eng.

When I joined the CCPE Board following the 2003 Annual Meeting in Calgary, I found an organization that was still working hard to overcome a series of problems that had been the focus of attention for the past three or four years. Unlike the environment experienced by my predecessor, Peter Washchshyn, P.Eng., however, most of the indicators I saw were positive. These positive signs have continued.

### The Turnaround

The divisiveness that featured the Board meetings Peter experienced has largely disappeared. Direct communication between the Board Executive, the CCPE professional staff and the Constituent Member Councils has resolved the contentious issues. The Board has now become a functional body again; thanks in no small part to the groundwork Peter helped lay. His contributions are a difficult act to follow.

CCPE has returned to a sound financial base following the serious difficulties of the past few years. Restructuring of the CCPE office has been successfully completed and the organization is now functioning within its new mandate. As a result, the increase in assessment fees proposed for 2006 has been deferred until 2008 and we are currently operating on a balanced budget.

### Current Initiatives

The CEAB (Canadian Engineering Accreditation Board) is probably the most visible function delivered by CCPE on behalf of the Constituent Members. There are currently 236 CEAB accredited undergraduate engineering programs in 36 Universities. The cycle of new and existing program assessment visits is an ongoing commitment that assures the profession has input to the undergraduate education process.

A program to consider ways to improve the process of integrating internationally educated engineers into our Canadian regulatory process was launched in January 2003

under the working title, From Consideration to Integration (FC2I). This project has been fully funded by Human Resources and Skills Development Canada. Phase I, the information gathering process, has been completed and Phase II, recommendations for action, has been accepted by the Board. A working committee is now in the process of developing a plan for implementation of the 17 recommendations. This work involves consultation with the Constituent Members and other stakeholders to establish appropriate time lines for implementation, identify available resources, and determine who (CCPE/Constituent Members/others) should be involved in which components of Phase III. This proposal is to be considered at the October Board meeting. Details of FC2I can be found on the CCPE web site [www.ccpe.ca](http://www.ccpe.ca) under Programs and Services.

A Policy Statement entitled "Issue of Specialization and Certification" was approved in April 2002 but it was never implemented. In May 2004, the Board considered a proposed Implementation Plan; however, it was tabled until the October Board Meeting to allow clarification and consultation.

As technology develops and grows, new areas of engineering practice have emerged. Frequently these areas do not fit easily into the more traditional definitions associated with more established specialties. Ways to facilitate the inclusion of these emerging areas of practice are now being studied.

The Government Relations Committee, both staff and volunteers, has been very active during 2003/2004. This increased activity has placed CCPE in a position of being seen as a credible source of technical input at the federal level for both elected members and parliamentary staff. Of specific note is the lead role played by CCPE in the development of the Technology Road Map. This federal government action plan to maintain and rehabilitate roads and water systems was developed with representation from the Canadian Society for Civil Engineering, The Canadian Public

Works Association, the National Research Council and CCPE. Our CEO, Marie Lemay, P.Eng., chaired this initiative on behalf of the profession. The recommendations are now in the hands of the Federal Government.

A Task Force on Technicians and Technologists has been established to monitor developments respecting the potential impacts of the merger discussions between the profession and technicians and technologists in BC and provide CCPE and Constituent Members with information. The Taskforce is considering a request to the CCPE Board for an expanded mandate so they can become proactive respecting discussions between the profession and technologists and technicians.

Two significant agreements were reached during the past year. The first was a Memorandum of

Understanding between all Constituent Members respecting discipline and enforcement procedures. This is an extension of the existing Mobility Agreement that facilitates movement between members associations. The second agreement was a Mutual Recognition Agreement signed between CCPE and the Hong Kong Institution of Engineers which will facilitate the recognition of credentials between Canada and Hong Kong.

A major undertaking for the coming year is the development of a new three year Strategic Plan for 2005 thru 2007. The Board has established a schedule that will accommodate the need for detailed development and extensive consultation with Constituent Members and other interested parties. It is intended to present the plan for approval at the 2005 Annual Meeting in Regina. ■

## Internationally-Educated Engineers Seek Information and Advice from Local Mentors

By: H. Stewart

Upon arrival in Manitoba, most immigrant engineers hope to apply the skills and experience that they have developed in their home countries. This transition is often complicated, however, by different national education systems, laws and work cultures. In response to these challenges, many internationally-educated engineers are seeking insider information and advice from local peer volunteers through the International Centre's Career Mentorship program.

As part of its mission to provide settlement service to Winnipeg immigrants, the International Centre developed the Career Mentorship Program in 2003. Its goal is to connect highly educated and experienced immigrants with volunteer mentors from the same professions. Many matches were made in 2003 and participating mentees

received a renewed sense of direction from their mentors. The program was on hiatus in early 2004 but has recently been reactivated on a permanent basis. Heather Stewart, the current Mentorship Facilitator, is looking for informed and thoughtful engineers to serve as volunteer Career Mentors.

"Clients come to the program with a wide variety of questions and needs," says Stewart. "Some have very clear goals and are looking for specific information. Others have uncertainties about what route is best for them and need more general advice and encouragement. Mentorship can respond to both these needs. For volunteers, it's a great opportunity to reflect on your profession, develop stronger coaching skills and assist a peer at a pivotal point in their life."

Engineers seeking more information on becoming a Career Mentor can contact Heather Stewart at (204) 943-9158 ext. 228, or via e-mail at [heathers@international-centre.ca](mailto:heathers@international-centre.ca)



## Manitoba CCPG Director's Report

A.H. Mumin, P.Eng.

The Canadian Council of Professional Geoscientists (CCPG) is an autonomous federation of provincial and territorial professional associations whose sole purpose is to provide services to its member associations. The CCPG plays an important role in: 1) coordinating admission and education standards, mobility, and other activities affecting Canadian professional geoscientists, 2) acting as a forum within which common issues are addressed, and 3) representing Canadian professional geoscientists nationally and internationally.

Recently, Dr. Alan Bailes stepped down from the position as Manitoba CCPG Director. Dr. Bailes has been, and continues to be, a tremendous asset to the entire Geoscience Community in Manitoba. We owe him a great debt of gratitude, and hope to see him back in the hot seat real soon. In the meantime, Alan continues to serve on various committees of APEGM, and is ever present and very active at the Manitoba Geological Survey, serving the needs of the Geoscience community in many ways. Thanks Alan!

For those of you who may not know me, I am the current Chair, Department of Geology at Brandon University. Aside from the business of teaching and university affairs,

my students, colleagues and I are very involved in mineral exploration, research and development. We have active projects in the Trans Hudson Orogen of Manitoba and in the Central Andes of Peru. I invite you to visit the Geology Website at Brandon University for more information on our activities and a short personal biography. Your comments, concerns and suggestions are very important to me in order to best represent your needs to APEGM and CCPG. I can be reached at [mumin@brandonu.ca](mailto:mumin@brandonu.ca).

The following issues were addressed at the most recent meeting of the CCPG Board of Directors, which was held in Calgary, Alberta, May 30, 2004:

### Multi Jurisdictional Registration (MJR)

It was reported to the CCPG Board that the Staff Liaison Group (SLG) and Canadian Council of Professional Engineers (CCPE) have concluded that MJR does not make good business sense, and that they have dismissed MJR as a viable option for the time being. Instead, they intend to pursue streamlining the process of handling registrations under the Inter-Association Mobility Agreement.

The CCPG geoscience directors and executives universally expressed dissatisfaction with the decision taken by the SLG and CCPE. One of the major concerns is that geoscientists may be unwillingly forced into non-compliant situations when pursuing small or short-term projects.

### Inter-Association Mobility Agreement (IAMA)

The intent of IAMA is to facilitate quick transfers of professional status between the member Constituent Associations (CAs) without the need to make further checks of credentials. Presently, this may take from several days to several weeks due to variable procedures and governance between jurisdictions. The reasons for the delays in turn-around time have largely been identified, and are now being brought forward and addressed. With the failure to

implement the MJR, the SLG and CCPE have indicated their intent to remove the procedural blocks with an objective of turning around IAMA transfers within 48 hours. This initiative has the full support of the CCPG directors, and in part addresses the need for multi-jurisdictional mobility.

### Incidental Practice (IP)

With the failure of MJR, CCPG Directors expressed strong support to pursue Incidental Practice agreements between CAs. IP is already in effect between some jurisdictions such as Ontario and Quebec, and is reported to serve their needs very well. In effect, IP would allow Geoscientists to practice in other jurisdictions on short-term projects lasting for ~90 days or less, without having to re-register in the other jurisdiction. For projects lasting longer than 90 days, it is felt that the project is of sufficient scope and there is ample time to warrant taking a second registration in that jurisdiction. IP would be cost friendly to practitioners and is not seen as posing any financial burden on those CAs wishing to participate. Even though the SLG and CCPE have rejected MJR and may not be interested in pursuing IP arrangements, APEGM has stated that it will support Geoscience initiatives even though they may take a different direction than Engineers. As such, APEGM has set up a committee to investigate the possibility of IP arrangements with other jurisdictions. It is presently thought that a combination of IP agreements and streamlined IAMA procedures will address 80 to 90 % of the current needs of geoscientists, without the excessive cost to practitioners that MJR would entail.

### Financial and Staffing Issues at CCPG

The new executive of the CCPG for 2004/2005 is as follows:

President: Marc Boivan (OGQ)

Past-President: Gordon Williams (APEGGA)

President Elect: Barry Collins (APEGGS)

Secretary/Treasurer: David Keys (APEGNB)

CCPG Directors and Executives are all volunteers, and have demanding regular jobs. Consequently, they lack the time required to adequately address all of the issues that are being brought forward at the Directors meetings. Clearly, a need

for additional funding has been identified, so that initiatives are not solely dependent upon volunteers. The President of CCPG will approach the CAs on this issue.

### Canadian Geoscience Standards Board (CGSB)

The CGSB has been revitalized with a new Chair, Don Kent, P.Geo., P.Eng. (APEGGS) and other new members. CCPG is budgeting a series of CGSB meetings in order to update knowledge and experience standards in preparation for the five-year review and re-evaluation by CAs in 2005. Knowledge and experience standards that are mutually acceptable to all CAs are an important initiative of the CCPG. Clearly, this must be addressed in order to promote the smooth implementation of IAMA and IP agreements.

### National Instrument 43-101 and 51-101

A representative of the TSX gave a strong endorsement for the positive effects of NI 43-101. He also spoke on the need for some form of MJR, stating that Geoscientists must be able to work across the country on short notice in order to produce the type of quality reports in a timely manner that are now required by NI 43-101, NI 51-101 and the TSX. National Instrument 51-101 (for reporting on petroleum properties) will likely go through a similar learning curve experienced for NI 43-101 (for reporting on mining properties). Lectures and educational workshops will be made available on NI 51-101 to bring Geoscientists and Engineers up to speed on the new requirements.

### Status of Other Jurisdictions

APGNS: Legislation was enacted in March 2003, licensing the Association of Professional Geoscientists of Nova Scotia. As of May 2004, APGNS had 90 members and 6 MITs.

APEY: The Association of Professional Engineers of the Yukon does not currently register geoscientists but expects to have an Act proclaimed within the next 18 months.

### Upcoming Meetings of CCPG

The mid-year meeting is scheduled for November 13-14 in Toronto.

The next annual meeting and AGM are scheduled for May 28-29 2005 in Quebec. ■

## APEGM VISION

*APEGM is the leader and a facilitator of the process that ensures excellence in engineering, geoscience, and applied technology for the public of Manitoba.*

## COMMITTEE REPORTS

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## COMMITTEE REPORTS

## Academic Review Committee

**B. Stimpson, Chair**

### Members

S. Balakrishnan  
E. Bridges  
D.G. Chapman  
N. Chow  
I. J. Ferguson  
D. S. Jayas  
W.M. Kinsner  
R.W. Menzies  
R.J. Partridge  
D. Polyzois  
H.M.H. Soliman  
E. Teklemariam



The Academic Review Committee (ARC) assesses the academic formation of all applicants for registration who have not graduated with a Bachelor's Degree from engineering programs accredited by the Canadian Engineering Accreditation Board (CEAB) or geoscience programs recognized by APEGM. One or more exams may be assigned such that everyone registered as a Professional Engineer or a Professional Geoscientist with the Association has a minimum level of academic formation equivalent to that obtained by graduates of CEAB-accredited programs (for engineering applicants), or of a comprehensive four-year Honours or Specialist geoscience program (for geoscience applicants).

Each applicant's degree(s), transcript(s), syllabi, and other submitted information, are assessed by a sub-committee of the ARC and the number and subject matter of examinations to be taken, if any, are recommended by the sub-committees to the ARC for discussion and approval. For engineering applicants, the examinations are

selected from syllabi prepared by the Canadian Engineering Qualifications Board (CEQB), a committee of the CCPE. Joan McKinley, the Secretary to the ARC, arranges for the preparation of the examination papers and organizes the examination sessions. The ARC monitors the progress of candidates who have been assigned examinations and evaluates their performance on these examinations until the committee is satisfied that the applicant is academically qualified for registration. The ARC also establishes the date of academic qualification, which impacts on the acceptability of some of the work experience of the applicants. During the period July 1, 2003-June 30, 2004, (i.e. results from the May and October/December 2003 Examination Sessions) 28 applicants completed their assigned examinations and were considered academically qualified for registration. In the same period ARC assessed the academic qualifications of 90 applicants (85 engineering applicants and 5 geoscience applicants) and assigned a total of 381 examinations. The committee also considered 30 appeals on various grounds.

Over the past year, the Academic Review Committee has also been involved in a unique pilot project, the brainchild of Dr. Ron Britton, P.Eng., Assoc. Dean (Design) at the University of Manitoba. The pilot project is known as the *Internationally Educated Engineers Qualification Pilot Program* and is funded by the Provincial Government. It is an alternative route to the current program of CEQB examinations for immigrant engineers. It enables an internationally educated engineer who has been assessed five or fewer confirmatory examinations to shorten the time to academic qualification to one year. Each participant (eight for this pilot) was assigned eight courses at the University of Manitoba over two terms with the year completed by a Coop Work Experience. The technical courses were primarily design courses at the senior level in the relevant

engineering discipline for each candidate. All participants were required to take a custom-designed course created for the pilot program called *Practicing Professional Engineering in Manitoba*. At the completion of the two academic terms, a focus group was formed to assess the program. Respondents perceived the program to be better than CEQB exams because of its time-effectiveness, connections to fellow participants, and the support of program staff. The Provincial Government has approved funding for a second pilot project starting in September 2004 that will incorporate some changes as a result of lessons learned from the first pilot.

Owing to the increase in the numbers of applicants, the Committee has gone from a three-month to a two-month meeting schedule. Finally, I wish to express my gratitude to ARC members for their conscientious work and to David Ennis, P.Eng., Executive Director and Registrar, Sharon Sankar, P.Eng., Director of Admissions, and Joan McKinley, Administrative Officer, for their dedication, knowledge, and advice. ■

## Aboriginal Professional Initiative

**R. Herrmann, Chair**

### Members

W.C. Boyce  
J.T. Doering  
D. Harfield  
T.D. Lewis  
N.L. Morin  
A.H. Permut  
B.J. Pullman  
H.J. Roche  
L.M. Weedon



The Aboriginal Professional Initiative Committee was formed early in the spring of 2004 and we had our first meeting on May 5, 2004. The purpose of the committee is to look at ways that APEGM can encourage more Aboriginal people into an engineering or geological career area and eventually into the Association.

To date we have had four meetings and are working on having a draft Implementation Strategy for the Council to review at its next meeting. We are looking at two main recruitment initiatives. The first one is a coloring book aimed at younger students (grades one to five). The second initiative is a presentation that highlights the role that engineers have played in the development of civilization. This presentation is aimed at older students (grades 9 through 12).

Overall our meetings to date have been very productive and I would like to thank the committee members for all of their hard work, especially Dave Ennis and William Boyce for helping to coordinate the meetings and conference calls. ■

## Members-in-Training Committee

**S. Arkia, Chair**

### Members

R.L. Barry  
E.P. Hancox  
T.F. Kelbert  
K.K.T. Sim  
R.D. Stark

The Members-in-Training (MIT) Committee had another interesting year. The committee gained four new members this year. As always the Committee's focus has been researching and recommending improvements to the pre-registration program. During the past year the

main challenge was to ensure MITs' concerns were communicated to the Experience Review Committee (ERC), and Council. Thus, the committee designed a survey to find out from MITs what their concerns were with regards to the Pre-Registration Program. The response was overwhelming, and provided the committee with tremendous information. The committee took all the findings from the survey to the Experience Review Committee and Council.

We continue to work closely with the ERC and Council to resolve issues regarding MITs. I would like to thank all the committee members for their time and effort. I would also like to thank the Association's Director of Admissions, Sharon Sankar, P.Eng., Executive Director and Registrar, Dave Ennis, P.Eng., and Lorraine Dupas for all their assistance during the past year. Without the professional and committed efforts of all these individuals the committee would not have been able to achieve the results we hoped for. ■

COMMITTEE REPORTS COMMITTEE REPORTS COMMITTEE REPORTS COMMITTEE REPORTS

## Safety Committee

*F. A. Roberts, Chair*

### Members

- M.S. Anderson
- D.R. Beacham
- D.N. Burney
- D.E. Cross
- A.O. Dyregrov
- O.C.B. Edirmanasinghe
- M.J. Frye
- M. Gregoire
- B. Horning
- P.T. Sims
- R.D. Stark
- V.J. Tanner
- T. VanDekerkhove
- J.V. Wieszmann



Like most of you, I find the pace of business in our profession, as with life itself, is accelerating. The email that makes communication so much easier is also more demanding of replies. New software and digital design tools are great, but they too are demanding of our time and learning curves more often turn uphill. All this is to say that I appreciate more each year, the sacrifice of time given by the members of our committee and their genuine interest to serve the public and their profession – even when their lives are so busy.

You will notice that many of the items on our agenda have been there for a long time. It is not that we are dragging our feet, it is just that many issues can not be solved quickly. They can involve groups of diverse interest and agendas. There are issues, like the lack of building regulations in rural areas, that are of such concern to the committee, and we hope to you also, that we continue to push them forward even though the progress can seem to be slight. I really admire that the members of our committee are willing to commit to the long haul when it comes to changes that are essential to the well-being and safety of people in our province.

### Farm Building Code

After some promising developments last year, with the preparation of a discussion paper by the Province, we have seen no further progress. The discussion paper was to serve as a starting point for stake holders to begin meeting to consider the need for a Farm Building code in Manitoba.

While the Committee commends the prudence of carefully considering each step in such an initiative, we have been made aware of a number of significant farm building structural collapses again this past year. With growth in size and complexity of agri-business, we see the greater potential for losses that come about with this growth.

The wet March 2004 snow brought down a number of significant farm structures, some which had stood for almost thirty years. Again the contention that, "it has stood there for years, it must be alright" has been formidably challenged.

The Safety Committee will continue efforts to encourage the Province to move forward in the adoption of the Canadian Farm Building Code.

### Fabric Covered Buildings

The Safety Committee has been monitoring the use of fabric covered buildings over the past several years, since receiving a bulletin from the Ontario Building Officials Association following a series of collapses in that province.

Locally, concerns were passed on to the committee regarding the requirements for proper fire separation between these and adjacent structures, as well as neighboring properties.

Concerns were also passed on to the committee following the collapse of a fabric covered structure due to the accumulation of wet snow. The committee was pleased to receive representation from the manufacturer of the building with additional details of the incident.

The incident was found to relate to the gross misuse of the structure involving its installation on top of an unstable wood pole foundation extending several meters above ground. The structure was in a farm setting, and although there were no injuries to people or animals, it highlights the need for regulation.

### City of Winnipeg Plan Examination

The Association was notified by the City of Winnipeg, Planning, Property and Development Department, of their intention to substantially alter the plan examination process in an effort to overcome backlogs for building permit applications.

Under consideration was a proposal to reduce the plan examination to a random audit and rely on the individual professional for responsibility for code conformance, with a greater emphasis on the role of the professions to use disciplinary action when plans were found to be seriously lacking.

Thus began a process of meetings between the City of Winnipeg representatives and stake holders in the building permit process. APEGM, through the Safety Committee, has been represented by Dr. John Frye. John brings the expertise of many years of experience in the department and more than ably represents the association.

We continue to be gravely concerned that adequate plan examination by the authority having jurisdiction is a necessary step to ensuring the safety and economic well being of all those involved in the process. However, we are also hopeful that this examination of the process can lead to other positive alternatives to provide for an efficient process, yet, one that fulfills the necessary steps in ensuring code compliance in buildings.

### Safety Issues

I began by saying how busy all our lives are becoming. Please do not let yourself become so busy that when you encounter a serious safety concern you are tempted to look the other way. It

is the investment you make in bringing an issue to the attention of the authorities or to the Safety Committee that can make a difference and save a tragedy in the future.

### The Committee

Thank you again to all the members of the committee for their participation in meetings and sub-committees, and sharing their technical expertise and insight. I also want to thank Michael Gregoire, EIT, for joining the committee this year as our official minute taker. His skills in documenting our proceedings have helped us to be more effective.

On behalf of the Safety Committee I would like to thank Dave Ennis and the APEGM staff for their continuing support of the work of the committee. ■

## Environment and Sustainable Development Committee

*J.D. Ewing, Chair*

### Members

- W.C. Boyce
- P. Janzen
- C.W. Jones
- D.A. Klassen
- G.S. Lodha
- G. Rempel
- J. Van Dusen

This past year the Committee welcomed two new members, Ganpat Lodha and David Klassen.

Jean Van Dusen continued this year in her role as member to the CCPE Environment Committee. Paul Janzen continued as our member on the Professional Development Committee.

The ESDC met three times since our last report. We continue to track current areas of interest to the members in the areas of alternative fuels developments, evolving legislation and climate change.

The CCPE Climate Change Impact and Adaptation Action Plan was received and comments provided. The consensus is that local associations will be looking to CCPE for assistance to disseminate the information developed. In addition, CCPE has requested a role in the Canadian Infrastructure Vulnerability Study. Through CCPE, a copy of the final version of the APEGGA 'Guideline for Environmental Practice', Feb 2004 was provided to the committee for information. CCPE reports that they are subscribing to Ecolog's Environmental Compliance Newsletter, which will be shared with the Associations.

The ESDC has been contacted by the Saskatchewan Environment Committee and is establishing communications for the exchange of information on activities and initiatives. ■

## COMMITTEE REPORTS

## COMMITTEE REPORTS

## COMMITTEE REPORTS

## COMMITTEE REPORTS

## Emerging Issues Committee

R.L. Ludwick, Chair

### Members

A.S. Chadha  
D.H. Grant (Vice-Chair)  
R.J. Hamlin  
G.M. Ostry  
M. Paryniuk  
E.A. Speers  
D.R. Strang  
J.B. Thorsteinsson  
J.R. Gunning  
(Recording Secretary)



The purpose of the Emerging Issues Committee is to facilitate awareness within the Council through the Executive Director, of emerging issues that are germane to the practices of engineering and geoscience or that could impact the mandate of the Association. The Committee met seven times during the past year.

Much of the work of the Committee is ongoing in nature. As well, we review specific topics as they come to the forefront of our responsibility; or Council, through the Executive Director may have a specific request requiring action and recommendation. Currently the main topics of interest being addressed by the Committee are: genetic engineering, biosolids processing, and technology to reduce greenhouse gases.

The following were some of the interesting topics the Committee reviewed and commented on during the last year: climate change issues, wind farm power, engineering human resource capacity for the future, nanotechnologies, photonics engineering and media reporting of engineering projects.

The Committee has an ongoing contact with the Professional Development Committee. David Grant is the liaison between the two committees. The purpose is to keep both groups apprised as to developments in the respective committees and to facilitate any possible joint opportunities for the membership of APEGM.

The issue of addressing electronic sealing was the subject of a recent gathering of interested parties. Doug Strang led this initiative within an ad hoc group. Attendance was good at this meeting with a high degree of interest being expressed. Bob Hamlin is involved in the next stage by organizing a small group to go forward with the subject and looking at the possible implementation of electronic sealing in the future.

At this point it is necessary to thank all the Committee members for their continued interest and support to the issues addressed in the Committee. Of special note is the ongoing support of Dave Ennis, Executive Director, who also keeps us on track, all APEGM staff that helps us in many ways, and James Gunning our relentless scribe who faithfully records our work. ■

## Communications Committee

J. Blatz, Chair

### Members

M.E. Baril  
J.L. Biczok  
P.H. Boge  
D.J. Etcheverry  
E.P. Hancox  
D.H. Inglis  
A.N. Kempman  
J.W.P. Lengyel  
A.A. Poulin  
C.M. Rennie  
S.B. Williamson



The Communications Committee is responsible for publication of the *Keystone Professional*. The committee reviews and edits articles from the membership and seeks articles of interest from other Associations through their publications. This past year was another productive one with some added excitement due to an increase in the number of letters to the editor. The committee met ten times during the past year to produce five issues of the *Keystone Professional*.

Apart from the regular business of reviewing and editing the *Keystone Professional*, the committee reviewed a proposal for the publication to go predominantly electronic. Members will recall an opportunity in their renewal notice to select hard copy or electronic versions of the publica-

tion. A majority of the membership requested hard copies and as such the decision was taken to continue to distribute the hard copy version to the entire membership, as well as continue to make the electronic version available via the website. The committee also developed the format and content guidelines of the APEGM E-News that is sent out to the membership on a regular basis. The E-News includes a link to the electronic version of the *Keystone Professional* on the website. One topic of considerable discussion was the publication of articles on topics of political interest. In some cases, members noted to the committee that some articles published were perceived as biased towards one specific view. The committee agreed that the articles that raised the discussion were obviously of interest to the readers, but as a policy the committee would attempt to publish articles that include fair representation from all sides of an issue. As always, we encourage submissions on topics of interest from all members including letters to the editor.

Overall it was a productive year for the Communications Committee and I would like to thank the committee members for all their time and efforts. I would also like to extend the committee's sincere appreciation to Deidre Norris in coordinating, editing and formatting of the *Keystone Professional*. The committee extends their best wishes to Deidre in her move to Alberta. The committee is pleased to welcome Kelly Mofet, the new APEGM staff member on the committee, as the new representative in charge of managing the publication. ■

## Women's Action Committee

D. M. Priscu, Chair

### Members

M.M. Alcock  
H.L. Brojges  
C.E. Geddert  
L.E. McFarlane  
D.J. Nedohin-Macek  
J. West



The Women's Action Committee was pleased to welcome several new members over the past year and we are grateful to be benefiting from their input. Doina Priscu, Heather Brojges, Jennifer West, Mercedes Alcock, and Dawn Nedohin-Macek are new to the committee, while Carolyn Geddert has re-joined after a short hiatus.

Roberta Dyck has left to devote more time to motherhood, and Colleen Flather (also a new mom) is taking some well-deserved time off. Our Co-Chair, Lesley McFarlane, also enjoyed the thrill of welcoming a new baby this spring.

Sincere congratulations to all of you from the committee as you embark on the important task of parenthood.

Jennifer St. Laurent, Paula Kreitz, and Elan Swatek (Past Chair) have decided to put more focus on other interests and we wish them luck in their endeavors. Brenda Danielson, who has been our Chair and Co-Chair over the past several years, has also stepped down due to many other commitments. Many thanks to Brenda for her leadership and energy – we will miss you!

Our networking events continued with the three per year format. In September, Dr. Sandra Ingram enlightened us with some information on a study that she is doing at the U of M on Women's Occupational Mobility in Engineering. We look forward to the opportunity for some of our members to participate in the study and, ultimately, to the information that Dr. Ingram will glean from the research. On a cold February night, a large group gathered in the atrium at the Forks for a wine (and cheese) tasting evening which was interesting and lots of fun (just ask anyone who was there). The chemistry of the wine constituted the "engineering" aspect! In May, Wendy Phaneuf, of The Training Source, gave a presentation on "Leading for Trust and

Continued on page 13

COMMITTEE REPORTS COMMITTEE REPORTS COMMITTEE REPORTS COMMITTEE REPORTS

## Salary Research Committee

*E.G. Parker, Chair*

### Members

- W. Czynnyj
- I. R. Mikawoz
- A.M. Mian
- S. Quigley
- W.B. Todd
- C.M. Rennie
- D. J. Etcheverry
- Statistical Analysis:
- L.M.C. Card



To satisfy our objective of providing salary information for use by the public and association members, the Salary Research Committee conducted its annual employee salary survey this spring. The results are posted at the APEGM Web site at [www.apegm.mb.ca](http://www.apegm.mb.ca).

This year was our second year using a web based survey format. The member comments have been very positive regarding the new format in terms of ease of use and a “quicker method compared to paper”. Beyond eliminating our substantial postage costs and paper usage, the survey format was designed to encourage greater response rate from our members. Overall, the response rate this year was the same as last year at 31%. The response rate for the previous paper surveys was between 20% and 25%. This year, the highest response rate was from the EIT /GIT members with 40% survey response. Our overall

response rate is second compared to APEGS who had a response rate of 48%. The new format continues to see increased participation in providing comments on the survey and other topics. The verbatim comments have been included as part of the report.

This year we introduced additional revisions to the survey based on last year’s feedback and to reduce the effort required to code and analyze the data. Improvements this year included a summary page, which could be printed to retain a record of answers and the ability to return to a question from the summary page to modify an answer. Two key improvements planned for next year include the ability to skip a question that does not apply and a clearer statement on the effective data of the salary.

The best-fit curve for salary versus points has maintained the same slope for the last few years reflecting consistent salary gains for members at the various levels of responsibility. This year we introduced an exponential fit curve for Salary versus Years Since Graduation. It shows the mean base salary starts at about \$38,000 and levels out at about \$82,000. This year, the average base salary for the various groups was: Engineers at \$73,928, Geoscientists at \$68,224 and EIT/GIT at \$48,554.

Thank you to the members who completed our survey this year and to those who provided their comments. Finally, many thanks to the committee members for their efforts this year, to Dave Ennis and William Boyce for their continued support and all the hard work done by Loren Card in developing our detailed report.

## Professional Development Committee

*W.T. Jackson, Chair*

### Members

- S. Anand
- R.J. Bruce
- S.Kass
- G.S. Lodha
- E. Loewen
- D.B. McKibbin
- T.S. Rumbal
- D.R. Swatek
- H.M. Turanli
- D. Grant
- (Liaison Member, Emerging Issues Committee)*
- P. Janzen
- (Liaison Member, Environmental and Sustainable Development Committee)*



The committee experienced a few changes in membership over the past year. We were pleased to welcome Eric Loewen. On a sad note, a long-time committee member and respected engineer, Vern Dutton passed away this year. We will miss his enthusiasm, good humour, and contribution to the engineering community.

During the past year, the PD Committee continued its traditional seminar series, which mainly consisted of one-hour sessions to introduce or update members on a wide variety of technical, business, and general knowledge topics. Committee members also participated in the planning of the well-attended PD day at the 2003 AGM.

The following sessions were among those presented during the last 12 months:

- **Providing Safe Drinking Water in Manitoba – Changing Legislation – Changing Programs**, Don Rocan, P.Eng. – Environmental Engineer, Dept. of Conservation Manager, Office of Drinking Water, and James Popplow, MD, MSc, FACPM – Manitoba Health
- **Fuel Cell Technology**, David Grant, P.Eng.
- **Floodway Expansion**, Doug McNeill, P.Eng., Floodway Expansion Authority
- **MTS Centre Presentation and Tour**, John McNeill, PCI Engineering
- **Negotiations: Win-Win**, Kevin Skinner, PCL
- **Technical Writing**, Ron Blicq
- **Netnak Bridge to Cross Lake**, Eric Loewen, P.Eng. – Earth Tech (Canada) Inc.
- **Gasket Life and Testing**, David Grant, P.Eng.

## Women’s Action Committee

*Continued from page 11*

Loyalty”, and led a lively discussion with the group on the effectiveness of organizational leaders (please see a summary of the presentation elsewhere in this publication).

Jennifer St. Laurent has been our representative on the CCWEST (Canadian Coalition for Women in Engineering, Science, and Technology) Board. Over the past year, CCWEST has focused its efforts on the Women in SETT (Science, Engineering, Trades, and Technology) project which is an initiative to engage organizations and strengthen our advocacy role in influencing government, industry, associations, and post-secondary institutions to increase women’s participation, contributions, and leadership in science, engineering, trades, and technology in Canada. On behalf of APEGM, Jennifer attended a focus group meeting in Vancouver in January with representatives from across Western Canada to discuss issues facing women in science and technology, and come up with ideas that CCWEST can use to further support women in their career paths.

Lesley McFarlane represented our committee at the Women in Engineering Advisory Group (WIEAG) conference of the Canadian Council of Professional Engineers (CCPE) in January 2004 in Ottawa. The conference was well attended by female engineers from all across the country. Most of the other provinces were concentrating more on mentoring rather than networking, which has been the primary focus of the APEGM WAC. We obtained a great deal of information on a variety of resources that could help us with setting up some mentorship activities, and are now investigating both outreach and mentorship activities to begin in the fall of 2004.

If you are interested in joining the Women’s Action Committee and becoming involved with our activities, please get in touch with any member directly or through the Association office.

Lesley and Brenda would like to express our appreciation to Doina Priscu, who has taken over as Chair of the Women’s Action Committee as of July 2004. We are grateful for your interest and dedication, Doina, and wish you success with the committee. Also, thanks to the APEGM staff (especially Sharon Sankar and Jenny Borecky) who have provided help and support for our activities over the past year. ■

The committee would like to thank Dave Ennis, William Boyce, and all APEGM office staff for their guidance and assistance over the past year.

Seminar suggestions are always welcome, and we encourage everyone to complete the recently-circulated survey to members for their input, comments and suggestions for topics and presentations for the upcoming year. ■

## COMMITTEE REPORTS

## COMMITTEE REPORTS

## COMMITTEE REPORTS

## COMMITTEE REPORTS

## Legislation Committee

*D.N. Spangelo, Chair*

### Members

W.M. Burbidge  
D.G. Ford  
R.M. Gordon  
R.A. Johnson  
S.A. Mailey  
J.E. Reimer  
P.V. Remillard



The Legislation Committee is responsible to the Council, through the Executive Director, for evaluating the purpose, consistency, and clarity of *The Engineering and Geoscientific Professions Act*, the *By-Laws* and the *Code of Ethics*.

The legislative environment of our profession, and other related professions, requires continuous review to ensure that our act and by laws govern the profession for the protection of the public.

Over the last year the Legislation Committee has been involved with amendments to the Act, reviewing the retired member category and numerous other issues.

*The Engineering and Geoscientific Professions Act* was successfully amended by Bill 45 this last June. The revisions will allow the Association to develop by-laws to make charitable donations and other gifts and promote the interests of the profession (such as contributing to an education foundation) – all in the context of public interest. This will allow the Association, and its members, to make charitable contributions to projects such as the new Engineering & Information Technology Complex (new U of M engineering building) and receive tax receipts.

Based on a recommendation from the Past Presidents Committee, and direction by Council, the Legislation Committee reviewed the P. Eng. (Ret.) category with specific emphasis on the need to continue including the (Ret.) title after P. Eng. The main concern raised within the committee with dropping the title was that the public might be at risk of assuming retired members can practice professional engineering or geoscience. The committee's discussions included reviewing similar categories within other professions as CAs, medical doctors, architects and other engineering associations across Canada. Only the architects seem to have a similar (Ret.) title. Legal counsel also reviewed the risks & liabilities with removing the (Ret.) title and reported that there should be no concern. Although the committee didn't reach a unanimous consensus they did pass a motion recommending a by-law change to drop the (Ret.) title.

Future legislative committee business includes a potential revision to *The Land Surveyors Act*, initiatives on *The Limitations Act* and development of a Landscape Architects Act.

I would like to thank all Committee members, APEGM staff and especially Dave Ennis for their efforts over the last year. ■

## Experience Review Committee

*R.A.S. Reichelt, Chair*

### Members

A.J. Aubut  
C.R. Bouskill  
R.R.D. Brodeur  
K.A. Dickson  
L.E. Escobar  
R.D. Howard  
D.S. Jayas  
E.G. Phillips  
H.N. Procyshyn  
R.J. Romanetz  
G. Schaub  
T.D.M. Starodub  
C.L. Stewart  
J.A. Blatz, (Vice-Chair)



First, let me thank all the people who donated their time to helping our committee. I especially want to thank the two people who have left our committee this year because of other commitments: Dan McInnis and Stirling Walkes. Your work has been greatly appreciated.

Also, I have been very impressed by the reports from our engineers- and geoscientists-in-training. Most are conscientious and diligent in reporting the progress they are making in the program. One of the great rewards of serving on this committee is the opportunity to watch young engineers and geoscientists develop and progress in their careers. Monitoring the progress of MITs towards professional registration is the main activity of the Experience Review Committee.

Over the past year, two issues have come up on a regular basis; in fact, these issues have been a constant concern for as long as I have served on this committee. The first issue is the concern of sanctions for MITs not reporting on time or not fully complying with the requirements for professional development or volunteer service. For most MITs these are not issues, however there are

always a few who have not complied with these requirements. As a result, the committee has used its power to sanction MITs who are not in compliance, usually by not recognizing some of the experience that the MIT has gained. Some view these sanctions as being harsh, some feel they are necessary to ensure compliance with the program. I am hoping that the new Manual of Admissions that Dave Ennis and Sharon Sankar have prepared will address most of the concerns for the fairness of sanctions. Dave and Sharon consulted with the ERC as well as the Academic Review Committee, the Registration Committee and the MIT committee in preparing the new Manual of Admissions and have done a thorough job of incorporating the many concerns expressed for the evaluation process of MIT reports.

The second issue that regularly arises is that of supervisor reports. While most supervisors have been diligent in supporting the MITs who work for them by completing their reports in a timely fashion, a few have not. Some supervisors have expressed an undisguised disdain for the whole MIT program in particular and for APEGM in general. While they are entitled to their opinions, supervisors are not helping the MITs in their charge by being late in handing in their supervisor reports (sometimes up to three years). In fact, both the attitude and actions of some supervisors can cause real harm to an MIT's career. If you think that this is of no importance, have another read of our Code of Ethics and note where professional members are required to help new members in their professional development. For our part, the ERC has introduced new supervisor's report formats which we hope will make it easier to fill out these reports without having to spend a lot of time on them.

Finally, let me note again that most of the MITs and their supervisors have been diligent and conscientious in working their way through the MIT program. I look forward to another year of service on this committee and watching new people earn their way into our professions as either engineers or geoscientists. ■

## Awards Committee

*J.M. Symonds, Chair*

### Members

I. Djatiutomo  
J. Graham  
D. Grant  
B. Gulay  
R. Haldane-Wilson  
E. Lach  
B. Larkin  
G. Morris  
J. Pickell  
N. Ulyatt  
P. Washchysyn



The Awards Committee is responsible for providing recommendations to Council for recipients of APEGM awards and for nominees for the CCPE Awards. The Association of

Professional Engineers and Geoscientists of the Province of Manitoba's (APEGM) Annual General Meeting Awards Dinner was held on Friday, October 24, 2003. At that event, a Leadership Award, two Life Memberships, and one Outstanding Service Award were presented. The Leadership Award went to Nick Daikiw, the Life Memberships went to Garland Laliberte and Bill MacDonald, and the Service Award went to Don Spangelo.

An Evening of Recognition was held on March 2, 2004. There were five awards presented at this event. The first was the Merit Award to Dr. Mahesh Chaturvedi who is a Distinguished Professor in Mechanical Engineering at the University of Manitoba and an NSERC Chair holder in aerospace materials research. The Leadership Award went to the Honorable Duff Roblin for his contributions to the development

*Continued on page 16*

COMMITTEE REPORTS

COMMITTEE REPORTS

COMMITTEE REPORTS

COMMITTEE REPORTS

## Registration Committee

*K.J.T. Kjartanson, Chair*

### Members

- C.S. Roberts,  
(Vice-Chair)
- I.T. Blakley
- D.A. Brown
- D.P. Dudek
- T.W. Gouldsborough
- H. Graumann
- A.J. Poetker
- T. Sellen,  
(Appointed Member)
- R. Swystun,  
(Appointed Member)



The primary responsibility of the Registration Committee is to register members of the Association. This duty is carried out within the policies of Council as laid down in the Association's Manual of Admissions. The committee reviews the credentials of candidates and relies on recommendations from the Academic Review Committee, the Experience Review Committee, and Association staff in making decisions.

Additional responsibilities of the committee include the consideration of appeals against decisions of the other committees and the staff, and the review of registration-related issues and provision of recommendations respecting the same to the Admissions Board, the Executive Director, and the Council.

The Registration Committee was, once again, very busy during 2003-2004. In this period, the committee held 12 regular meetings and heard one appeal. Insofar as statistics are concerned, during this past year: 149 EITs/GITs were enrolled, 100 members were registered under the Mobility Agreement, two members (geoscientists) were registered by transfer, 102 members (including four geoscientists) were registered for the first time, 21 temporary licenses were issued for practice, 14 reinstatements were approved, two reversions (from retired membership) were approved, and 30 Academic Review committee recommendations were verified. One application was reviewed and not approved by the committee.

The appeal heard was against a decision of the Academic Review Committee. The appeal was upheld. In addition, the Council heard one appeal, which was denied.

During the past year, the committee has continued to work closely with the Admissions Board, the Academic Review Committee, the Experience Review Committee, the staff, and the Council to ensure that registration procedures are appropriate. Where necessary, recommendations have been made to the Admissions Board, the Executive Director or the Council respecting proposed changes to the Manual of Admissions and/or the Committee Terms of Reference. In this regard, the committee has continued to discuss

registration issues such as reinstatement requirements, Temporary Licensure and the administration of the EIT / GIT program.

In addition to its baseline work, the Registration Committee also reviewed and made recommendations respecting several other registration-related issues. These issues include potential sanctions for delinquent supervisors and referees, discussion of the online Professional Practise Test at the University of Manitoba, the Technologists Specified Scope of Practice License and Certificate of Authorization, the Inter-Association Mobility Agreement renewal, the CEQB Experience Requirement, the Mutual Recognition Agreement with the Hong Kong Institution of Engineers, the Consideration of Experience / Professional Development / Professional Service while Enrolled in a Technology Program, the use of Competency Based Assessments, payment of back dues for reinstatement and proposed revisions to the

Manual of Admissions. Various other miscellaneous tasks were also undertaken.

The Committee membership has changed over the past year. Don Dudek, our "resident geoscientist", moved from the province and resigned from the committee. Terry Sellen, the Appointed Member of the committee, had to resign from the committee to devote more time to work. Thanks for your hard work Don and Terry! Ian Blakley and Richard Swystun were the respective "replacements" on the committee. Welcome Ian and Richard! The Chair has appreciated the ongoing enthusiasm and dedication of all the committee members over the past year. In the way of staff, Deidre Norris moved from the province and Kelly Mofet took over as Registration Coordinator. The committee wishes to recognize and thank Sharon Sankar, P.Eng., Deidre, Kelly and Dave Ennis, P.Eng., for their ongoing support and assistance which has, once again, proven to be invaluable. ■

## Public Awareness Committee

*H.J. Roche, Chair*

### Members

- J.S. Betke
- T.B. Bowden
- W. Jackson
- J.A. Rooney
- M.J. Samuda Poitras
- B. Stimpson
- R.L. Taylor
- S. Weicek



This year's committee saw a lot of changes in membership with the welcome addition of Stephen Weicek, P.Eng., P.Geo., in January 2004. However, over the course of the year, we lost three valuable members who were unable to continue contributing due to increased career and personal commitments.

In February, long time member and past Public Awareness Committee (PAC) Chair Richard Bernhardt left due to conflicting commitments. Roger Rempel, P.Eng., regrettably had to resign in April due to increased duties with the CEM as well as with his firm, which is involved in the floodway project. And finally, Salman Qureshi, P.Eng., who skillfully managed the annual student dinner over a number of years, stepped down because of his increasing workload. All these volunteers were tremendous contributors and will be very hard to replace. To this end, the PAC is now actively seeking to expand the group in anticipation of the large amount of activity in the 2004-2005 session.

Brian Stimpson and the Provincial Engineering and Geoscience Week (PEGW formerly NEW) Sub-committee outdid the previous year's effort with an amazingly successful week

of activities at the St. Vital Mall. Their uncanny ability to generate excitement was highlighted by the Manitoba Government proclaiming "Engineering and Geoscience Week in Manitoba" and a major segment on A-channel's "Big Breakfast". The CCPE's collapsible Frisbees were a big hit in both Winnipeg and the subsequent NEW celebration in Brandon. This enthusiastic group of volunteers is already preparing to top their awesome performance in 2005.

The 2004, APEGM Student Dinner exceeded expected attendance and continues to be an excellent way for students and professionals to network. The guest speaker was Christine Gauthier, Vice President of Computer Talk Technology. Her Power Point presentation on "The Importance of Networking in a Business Environment" was ideal for the event and generated a lot of interaction between the attendees. Our gratitude goes to Trevor Bowden and John Rooney for another great evening, and our appreciation for continuing to improve this long-standing annual event.

Driven by the extraordinary dedication of Robyn Taylor, the APEGM contribution to the 2004 MSSS has exceeded previous years in both volunteer support and participant awards. Business sponsorship continues to grow along with this being an excellent opportunity for volunteer involvement. An article by Robyn on the 2004 MSSS was included in the June 2004 issue of the *Keystone Professional*.

The APEGM office is storing the mobile display unit that can be booked for engineering events and there are also career promotion brochures available. The PAC would like to express our appreciation to the unwavering support of William Boyce, Jenny Borecky, the staff at APEGM, and all of the generous volunteers (too numerous to name) that helped make this year's efforts so successful. ■

## COMMITTEE REPORTS

## COMMITTEE REPORTS

## COMMITTEE REPORTS

## COMMITTEE REPORTS

## Geoscience Issues Task Force

**C.R. Galeschuk, Chair**

### Members

A. Aubut  
A. Bailes (CCPG)  
B. K. Costello  
J. Hayles  
P. Fulton-Regula,  
(Recording Secretary)  
R.A.S. Reichelt,  
(Vice-chair)  
R. Matthews (CGSB)  
M. Nicolas  
G. Young  
D.V. Ziehlke



The Geoscience Issues Task Force (GITF) is a group of professional geoscientists that has been assembled to deal with issues relating to the geoscience community and professional registration. We have remained a source of information and feedback to the administration of Professional Geoscience registration within APEGM.

The GITF members represent a broad cross-section of the geoscience community in Manitoba. The task force welcomes feedback from all individuals. GITF has adopted the following objective as its mandate and purpose:

*"To facilitate awareness of geoscience issues and to promote communication between professional geoscientists, professional engi-*

*neers, related groups and the general public."*

The Task Force meets approximately every two months to discuss issues that concern professional registration of geoscientists in Manitoba and across Canada. Michelle Nicolas joined the task force this year and is the representative for petroleum-related issues. In addition to the task force members listed above, Dave Ennis also attended our meetings. I would like to thank the Geoscience Issues Task Force members and all who have been involved in the process of registering Professional Geoscientists. A special thanks is extended to Dave Ennis for his constant support of the geosciences.

The task force worked closely with the administration of APEGM to deal with issues such as mobility, CCPG, standards, fees, ethical practice and academic issues. We continue to move forward in all regards. Presently we are near completion on a geoscience brochure for public distribution. This pamphlet is entitled, "What is Geoscience?". We hope, with this pamphlet, to increase the public awareness to the field of geoscience. Steps need to be taken to get more young people interested in geoscience and at the same time ensure those in the field realize the importance of professional registration.

There is a need to create awareness among all geoscientists and engineers within the Association. I urge all geoscientists to become involved in our Association and to make submissions to the Keystone Professional to raise the level of awareness of the profession.

We look forward to another successful year and continuing to serve APEGM. ■

## Sports & Social Committee

**M.E. Baril, Chair**

### Members

C.J. Berkis, Vice Chair  
B.R. Coreau  
J.F. Lavergne  
G.T. Gibbings  
B.L. Schilleman



The purpose of the Sports and Social Committee is to organize and conduct sporting and social events as venues for member interaction and networking. The Committee helps to promote pride in, and a sense of belonging to, the profession. This past year the Committee once again organized the annual APEGM Spring Golf Tournament at Pine Ridge Golf Club on June 9th and, as I write this article, is busy putting the finishing touches on the inaugural *Making Links Engineering Classic* golf tournament, (held on August 18th), in support of the new Engineering

and Information Technology Complex (EITC) at the U of M.

The spring tournament was once again a huge success, as we had 142 golfers force themselves to take the day off and participate. Thank you to all the golfers, and the organizations that sponsored holes and donated prizes. Your continuing support is greatly appreciated.

The *Making Links Engineering Classic* golf tournament in support of the new EITC at the U of M has been a joint venture between the Sports and Social Committee and the University of Manitoba. John Shewchuk, P.Eng.(Ret.), and Amber Anderson Skrabek (replacing Sue Kennedy) from the U of M, and Dave Ennis, P.Eng., and Jenny Borecky of the Association, have joined our committee to aid in its organization. In addition, Rob Roberts of CanadInns, our corporate tournament sponsor for the next three years, has been busy attending our bi-weekly meetings. This tournament is intended to be an annual event in support of the fundraising efforts of the Faculty of Engineering, and we would ask that you keep the tournament in mind when it comes time to budgeting for tournaments and fundraisers in 2005.

The Chair would like to thank all Committee members for their time spent in organizing this

## Awards Committee

*Continued from page 14*

of infrastructure in Manitoba, especially the Winnipeg Floodway. The Early Achievement Award was given to Eric Loewen for significant contributions as an engineer, to society and the engineering profession. The Professional-in-Training Award was given to Leanne Weedon for her outstanding record of service to the engineering profession through her participation in the Engineering Access Program, technical societies, conferences, and professional development activities. The final award was the Certificate of Engineering Achievement which went to Bristol Aerospace Limited for the design, development and launch support of the SCISAT-1 Scientific Satellite Project.

The above recipients are very deserving of their awards for their considerable contribution to Manitoba society and the APEGM. The public's image of the engineers and geoscientists of Manitoba and Canada has been greatly enhanced by these individuals. The Association will continue to recognize outstanding contributions to the profession and community later this year in conjunction with the 2004 Annual General Meeting. While the recipients have been named, they have not gone through the entire review process and, therefore, it would be premature to announce the winners. The Awards Committee continues to have a very good slate of candidates for these awards but we are always looking for nominations from the membership. We are looking for your input to this process to ensure all deserving candidates are given consideration. Please contribute to the process by nominating a fellow professional or nonprofessional for any of the appropriate awards that the APEGM or CCPE has to recognize the efforts and achievements of its members. It is important the membership continue to contribute to the process.

I would like to thank Joan McKinley, Dave Ennis, William Boyce, and all the Awards Committee members for their significant efforts over the last year. It has been a pleasure working with all of you. ■

year's tournaments. This past year has seen a drastic increase in the amount of time and effort required by all the Committee's members. I would also like to thank Craig Rowbotham, who left the committee last fall, and welcome Bethany Schilleman, who agreed to take his place. Special thanks go to the APEGM staff who handle the entries, prizes and inquiries related to the golf tournament, especially Jenny Borecky who serves on the frontline for golf related issues.

Please feel free to contact, through the APEGM office, any member of the Committee to voice questions/concerns about the current activities of your Sports and Social Committee, and/or to discuss possible new activities. ■

COMMITTEE REPORTS

COMMITTEE REPORTS

COMMITTEE REPORTS

COMMITTEE REPORTS

## Investigation Committee

**I. H. McKay, Chair**

**Members**

- A. E. Ball
- M. G. Britton
- D. E. Cross
- M. B. Gibson  
(*Lay Representative*)
- T. H. Gillman
- D. G. Hodgkinson
- R. P. Hoemsen
- S. I. Kulbaski  
(*Resigned August 2003*)
- L. N. Kavanagh  
(*Effective March 2004*)
- E. I. Lexier
- W. M. A. McDonald
- J. B. Smith
- R. C. Somerville
- J. A. Terris
- S. L. Ursel



held to review the various complaints, concerns and questions received. A total of nineteen files were reviewed, of which ten were carried over from the previous year, nine were new complaints and concerns. Of the ten files carried over, one concerned a question of professional conduct.

Of these files, fifteen are ongoing, of which one is a file previously appealed to a Committee Council under Section 36(1) of the Act. One file, previously appealed, had the Investigation Committee dismissal upheld by the Appeal Committee. Two files were dismissed. One complaint was dealt with under Section 35(1) of the Act which provides for a formal, written caution to be issued to a member to censure his or her conduct, and a formal caution was issued to the member.

The Committee continued monitoring the inspection of one member's professional practice, at the member's expense, the member is also required to pass the Professional Practice Exam, and a condition imposed on his practice continues to be in force.

No complaints were referred to the Discipline Committee.

Of the complaints/questions considered:

- the source of nine of them were situations where an engineer was concerned with the practice or conduct of another member;
- the source of ten of them were from concerns of various agencies and individuals on the conduct of engineers;
- one was a question relating to professional conduct.

An Operations Manual has been drafted to document the practices of the Investigation

Committee with the able assistance of Richard A. Johnson, P. Eng., a past Chair of the Committee. The Manual is in the latter stages of review before being finalized. The Committee is continuing to explore the Mediation process, with the thought that, in some cases, this process might be more expedient than a formal investigation, especially in disputes between members. Once resolved this process will be incorporated into the Operations Manual.

On 4 November 2003 the Committee adopted guidelines for the publication of names of members whose conduct is found to constitute either unskilled practice or professional misconduct, or both.

The Committee is continuing to develop guidelines for use when it is deemed that a member's professional practice should be subject to inspection.

It was with regret that the Committee accepted the resignation of Shawna I. Kulbaski, P. Eng., in August 2003, after five years of dedicated contribution to the Profession through participation as a member of the Committee. In March 2004 the Committee welcomed Leonnie N. Kavanagh, P. Eng., as a new member of the Committee. In December 2003 the Committee welcomed the return of Dennis G. Hodgkinson, P. Eng., to active participation on the Committee, after a leave of absence for an extended period.

Support staff, as in the past, has provided enthusiastic and dedicated service in numerous files before, during and after normal working hours. The assistance of Lorraine Dupas, Charlie Bouskill and Dave Ennis allowed the Committee to function in an effective, efficient manner. ■

The Investigation Committee is involved in the investigation of complaints and concerns received from both the public and members of the Association, as well as to consider questions on professional conduct received from Association members. The actions of the Committee are conducted under the authority of Part 9 of *The Engineering and Geoscientific Professions Act* and are supplemented by the Association's *By-Law 15* and the *Code of Ethics for the Practice of Professional Engineering & Professional Geoscience*.

During the twelve months ending 30 June 2004 the Committee held eight meetings. In addition, numerous sub-committee meetings were

## Westman Chapter Report

**D. G. Ford, Chair**

**Members**

- K. D. Croteau
- J. R. Funk
- G. A. M. Horeczy
- K. K. Kotyk  
(Secretary)
- S. A. D. McBride  
(past-Chair)
- D. G. McKibbin
- L. Turabian
- T. K. M. Veitch  
(Treasurer)
- J. H. Vidal



In October 2003, several members drove into Winnipeg to attend the 2003 AGM and show their support for Frank Deniset [Behlen Industries in Brandon] who had been elected to the new APEGM Council.

In November 2003, a Professional Development Luncheon was held to learn about the recent Manitoba Legislature "Golden Boy" restoration project. Robert Wiebe, P.Eng., [Dillon Consulting Ltd.] gave a presentation which discussed the history of the Golden Boy, and the challenges involved in the repair and conservation of the bronze statue.

It was a very interesting topic and the event was well attended.

In March 2004, the "Westman Spaghetti Bridge Building Competition" was held in conjunction with the Brandon Career Symposium. Letters of invitation had been sent out to the Westman high schools in January and hundreds of students dropped by the booth, jointly staffed by the U of M Engineering Department and the APEGM Westman Chapter. During those three days, there were 31 bridges constructed and tested

as a result of both individual and team efforts. Prizes were awarded to Chad Tanner [Rosburn Collegiate] and Corrina Brass [Crocus Plains High School, Brandon]. However, members of the Westman Chapter are developing a reputation for challenging the limits of this bridge testing equipment; last year some members did destructive testing on the display models, and this year others determined that the load cell can be reprogrammed and "crashed".

Over the years, we have found that the primary difficulty with being a Chapter is communication with the members who live in our catchment area. It is a continuous effort to update a chapter membership e-mail list, so that the information is both current and complete. And it's even more difficult to keep in touch with the membership without being regarded as just another SPAM message on their computer screen.

The Westman Chapter welcomes the volunteer efforts of all those who wish to help provide support to other members in this corner of Manitoba. For more information on how to become involved, contact Dave Ford at 727-9776 or [fordd@brandonu.ca](mailto:fordd@brandonu.ca). ■

Over the past year, the Westman Chapter has been successful due to the general support of the membership, the volunteer efforts of local MITs, along with a stable and dedicated Executive that has helped organise the events.

## COMMITTEE REPORTS

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## COMMITTEE REPORTS

## Thompson Chapter Report

*T.R. Nyabeze, Chair*

### Members

K.K. Derksen  
J.C. Hilchey  
M.A. Johnson  
B.J. Pullman

The past year has been a busy one for the Thompson Chapter. We continued to work towards events that benefit our community such as job shadows, volunteering at local science fairs, the spaghetti bridge building contest, the Science and Engineering Olympics and our willingness to be guest speakers when requested by local schools. More over, we arranged for monthly guest speakers. One topic that was a favourite this year was entitled "Overview of the Wuskwatim Generating Station Project" by W. J. (Wally) Muzyczka, P.Eng.

### Highlighting the "Science and Engineering Olympics"

#### Some challenges

The Science and Engineering Olympics were the last events organized for the 2003-2004 year. The goal of the event was to present science and engineering to students in an interesting, fun, perceptually stimulating and positive way. The Science and Engineering Olympics were run as team competitions. The teams were formed with members from different participating schools. A series of hands-on experiments were offered covering a variety of science and engineering disciplines. The teams each attempted hands-on experiments. At the end of the event, all teams received a certificate of participation

The major challenge we faced in organizing this event was establishing a volunteer base. We plan to improve on this by making sure that there is more preparation time for the event. For example, we started planning for the Science Olympics, a June event, in late February. Given the challenge of acquiring a steady volunteer base

we think the solution is to begin solicitations for help as early as our annual general meeting in September. As for the event itself, there was a 70 per cent turnout of registered participants. This may be due to the fact that it is a free event – so there isn't a real obligation to show up on the event date. We had to contact some kids the morning of the event to remind them to attend. A solution to this problem would be to call the children and parents one week prior to the event so we can fill gaps for those who are no longer planning on attending. In addition, next year we plan on including an explanation that we expect the parent and child to have a "going home" agreement in place and that we will not be the facilitators of such an agreement (We will look to the schools for guidance on this topic).

#### On a more positive note

WISE in Winnipeg was able to supply us with three volunteers for the morning of the event. The girls were invaluable.

The children who were there were well behaved – definitely wanted to be there. Moreover, there was great participation and interaction between the team leaders and children. The

children appeared to have taken away some knowledge from the day.

Generally, the Science Olympics are a fun way to communicate science to young minds.

The goal this year 2004-2005 for APEGM-Thompson Chapter is to build onto our traditional events and activities:

September 23rd - The Thompson Chapter AGM will be held from 6:30 PM - 8:30 PM

October - May – Monthly speakers (excl. December)

March – Spaghetti Bridge Building Competition

May-June – Science Olympics

We are fortunate that CIM (Thompson Chapter) is willing to partner-up with us on some occasions so that our membership has access to guest speakers on months were we are unable to ascertain a speaker. We are grateful for their generosity. If you would like more information on our chapter or if you are able to be a guest speaker please e-mail the local chair Theresa Nyabeze at [tnyabeze@mts.net](mailto:tnyabeze@mts.net).

We look forward to a successful 2004-2005. ■

## Kelsey Chapter Report

*S.J. Peter, Chair*

### Members

N.N. Ilich,  
K.D. Costello  
E.J. Wright  
G.T. Fortune  
J.M. Sheppard

Our meeting year started off with our September Pickerel Dinner Meeting. It has become an annual affair, and we invite the Executive Directors and Presidents of APEGM and APEGS to join us. It allows Chapter members one-on-one time with our organizations' leadership and is a great opportunity for us to directly convey our interests and concerns.

As a Chapter we are interested in Professional Development and encouraging the development of the next generation of engineers and geoscientists.

We participated in the fall 2003 Career Symposium in Creighton/Flin Flon. It allowed for interaction with high school students exploring career options in engineering and geoscience. Our work included a presentation, poster display distribution of information booklets, and fielding a wide range of questions!

An evening presentation on Issue Based Negotiations in the Workplace was very well received. Efforts are underway to plan more presentations of this type. In our spring meeting we voted to pursue development of an information presentation on career options in the engineering and geoscience professions for northern students, in particular the aboriginal students.

Our Chapter AGM will be held in November, 2004. ■

## COMMITTEE REPORTS

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## Notice

### 2004 – 2005 Student Membership Renewals

The student membership renewals have been mailed out and are due back into the APEGM office by September 30, 2004. If you have not received your renewal package please contact Jenny Borecky at [jborecky@apegm.mb.ca](mailto:jborecky@apegm.mb.ca) or 478-2737 to avoid de-

registration (de-registration deadline is December 31, 2004). If you let your student membership lapse and you have taken the APEGM Professional Practice Test you may be required to re-write when enrolling into the member-in-training program. ■

## Attention MITs

The 2005 Provincial Engineering and Geoscience Week (PEGW) Committee is gearing up for another exciting year of activities. If you are looking to volunteer your time and help out with the events or be part of the PEGW Committee please contact Jenny at [jborecky@apegm.mb.ca](mailto:jborecky@apegm.mb.ca). ■

## Council Reports

### Thursday, May 6, 2004

By: B. Williamson, P.Eng.

#### MIT'S TO BECOME A VOICE ON COUNCIL

The third Council meeting of 2004 was held at the APEGM office on May 6 and was promptly called to order by President Permut at 11:00 a.m. After the usual routine of adopting a modified agenda and approval of the last Council minutes, the meeting opened with a short discussion on potential candidates to be appointed as the next CCPG director. It was decided that one individual would be approached to be the next CCPG director, should he not accept, an alternate candidate would then be contacted.

The meeting then switched to the agenda topic of Ownership Linkage. Under this topic, the first item for consideration was regarding the Engineering Access program. Council discussed teamwork strategies and how to make rural and northern communities more aware of the program and what engineers and geoscientists do.

Item two for consideration, under Ownership Linkage, once again involved the MITs' request for a voice on Council. Councillor Silk had summarized his meeting with the MIT Committee regarding participation at council meetings. Councillor Silk proposed that two MIT's be appointed to attend Council meetings to be a voice with no vote. A discussion between Council members ensued regarding the purpose of having MITs observe Council meetings. Councillor Taniguchi suggested that the MITs could become a regular item on the agenda under Ownership Linkage and be allowed to present to Council. Executive Director Ennis referred to section 5.8 from APEGM's By-laws, which indicates that members, including MITs, are allowed to observe Council meetings given prior notice. The discussion on MITs attending Council meetings wrapped up with Council passing a motion to have representatives of the MITs become a regular agenda

item under Ownership Linkage and, also be requested to make a presentation at each meeting to voice the concerns of the MIT Committee.

Council reviewed a number of items presented by Mr. Ennis and Council members. This included monitoring reports and Council performance reports. All reports were accepted with minor comments and revisions. Council also reviewed the use of a decision matrix, submitted by Councillor Harfield, and the methodologies to be followed to ensure that Council decisions meet the "ends".

A couple of letters of appeal for reinstatement were presented to Council for consideration. One letter led to a Council discussion regarding reinstatement issues and the timely processes involved. Under the current admissions process, there is no procedure for expedited registration of recently resigned members or the mobility of members. Comments included pointing out that other associations have an expedited registration process for past members. A motion was passed that Council express their concerns to the Registration Committee regarding the length of time required for re-registration and that it would like to have a process that expedites the registration of these candidates.

A reoccurring topic involving the integration of foreign trained engineers was once again an item for consideration. Council discussed the issues relating to foreign trained engineers and the processes and resources involved in researching and recognizing their qualifications. The "From Consideration to Integration" (FC2I) steering committee had provided a list of recommendations for review by the CCPE Board of Directors. Dr. Britton advised Council that he would present a report from the Board of Directors review of the recommendations at the June Council meeting.

Council reviewed a number of informational items and wrapped up the meeting with a team building exercise, which involved each Council member sharing a personal story or specific interests.

The meeting was adjourned at 3:50 p.m. ■

### Thursday, June 17, 2004

A.N. Kempas, P.Eng.(Ret.)

The April 2004 provincial budget had a special significance for many APEGM members, mainly those engaged in consulting work. For the first time engineers and geoscientists in Manitoba were required to collect and remit RST (retail sales tax) on many of their services, which included a wide variety of drawings, estimates, and specifications performed under the Category III designation. The imposition of the RST elicited strong reaction from many councillors at the June 17 Council meeting.

In theory, the RST shouldn't impact APEGM members directly, since the tax is paid by the purchasers of engineering services, but it does force members to assume a new role as tax collector and some say, tax financier. Councillor Taniguchi made this point, citing how members would be required to submit RST according to a set schedule, regardless of whether or not they'd been paid for those taxable services. He said they would be, in effect, financing taxation for the government and in many cases they would be unable to follow the schedule because of cash flow limitations.

Councillor Witty made a spirited statement, saying the RST was a tax on intellectual capital and it would affect the quality of design. He said that the government should have held consultations before imposing the tax and that APEGM should oppose it based on public interest. Councillor Ferchoff said there was some logic to it since the taxable services led to a tangible product and he also pointed out that other jurisdictions, Saskatchewan for one, already had a similar tax. Executive Director Dave Ennis confirmed that Manitoba's tax was based on the Saskatchewan model.

Councillor Silk pointed out how the RST levy could lead to inequities – for example, two companies making electrical panels – one company employed engineers and would be taxed, the other employed technicians and would not be taxed. Councillor Smith, with her experience in government, was able to provide some insight from the government side. She said governments were obligated to balance the budget on a year-by-year basis and

often this led to an urgent need for new sources of income. Often it came down to picking the best of bad choices. Public consultations were problematic, she said, because of the necessity for budget secrecy.

Councillor Harfield spoke as an engineer and business owner when he said the RST made him feel he's on the end of a whip and that it's creating an accounting nightmare for him. In some cases, he felt, the RST could swing the awarding of a contract.

Councillor Ferchoff rounded off the discussion by saying APEGM should endorse the position of the Consulting Engineers of Manitoba and press for the RST to be applied to all persons performing that type of work, not just engineers and geoscientists.

(N.B. A week after the June Council meeting representatives of APEGM and others met with Finance Minister Greg Selinger to discuss implementation of the RST. The government would not defer the tax, but made a number of concessions to help out affected parties. As a result, APEGM members will remit RST on a quarterly, rather than a monthly basis. Also, no penalties will be applied during implementation phase of the RST provided the payees demonstrate they're making a sincere effort to comply.)

A few items passed, and then Council dealt with an item which had been taken off the Consent Agenda and introduced for discussion at the request of Councillor Harfield. The item was "Budget and Schedule of Fees and Dues" and Mr. Harfield wanted a comparison of APEGM fees to other provinces' fees. Executive Director Ennis went through the process he used for calculating fees and noted that Saskatchewan's dues were over \$300. He also pointed out that APEGM fees carried the cost of administering the MIT program. While on the topic of finances, someone asked about the \$350,000 APEGM commitment to the Engineering building fund. The money was to go annually to our foundation, specially created for that purpose, and the foundation then forwards the money to the university. In return APEGM gets its name on the design studio doors.

## UMA Celebrates Fifty Years in Manitoba

By: J.A. Blatz, P.Eng.

I had the pleasure of congratulating Tom Wingrove, P.Eng., Regional Vice President of UMA Engineering on the occasion of UMA's 50th Anniversary while interviewing him regarding plans for the upcoming celebrations. "We at UMA are proud to announce that this year we celebrate our golden anniversary in Manitoba. As Regional Manager of the Winnipeg Office, I am pleased to mark this significant milestone by reflecting on some of the extraordinary engineers who have helped to build our successful half-century in the province."

In 1954, a young engineer by the name of Bill Adams left Saskatoon for Winnipeg to build a business for what was then Underwood McLellan and Associates in Manitoba. He went on to have a distinguished career with UMA, eventually becoming President of the company. Bill is now deceased, but all of UMA acknowledges his legacy. I found out that Tom only met Bill on a couple of occasions in his early years with UMA, but he was clearly struck by Bill's personable and sincere nature – qualities that served him well in carving out a position for UMA in the local market. As the sole presence for UMA in this region at the time, his character would have been associated with that of the company, which could only have kindled UMA's success.

Subsequent Regional Managers included Russ Hood, Bob Petri, Ron Fromson, Jim Terris and now Tom Wingrove. One of the five original Associates and company Presidents before Bill Adams was Bill McKay. Bill still lives in Winnipeg and is a frequent visitor to the office. At 87 years young he still shows a keen interest in the firm's activities. He recently authored a paper for EIC on the history of Consulting Civil Engineering Firms in the Prairies. In fact, in the hustle and bustle of pro-

jects and company growth, it was Bill who pointed out to Tom that this year the Winnipeg office would celebrate 50 years in Manitoba.

It was very interesting to hear that the first address for UMA in Manitoba was a room in the Empire Hotel on Main Street. UMA moved from there to the Silver Heights Shopping Centre and then to 1495 Pembina Highway before building at the current location on Buffalo Place in 1968. Earliest activities in the Province were in Northern projects. UMA installed a sewer and water system and electrical generation and distribution systems in The Pas. UMA engineers also worked extensively in Flin Flon and later in the new City of Thompson. UMA is

proud of its accomplishments in Manitoba which reflect the strong local presence of the firm. Notable accomplishments include the rehabilitation of the Shoal Lake Aqueduct, the Slaw Rebchuk bridge, the Royal Canadian Mint and numerous projects for Industry, Municipal governments and First Nations across the province. Remembering and building on their past will serve them well as they chart the course for the next fifty years.

I would like to thank Tom Wingrove for providing information along with the support of Bill McKay to complete this article. Best wishes to all of the employees of UMA Engineering as they celebrate this milestone accomplishment. ■



UMA's first address – the Empire Hotel on Main Street.

## The Canadian Engineering Memorial Foundation Announces Award Recipients

The Canadian Engineering Memorial Foundation (CEMF) announced six outstanding engineering students as the 2004 Undergraduate and Graduate Scholarship Recipients. The CEMF Scholarships were presented to the students at a special luncheon at the Annual General Meeting of the Canadian Council of Professional Engineers held in Charlottetown, Prince Edward Island.

The five recipients of the \$5,000.00 Undergraduate Scholar-

ship are Bernice Chan of Mississauga, Ontario (University of Waterloo), Stacy MacDonald of Lake Echo, Nova Scotia (University College of Cape Breton), Vassa Reentova of Calgary, Alberta (University of Calgary), Jessica Tang of Thunder Bay, Ontario (Simon Fraser University) and Véronic Tétréault of Boucherville, Québec (École Polytechnique). Monica Danon-Schaffer of West Vancouver, British Columbia is the Recipient of the \$15,000 Claudette MacKay-Lassonde

Graduate Scholarship Award from the CEMF.

The Foundation is committed to creating a world where engineering meets the needs and challenges of society by engaging the skills and talents of women and men alike. To that end, CEMF is dedicated to attract women to the profession so they may contribute in a truly inclusive manner. They also honour the memory of the 14 women from École Polytechnique whose contributions to Canada ended on December 6, 1989.

Along with providing scholarships, awards and investing in programs for youth, the Foundation's long-term goals include raising public and professional awareness in the work it does. As part of this program, the CEMF launched a showcase website in July 2002 that highlights Canadian engineering accomplishments and serves as an informational source for aspiring engineers. Additionally, in 2003, CEMF launched a unique online database giving students, parents and teachers access to a wealth of information on resources available across Canada for those contemplating a career in engineering. For more information about the Canadian Engineering Memorial Foundation visit [www.cemf.ca](http://www.cemf.ca). ■

# Book Review

## Managing Cultural Diversity in Technical Professions

By: Lionel Laroche, P.Eng., Ph.D.

(2003, 236 pages, Butterworth-Heinemann, US \$32.99)

**W**e all know how much difference it makes when a team functions well – the tricky part is getting it to happen. This new book tackles this topic in the context of Canadian engineering teams, which are almost all composed of people from many cultures. In this insightful book, Dr. Laroche includes lots of material to help get multicultural teams firing on all cylinders.

Written for both managers and technical contributors, the book uses a multicultural lens to look at management styles, teamwork, communication and career management. This new perspective drives home a central theme that cultural differences are key in how our teams work.

In these kinds of abstract topics I find concrete examples very helpful, and the author includes numerous anecdotes drawn from his consulting background. These vivid examples show the profound impact of what sometimes seem like small issues – like the Mexican engineer who resigned the day after getting some negative feedback in front of his colleagues.

The book also includes a number of quantitative charts and tables showing how different cultures have quite different expectations of the importance of hierarchy, individualism and risk tolerance.

Having read this book, I now much better understand the experience I had in Canada managing an employee from another culture. What I experienced as a lack of assertiveness was actually the case of an employee expecting highly directive management, and their way of showing respect. Had I understood that well at the time, I would have approached the situa-



tion quite differently, even starting at the interview stage.

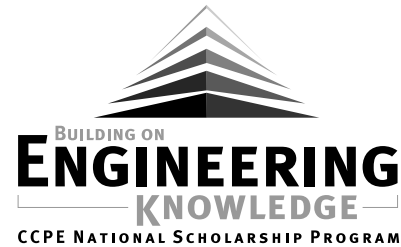
On the flip side, the book would have helped me a lot during my two-year stay in France. I now realize that when my French colleagues were jumping in and finishing my sentences, they were demonstrating their agreement by showing they knew how my sentences were going to end!

The book closes with a number of interesting comparisons, like the different emphasis on theory and hands-on work that exists between engineering schools in Canada, the United States, France and Mexico. And to finish off, an entertaining appendix contains explanations of common figures of speech that we in North America take for granted but, interpreted literally, can be a source of bafflement for other cultures.

This book can be obtained from Amazon at [www.amazon.ca](http://www.amazon.ca). ■

Reviewed by Mike Jackson, P.Eng., Ph.D., Galian Photonics Inc.

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For further information, contact:  
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CANADIAN COUNCIL OF PROFESSIONAL ENGINEERS  
CONSEIL CANADIEN DES INGÉNIEURS



## THOUGHTS ON

## Design

## ...and considering the difference between solutions and answers

By: M.G.(Ron) Britton, P.Eng.

**H**ave you ever noticed that we engineers tend to discuss situations on the basis of speculation as to “what might happen if...?” This characteristic of our profession was pointed out to me in a recent conversation with a colleague who has a humanities background. To him, this approach represents our interest in how things work and how they might be improved. He sees us as problem solvers who take pride in “finding answers to difficult questions”. We get things done. I must admit to being flattered by what I considered to be a positive endorsement of engineers.

As it happened, this conversation occurred at about the time I was making a decision on a new computer-based grading system for my Introduction to Engineering course.

The course is intended to expose students to the fundamental details associated with our profession so it tends to run heavy to questions with very specific answers. There is, by the nature of the course, very little “what might happen if...?” thinking involved.

Once the grading system was selected and the purchase order issued, I found myself wondering about the very different meanings of the words “question” and “answer” as they were used in these two concurrent situations. I also found myself wondering if it really mattered.

About a month later, I was in a meeting with a “manager” where I found myself defending the contributions engineers and engineering design make to the economy. It was

the old cost versus value debate. His position was that we are redundant because all we do is “answer questions”, and the internet lets anyone find “answers” to “questions” in a much more cost effective manner. I didn’t win this debate, but it got me thinking again.

In academic environments, where many of our basic understandings are shaped, we tend to think of “questions” and “answers” in conjunction with assignments and exams. Within that environment, the “questions” tend to be constrained and “answers” tend to be specific. It is a matter of right or wrong, with partial marks for being more or less right. To get to a point where this can happen, all of the variability has to be taken out of the “question”. If life was like that, then the redundancy argument would be defensible.

However, in considering the practice of engineering, we are seldom faced with “questions” (in the academic sense) but rather we are faced with “problems”. People who manufacture and sell airplanes don’t ask engineers for a specification for a main wing spar using a specific type of aluminum under a specified load condition. Rather, they ask engineers to determine the possibilities to meet some, usually vague, performance criteria. Hydro asks their engineers how best to get the power from generation sites to market, not how large the conductor must be.

Typically engineers find themselves faced with problems that are largely undefined except for some sort of end purpose. When President Kennedy made his commitment to go to the moon, he didn’t say how that would be accomplished or provide any specific questions that needed answers. Implicit in his statement was the unspoken challenge to the engineering community, you figure it out. He stated the problem, not the question, and engineers

at NASA and beyond came up with a solution, not the answer.

Clearly, solutions are not singular nor are they precise. Solutions tend to be optimum, or, if you like, the best of the alternatives under existing or anticipated conditions. They require that the problem be reduced to a series of definable questions for which specific answers can be found. The answers are then reassembled through a series of compromises. Details associated with those answers are evaluated and the questions are redefined and recycled through the process until eventually they are assembled into something that is workable, a solution.

Design is finding solutions, not finding answers. Questions and answers are an integral part of the process but they are tools, not end products. Questions and answers grow out of “what might happen if...?” thinking. The questions must be constrained to allow us to develop precise answers using any and all of the analysis tools we have available. Questions are usually heavy to detail and specific numbers. They are the bricks, if you like, that will make up the wall we are attempting to build. Anyone can buy bricks, but it takes a special skill to build a wall.

So, where does this lead to?

At times we can get hung up on the exact meaning of words, but if we “misspeak” with respect to the value we bring to the table, we can be seen as replaceable. Specific answers to specific questions can be found in any number of places. However, solutions to problems are not as easy to come by. Solutions represent the value engineers, and engineering design, provide. ■



## Upcoming Events

**M**anitoba Hydro has organized a GeoExchange seminar for Mechanical Engineers, HVAC Design Professionals, Design/Build Contractors, Facility Engineers, Utility Personnel, Equipment Manufacturer's Representatives and Drilling Contractors.

This seminar covers open loop, closed loop and surface water systems and is intended for technical personnel involved with ground source heat pump system design. The presentation will provide the tools necessary to reduce system capital costs, increase performance and enhance reliability. Topics covered include:

- Basics of GCHP Systems
- GCHP Equipment
- Ground Connections
- Economics
- Designing a Commercial GCHP System (w/example)
- Formation Thermal Conductivity Testing
- Example Specifications (CD Handout)

Please contact Martin Cloutier: 477-7248 for more details.

## 2005 CSCE Conference

Toronto, Ontario, Canada

June 2-4, 2005

Call for Papers

Abstracts due: October 15, 2004

For more information, visit the conference website: [www.csce2005.ca](http://www.csce2005.ca)

See the APEGM website for more details.  
[www.apegm.mb.ca/pdnet/events.html](http://www.apegm.mb.ca/pdnet/events.html)

# Capstone

## A Mentor's perspective

Prepared by: Rick Haldane-Wilson, P. Eng., Wardrop Engineering Inc.

Giving back to the profession is very important to ensure the long term sustainability and attractiveness of engineering as a career choice. Having the pleasure of being a team mentor for the University of Manitoba, Civil Engineering Capstone Design Course has given me an opportunity to meet and work with some of the fine students that graduated this past year. They have learned what it is like to work on a project, under pressure, defining the issues, developing solutions, preparing designs, and of course, meeting deadlines. They have showed me that the abilities of the graduates expecting to hit the workforce in the near future are very good.

The course is intended to get students involved in a situation where they are required to work collaboratively with industry professionals, clients, and stakeholders to deliver a project from proposal stage to the completion of preliminary design. The project involved a potential pedestrian bridge crossing the La Salle River at the Ruines Du Monastere into a relatively untouched area of pristine forest, retracing the steps of the trappist monks that lived there hundreds of years ago. The teams chosen by Dr. John Frye were comprised such that the interests and background of the various members would reflect the team requirement of a consultant actually performing the work. That is, they needed Environmental, Geotechnical, Structural as well as Architectural skills to successfully deliver a project that meets the needs

of the client (City of Winnipeg) and the affected stakeholders.

The City of Winnipeg (headed up by Councillor John Angus, Bill Larkin, Brad Neirinck, and Randy Fingas) fully supported the program. They invested a significant amount of time preparing a request for proposal, lecturing, meeting students, and discussing the specific criteria that the project would need to meet. Other industry mentors were from UMA (Dr. Mike Lau), Earth Tech (Warren McCullough and Eric Loewen), and Dillon (Norm Ulyatt and Sital Rihal) as well as Wardrop (Robert van Ginkel). Each firm provided mentoring to one of the four student teams.

The four teams proposed two types of different cable-stayed bridges, a stress ribbon, and an "infinity" arch design that recognised the significance of the Metis heritage at this site. These students displayed some incredible creativity with their designs.

I would like to congratulate all of the students involved with the CAPSTONE project to a job well done. I was truly impressed with the work they performed for which they should be extremely proud. I would also like to congratulate the other mentors, City of Winnipeg, St. Norbert Arts and Cultural Centre, University of Manitoba, and in particular Dr. John Frye for providing a great educational tool that is useful in preparing students for the workforce. I enjoyed the experience and hope to be able to contribute again next year. ■

## June Council Report

Continued from page 19

APEGM lost one of its lay councillors when Councillor Witty handed in his resignation. He left with the observation that APEGM was a well-run association. President Permut returned the compliment and thanked Dr. Witty for his fine service to council. Dr. Witty was moving on to become chairperson of The Engineering, Geosciences and Architecture Inter-Association Joint Board.

After a one-hour in-camera session Council returned to discuss the upcoming Council elections. Past-

President Ferchoff said the Nominating Committee had no clear terms of reference. He wondered if they should find only the number of candidates needed to fill vacancies. Recruiting more than that number inevitably led to election losers, and maybe that wasn't a good idea. President Permut said he would sit down with Past-President Ferchoff and they would draft terms of reference before September. Council approved a motion for drafting of terms of reference for the Nominating Committee.

A few more random items and council, after putting in a long day's work, wrapped up the meeting at 4:30 PM. ■



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