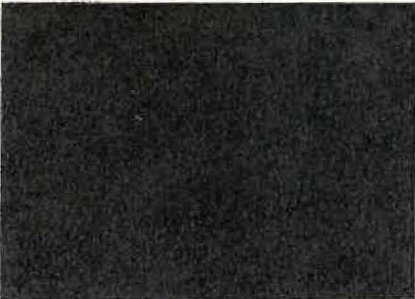
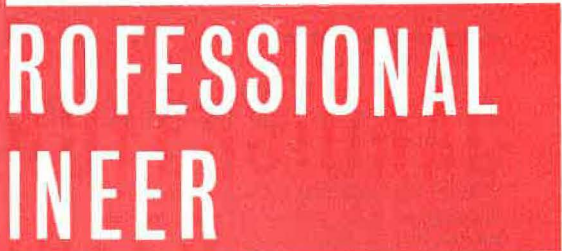




**THE
MANITOBA**

PROFESSIONAL
ENGINEER



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of the
province of manitoba

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WINNIPEG, MANITOBA, JUNE, 1968

President's Report

By F. M. FOWLER, P. Eng.

Since last reporting to you, Council and its Committees have passed through perhaps the busiest part of this term of office. Among the most important accomplishments has been the adoption of a new Code of Ethics. In the near future you will receive a copy of this revised Code which will serve as your guide to professional conduct. In addition the "preamble" has been printed in a form suitable for framing and will be available at nominal cost to those who might wish to have it framed.

Late in March I had the honour of representing our Association at the Annual Meeting of the Alberta Association in Edmonton. It was of considerable interest to realize that they have many of the same problems as we do. For example, they have active committees studying and researching employer-employee relations, engineering education, continuing education for graduate engineers, and safety of temporary structures. They too have a financial problem, having operated last year at a substantial deficit. The Alberta Council has the power to set the annual fees without reference to the membership up to a predetermined maximum established periodically by the Association as a whole.

I am pleased to be able to advise you that the new Admissions Review Board is now in operation. It was shown at the most recent meetings that in the future applicants without a degree from an accredited university will now benefit from a more comprehensive review of their academic and practical qualifications. I can now, in the fullest of confidence, reconfirm that we have not in any way lowered our admission requirements, but rather we have

strengthened our registration procedures.

Recent newspaper articles which have been so disturbing to many of our profession have also been cause of great concern to the Association Council. I am sure you would agree that to enter into a public debate on this matter through the medium of the press would be utter folly, since our statements and arguments would not necessarily be reported in the same manner as they were presented. We are however energetically pursuing other avenues of approach to end this unjustified criticism of our profession.

By the time this issue of the Bulletin reaches you, you will have been asked to vote on certain amendments to our by-laws. The Council considers this change essential and has endorsed it unanimously. I trust that you will have seen fit to support Council in its decision and thank you for having taken time to return your ballot.

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THE FAITHFUL FORTY

The By-Law Amendment presented to the Membership at the Special Meeting of the Association on April 24th at the Niakwa Motor Hotel was approved by 38 of the 40 members who attended. This is less than 3% of the total membership which indicates a deplorable lack of interest in Association affairs on the part of 97% of the members. This is rather surprising since the purpose of the By-Law Amendment is to facilitate approval of an

Annual Fee increase. President Fowler's mountain of statistics will be exhumed at a later date.

After adjournment of the Special Meeting, a question and answer period along with sandwiches and liquid refreshment provided the balance of the evening's entertainment. The Bulletin Committee, who made up 10% of the attendance, fielded a few brickbats, and Councillors and the Legislation Committee answered questions relating to our preparedness for the Provincial Legislature Committee for the review of the Professional Acts.

All in all, it was an interesting and stimulating evening for those who attended.

—W.R.M.



REGISTRATION PROCEDURES COMMITTEE

By JOHN W. J. LEWIS

At a meeting on February 23rd, 1968, Craig Sommerville was appointed Chairman of the Admission Review Board. Lou Earp was appointed Vice-Chairman.

Committees of the board are set up to review specific applications and applicants. Each committee consists of Board Chairman or/and Vice-Chairman, Board Secretary, one member of the Academic Review Board (Board of Examiners). In addition two or more senior practising Professional Engineers skilled in the discipline(s) which the applicant wishes to practise.

The Chairman or Vice-Chairman are authorized to call on any available or suitable member of the Association to assist with the work of the Board.

It is not only important that justice be done but also that it be seen to be done.



NO QUORUM IN THE FORUM

By JOHN W. J. LEWIS

There was no quorum on February 21st but when Council reconvened on February 28th there was no reporter. From the vine we hear that Larry Blackman, presiding, conducted a crisp meeting. From the minutes we learn that nothing of great interest was discussed. The juiciest items were given a second hearing at the March 20th meeting.



COUNCIL HITS HIGH GEAR

By JOHN W. J. LEWIS

With president and members of Council

getting into the swing of things the meeting of March 20th, 1968 will be remembered as the meeting the agenda was completed.

The Association of Manitoba Land Surveyors want to move into our new home that we share so harmoniously with the Architects. As with all eternal triangles not everyone is happy at the prospect of another bedfellow, particularly some of the consulting engineers.

3,000 copies of a new Code of Ethics are to be published and we will all get one. In addition the preamble, set up suitably for framing, will be available at \$1.00 a copy.

There was a discussion on the ethics of a government employee holding financial interest in a consulting or construction company that does business with the government. It will be interesting to see what guidance the Code of Ethics offers on this point.

It was reported that amongst other items dealt with the office wrote 195 letters in a month to overseas correspondents who sought information on the Association or evaluations of their qualifications.



FOLLOWERS OR LEADERS

By D. A. FARLINGER, P. Eng.

The Council meeting of April 19, 1968 began with five Councillors in attendance.

It commenced in a light vein as Council discussed a ceiling fixture purchased for the Association office by the Architects. Apparently the fixture is not suitable and the Architects are now trying to dispose of it. Meanwhile it must be paid for.

Council had just approved the list of applicants for registration, licences, Engineers in training and transfers when two more Councillors arrived, including Andy Baracos attired in a swinging white turtle neck (no carnation in his mouth).

Next on the agenda were the minutes of the budget committee. It appears that we will have a deficit again this year. One of the real problems facing Council is the continuing flow of letters from prospective immigrants. These are coming in at the rate of ten or twelve a day and must, of course, all be answered. This involves a lot of time and expense despite the fact that a form letter is now used. It is hoped that some financial assistance may be obtained from the Department of Immigration who refer most of these people to us.

A short discussion followed regarding the special general meeting planned for April 24,

1968 to present a notice of motion to amend By-law 37. Council was strongly in favor of the proposed By-law change.

A complaint was raised about the large number of articles in French in the CCPE publications. It was pointed out that these publications were of very little value in the West as few people could read them. This subject was to be placed on the CCPE meeting agenda for discussion.

A discussion followed on our role in CCPE and whether we are followers or leaders. It was felt that we should be leaders to obtain the maximum benefit from the organization.

Thirty minutes were spent discussing the format of the Annual Meeting and various suggestions regarding it. Council will be deciding on the details of the Annual Meeting and the Wine and Roses Ball shortly.

It was suggested that one Councillor had stolen two vases from the last Ball, but this brought forth a hasty denial from the accused party.

The last item discussed was in regard to two gentlemen who had intended to write qualifying examinations for membership in the Association, but had not been able to do so for various reasons. Council decided that they should be given the opportunity to write in the Fall, but that they must forfeit their fees as the examinations had already been set.

Due to the pressure of time the meeting was adjourned at 2:30 p.m. and the remaining items carried over to the next meeting.

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LETTERS TO THE EDITOR

ABUSE OF REGISTRATION

Dear Sir:

It seems most incongruous that after sixty years of formal engineering courses at the University of Manitoba, non-engineers can still gain registration in the A.P.E.M. It is an abuse of the grandfather's clauses to admit non-engineers into the Association, but as long as such clauses exist the abuse will, no doubt, continue.

The simple way of dealing with the problem is to hold a plebiscite among the members and thereby determine whether the double standard is to continue or a single standard, as used by learned professions, adopted.

Any resultant changes to the Act would be the responsibility of the Association and thus remove the possibility of any malice towards individuals.

Among the many advantages of the single standard would be the elevation of professional standing to a level higher than university graduation and therefore a goal for unregistered engineers. By the same token, many organizations that do not recognize the engineering profession could be persuaded to do so when professional registration also means a degree in engineering.

D. T. HOLLOWAY, *P. Eng.*

SLEEPING BEAUTY NOT ASLEEP

THE EDITOR,

Dear Sir:

I wish to emphatically deny that my absence from Council photograph, March, 1968 issue of the Manitoba Professional Engineer, was due to "falling off chair." Equally emphatically, I also deny any act of somnambulation on my part during Council business. Truthfully, the following occurred: While occupying Council chair, and heavily burdened with weighty Council matters, the chair, unknown to me, had been placed by persons unnamed, precariously near the edge of the raised platform. A proposed motion of Council resulted in the inevitable. The chair in a condition of unstable equilibrium, fell off the platform — not I, off the chair.

I am glad to report that the grievous harm to my composure is receiving the serious consideration of the Special Committee on Safety. Such being the case, suit for damages will not be pressed against persons unnamed.

Respectfully yours,
A. BARACOS, *P. Eng.*

Member of Council.

P.S. — The photographer's timing was somewhat slow in not capturing crucial moments of Council activity.

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VERY INTERESTING! BUT CONFUSING

By T. W. ALGEO, *P. Eng.*

If you refer to Section 12 of the Engineering Profession Act, you will note that Council may approve registration on the basis of an accredited degree in engineering, on the basis of examinations, or on the basis of an accumulation of credentials which are at least equivalent to the qualifications of those holding an accredited degree, provided

of course that the experience and other requirements are met.

If an applicant does not have an accredited degree, Council is guided by recommendations from the Board of Examiners, and in *exceptional* cases recommendations made by the Admissions Review Board. With respect to applicants reviewed to date, the Admissions Review Board has verified that the original recommendations of the Board of Examiners were appropriate.

ACCREDITED DEGREES: In addition to engineering degrees from most Canadian universities, the Association's list includes those U.S. engineering degrees recommended for acceptance by the Engineers' Council for Professional Development, Inc. The current list also includes 26 universities in Great Britain and Eire; Italy 9; Germany 8; Australia, France, Poland — each 6; South Africa 5; Czechoslovakia 4; Austria, Belgium, Yugoslavia; The Netherlands, New Zealand, Rumania, U.S.S.R. — each 3; Sweden, Switzerland — each 2; and Danzig, Denmark, Estonia, Finland, Greece, Hungary, Israel, Latvia, Lithuania, Norway, Portugal and Turkey — each 1.

The degree as well as the university must be accredited. The accredited list is continually being revised based on recommendations from the Canadian Accreditation Board of Canadian Council, or from the A.P.E.M. Board of Examiners.

ACADEMIC ASSESSMENTS: Applicants from Canada, the United States or Overseas who do not hold an accredited engineering degree are requested to submit a brief assessment form, which must be accompanied by a syllabus, a transcript of marks, a copy of pertinent degrees or diplomas, and a \$30.00 remittance. The assessment is made by the Board of Examiners and the applicant is advised of the examinations, if any, he will be required to write in order to be considered academically qualified for registration. Examinations may be written only after an applicant takes up residence in the Province.

OVERSEAS INQUIRIES: Prospective immigrants are being advised by the respective immigration officers to write to the Provincial Associations for full information re accreditation before immigrating. The Association Staff has kept records since March, 1967 and by March, 1968, 703 overseas inquiries had been acknowledged. The rate has now increased to approximately 1,200 inquiries per year. Of necessity, a standardized reply form has been devised which spells out the basic requirements for registration, but in addition the person inquiring is advised if his degree is accredited. If his degree or diploma is not accredited it is explained that examinations

would probably be required and that he should return the attached form in order that his qualifications may be assessed.

It is estimated that, based on the present expedient system, each reply costs the Association at least \$1.00. It is a necessary service, however, regardless of the load being imposed on all the Provincial Associations. Canadian Council is co-operating with the Department of Manpower and Immigration in order that the process can be made more efficient and possibly the cost to the Association reduced.

THE "CHARTERED" ENGINEER: The following information has been obtained from a four-page report entitled "Organization of the Engineering Profession in the United Kingdom," (Editor: L. M. Nadeau, P. Eng., Assoc. Editor: G. J. McGee, P. Eng.), and xerox copies may be obtained by contacting the Association staff.

In 1962, thirteen Chartered Institutions formed a federation which was granted a charter of incorporation in August 1965, under the name of The Council of Engineering Institutions.

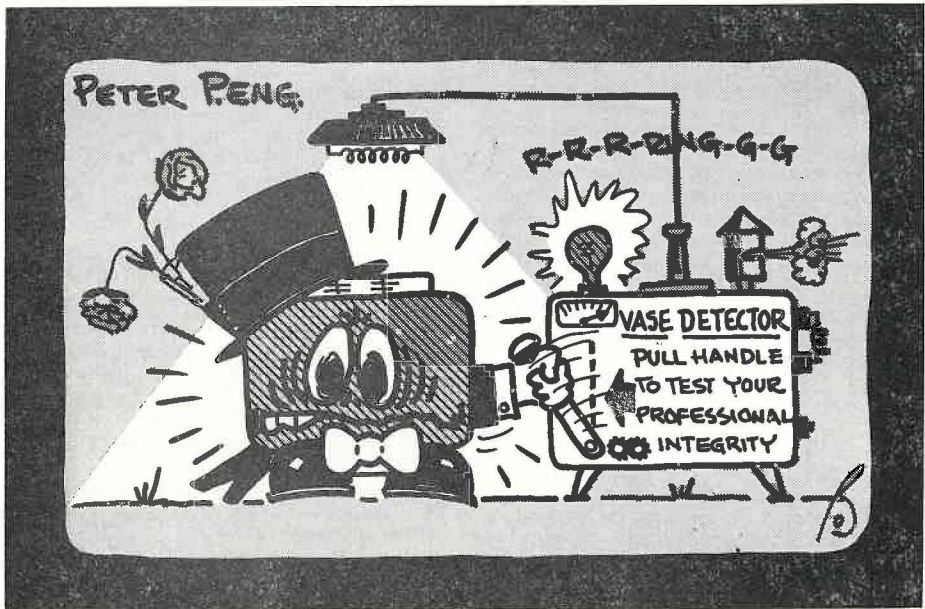
The following thirteen societies are Constituent Members of the Council:

The Royal Aeronautical Society
 The Institution of Chemical Engineers
 The Institution of Civil Engineers
 The Institution of Electrical Engineers
 The Institution of Electronic and
 Radio Engineers
 The Institution of Gas Engineers
 The Institute of Marine Engineers
 The Institution of Mechanical Engineers
 The Institution of Mining Engineers
 The Institution of Mining and Metallurgy
 The Institution of Municipal Engineers
 The Institution of Production Engineers
 The Institution of Structural Engineers

By its Charter, the Council is empowered to grant the title "Chartered Engineer" to corporate members of the Constituent Institutions who have reached a standard of qualification set by the Council. The qualifications required for corporate membership of the Institutions themselves, however, are matters for which the Institutions remain wholly responsible.

The title "Chartered Engineer" is not protected by statute. However, it is reserved by the Charter to those upon whom it is conferred by the Council, and the Council may obtain an injunction against any misuser of the title which would render him liable to penalties for contempt of court if the misuse were subsequently repeated.

Apart from use of the title, a Chartered Engineer has no specific privileges.



NEWS ITEM: Several vases were inadvertently removed by engineers attending the Wine and Roses Ball, and the Association has had to pay the florist for all those reported missing. Anyone finding a vase in his tuxedo pocket or in his wife's evening bag may return same to the Broadway Florists and ask that the Association be credited with the appropriate amount.

Those who were corporate members of the Constituent Institutions on Charter Day were granted the title "Chartered Engineer" and, for the future, after a period of transition not yet settled, candidates will be required to qualify by passing the Council's examination, set at British university degree level, or by gaining an approved exempting qualification (e.g. an appropriate degree). The Council's examination is scheduled to start in 1967/68, and it is hoped to issue the syllabus for the first of its two parts very shortly. In addition to meeting this academic requirement, a candidate must complete two years' professional training, and have held a position of responsibility and gained experience that satisfies the requirements for corporate membership of the Institution he joins. Some Institutions may set requirements for their corporate membership additional to those that will satisfy the Council for the grant of the title "Chartered Engineer". On the other hand, some qualifications which at present meet the requirements for corporate membership of some of the Constituent Institutions are not up to the standard which the Council has set for future Chartered Engineers.

IMMIGRANT ON COUNCIL

As the old saying goes, Council's gain is the Bulletin Committee's loss. In the recent A.P.E.M. election, Mr. Russ Hood, a member of the Bulletin Committee for the past two years, was elected to Council.

Mr. Hood was born and educated in Sidney, Australia, graduating from the University of New South Wales in Civil Engineering in 1953.

He spent the following five years in Australia employed by the Department of Railways and the Electric Commission.

He came to Canada in 1958 for what he expected to be a five year period to gain experience in the consulting field. He has either found things to his liking or has not been able to afford the passage back, since he has been here ever since.

Since coming to Canada he has been employed by Underwood and McLellan and Associates in Calgary, Saskatoon and Winnipeg. He was hired originally as a Resident Engineer, but has now advanced through the



R. HOOD, *P. Eng.*

ranks to the position of Winnipeg Area Manager.

Mr. Hood has served for 6 years on the Membership Committee, two of those years as Chairman. He also spent 5 years on the Technicians Committee and 2 years on the Bulletin Committee.

Russ is married with 4 children. He is a keen sports fan with his interests including participation in squash and swimming.

He is a member of the E.I.C., the Canadian Good Roads, and the Highways Research Board. He hopes to be able to stimulate more active participation by all members in Association affairs. He would like to make the Association more vital, although he frankly admits to not knowing how this can be accomplished. He feels that being on Council is a good way to find out how to make improvements.

Members of the Bulletin Committee who have come to rely on him for honest, frank opinions wish him well in his new endeavour.

— R.M.S.

FLIN FLON NEWS

By M. N. COLLISON, *P. Eng.*

M. A. DEVETTE, *P. Eng.* — has been promoted to Chief Electrical Engineer for Hudson Bay Mining and Smelting Company, and as such, has been transferred to our Winnipeg Office.

R. L. PRICE, *P. Eng.* — has again, with the cooperation of the Flin Flon Glee Club, produced another delightful musical. This time "Guys and Dolls" was successfully staged. An enjoyable show, well done, with local talent.

G. H. KENT, *P. Eng.* — and Mrs. Kent are away for a week's shopping in Winnipeg. There is something about these Northern winters that produces a wanderlust when Spring approaches, and in the women a desire for the lights and shops of the big city.

J. R. BRAY, *P. Eng.* — and Mrs. Bray have returned from a week in Vancouver where they attended the annual meeting of the C.I.M. Bob reports an informative and enjoyable meeting, and a most interesting tour of some of the bulk ship loading facilities recently placed in service at that seaport.

W. A. MORRICE, *P. Eng.* — and Mrs. Morrice attended the Annual Shareholders' Meeting of the Hudson Bay Mining and Smelting Company in Toronto, on April 26th. Sandy reports a good meeting.

Editor's Note — Reporter in Africa

Our Flin Flon correspondent, M. N. Collison, *P. Eng.* has just returned from a four-week trip to Africa. He went via London, Rome and Nairobi to Johannesburg where he visited various plants and manufacturing facilities. He played golf in 85 degree weather in February, went to see tribal dances, and at a party met Mr. and Mrs. Antenbring from Winnipeg who were visiting South Africa at the same time.

Mr. Collison visited several gold mines, and spent a good deal of time underground, where he reports it was sometimes as hot as 107 degrees down at the 8700 foot level. He reports that it gets hotter, about 1 degree every 60 to 70 feet below surface; and one mine he visited will be going down to approximately 12,000 feet below surface, which is still 4000 feet above sea level. The 107 degrees was in a refrigeration machine room. There are 3000 tons of refrigeration equipment with an additional 6000 planned for deeper levels. Cooling of the mine ventilation air is a must under these conditions.

Mr. Collison visited game reserves and saw elephants, zebras, giraffes, kudu, wildbeest, hippos, various kinds of birds, and hundreds of impala. With the temperature at 95 degrees, Mr Collison visited a copper smelter and refinery, then on to several diamond mines. He was in Rhodesia and Zambia. He saw diamonds being sorted, cut and polished, "including one of 23 carats that is a real beauty. No wonder diamonds are such friends — for the girls."

On the return trip he had a five-hour lay-over in Lisbon and, "although I had Canadian and South African cash and U.S. travellers cheques, I was penniless as no one would handle any foreign exchange."

We wish to thank Mr. Collison for his interesting account of his trip, and to welcome him back to his regular reporting beat in Flin Flon.



Adverse Publicity

Members of the Association have expressed considerable concern over recent articles in the Free Press on the subject of Fred Blake and his allegations about professional engineering in Manitoba. Council shares this concern and has this matter under advisement.



FRINGE BENEFITS IN THE ASSOCIATION . . . BENEFITS OR MILLSTONES

By T. G. H. McKIBBIN, P. Eng.

The Oxford Concise Dictionary defines a "fringe" as, amongst other things, an edging. From this, we must suppose that "fringe benefits" are emoluments which are incidental to an agreement or contract. I stress the word "incidental", because in many cases, fringe benefits seem to outshadow the main consideration whether they be terms of employment or membership in a professional association.

The average person seeking employment in these days usually enquires what are the fringe benefits accompanying the position he seeks. Among items covered by these benefits are pensions, medical coverage, life insurance and, possibly, time off for such things as refresher courses. There are cases where a job is not particularly well-paying, or may be insufferably dull; however, the fringe benefits may be so varied and tempting that the prospective employee convinces himself that the position is worthwhile — but is it? Canada was not developed and explored by men seeking fringe benefits, although they no doubt reaped bene-

fits apart from those directly attributable to their labours.

The Association, like many other corporate bodies of today offers certain fringe benefits to its members. These benefits include golfing, curling, formal dances and last but by no means least, life insurance. While it is doubtful if any engineer would join the Association solely to golf, curl or go to a formal dance once a year, it has been suggested that some have joined the Association to participate in low-cost group insurance. While sports events and social happenings are without doubt beneficial to the general membership of the Association, they keep their proper perspective in the affairs of the Association and are pleasant facets to its activities.

From where I sit it appears that the group insurance question presents an interesting enigma. Since the Association endorses two group insurance plans, it is faced with the fact that some engineers join the Association purely to get low-cost insurance offered by the two companies concerned. Naturally, the more members there are in a group, the lower the individual premiums become and the insurance companies are receiving more premium money. It is therefore of some concern to insurance salesmen to ensure that unregistered engineers join the Association to help their sales of insurance. If the point is stretched sufficiently far it is conceivable that the Association would exist primarily to qualify its members for low-cost insurance! We will reiterate, without comment, that the Council of Canadian Professional Engineers usually allocates about 40% of its house organ's pages to group insurance advertising.

I, for one, think the group insurance idea is good, if kept in its place — a fringe benefit for members of the Association. However, it would appear to be a major reason for belonging to the Association, for some people.

This can well raise the question — why should an engineer become registered? Why bother, if he's a member of a large organization and is working for more senior men whose stamps will appear on documents going out of the office? The answer would appear to be that those who think registration is not worth-while lack that certain sense of professionalism which must exist for the profession to continue to function.

To many young people today, the engineering profession only appears as a means of securing a well-paying job. Why should this be so? Let me ask, how many employers encourage the engineers who work for them to

register? Further, why do so many employers fail to offer this encouragement?

By way of an answer, in many countries overseas, the undergraduate engineering student is gradually integrated into his future profession by means of engineering societies which are a part of the major professional bodies. Thus, the student assimilates the professional outlook through his pores, so to speak. What we need is more contact with undergraduate engineering students by members of the Association who are proud of their profession and guard it jealously. This can only come about if the university authorities are co-operative.

We seem to have wandered somewhat off course. Nevertheless, fringe benefits in the Association, whether they be in the form of social functions or low-cost life insurance, will take on their proper perspective at such time as engineers are truly proud of their profession and join the Association as a means of showing that pride.



IDEAL ENGINEER'S WIFE

It has been said that behind every successful man there is a wise and helpful woman, and surely engineers are no exception. In order to determine what qualities the Ideal Wife would possess the Bulletin Committee set out to write the specifications listed below. Now that we know what she is like, we want to know how many engineers are fortunate enough to have an Ideal Wife. Since this is Leap Year it was decided to hold a contest. Nominations for the title of Ideal Engineer's Wife (not to be confused with Wife of Ideal Engineer) are to be submitted to the Bulletin Committee, Association office. The decision of the judges (members of the Bulletin Committee) will be final. Because of the costs involved, no live exhibits submitted will be returned to the sender.

- She shall not gossip.
- She shall be neat and clean about herself and her home.
- She shall love her husband for what he is and not for what she might like him to be.
- She shall be a good friend so they can have good friends.
- She shall entertain graciously.
- She shall share his interests and if she doesn't like any of them she will keep this knowledge to herself.
- She shall maintain the home as a refuge of peace and good humour.

She shall be courteous, mannerly and respectful to all and will train her children likewise.

She shall not raise her voice except to call for help in an emergency.

She shall be kind, considerate and thoughtful.

She shall encourage her husband to be true to himself and she shall not encourage him to try to exceed his capabilities.

She shall remember that her husband and her children have prior claim on her time over clubs and other activities.

She must have unlimited patience and fortitude.

She shall laugh at her husband's jokes; Especially if her name is Stokes.

She shall be prepared to move cheerfully to any part of this world with her husband.

She shall prepare nutritious tasty meals and serve them properly.



NEW MEMBERS

The following have been admitted to membership in the Association: W. E. Muir, R. O. Ayranto, M. A. Chochinov, J. Soo, M. E. Wilkins, R. C. Gupta, D. H. Thomas, H. E. Schettler, R. R. Roziere, J. A. Remington, D. N. P. Matthews, F. Paquet, C. Muret, R. L. Ludwick, D. W. L. Livingstone, P. T. Lim, J. D. Kenning, H. Hill, G. D. Hermanson, J. F. Graham, D. J. Benton, G. S. Bowman, W. T. Ellison, R. H. Glassford, F. W. Jansen, R. J. Wheeler, R. G. Robinson, J. B. Dykes, S. H. Hamilton, E. L. Flook, R. Dixon, W. Allison, I. W. G. MacCallum, F. H. Farmer, H. H. Dashevsky, V. Galay, F. F. M. Dupont, L. B. Winnicki, B. K. Braaten, J. Chrones, D. H. Francis, T. V. Kennedy, B. H. Ketcheson, G. E. Laliberte, J. W. Lukey, J. R. Paine, G. J. M. Parker, R. A. Schneider, W. J. Solonecki, J. J. White, J. L. Holly, W. S. Parker, J. C. Y. Picot, O. Babichuk, M. B. McCurdy, J. Ferguson, G. R. Frazer, G. A. Joseph, W. J. Litvinchuk, T. Mukutmoni, U. Raz, R. J. Wazney, E. B. Hyworon, K. R. Peaker, G. W. Swift, R. H. Cook, C. G. Lavers, M. H. Porter, G. E. M. Proctor, G. E. Wilson, R. B. Welch, H. W. Argent, S. M. Kennedy, J. E. Wright, G. R. Phare, P. A. S. Bertram, C. J. Hanson, G. M. Henry, M. S. Khan, K. D. Meek, H. G. Sherwood, G. C. Snider, J. Tinkler.

ROSTER ADVERTISING

Our Council has approved the placing of advertising material in the 1969 membership roster. Any consulting firms who wish to have professional cards included in next year's roster should contact R. W. Tipper, P. Eng., Business Phone 946-2205; Residence Phone 256-0196; or the Association headquarters, Phone 942-6481.



PHILOSOPHICALLY YOURS

The more faithfully you listen to the voice within you, the better you will hear what is sounding outside. — Dag Hammarskjold.

There is only one earth and one mankind; east and west cannot rend humanity into two different halves. — C. G. Jung.

The fact that improvement of humanity must begin with the individual we cannot drive into our heads. — C. G. Jung.

Absence of desires brings tranquility. — Taoism.

You cannot put the same shoe on every foot. — Pubilius Syrus.

He profits most who serves best. — Sheldon.

Neither a borrower, nor a lender be;
For loan oft loses both itself and friend. — Shakespeare.

For 'tis the sport to have the engineer hoist
with his own petar. — Shakespeare.

This above all: to thine ownself be true,
And it must follow, as the night the day,
Thou canst not then be false to any man. — Shakespeare.

The highest possible stage in moral culture is when we recognize that we ought to control our thoughts. — Charles Darwin.

The great use of a life is to spend it for something that will outlast it. — William James.

The Government is my shepherd I need not work, It alloweth me to lie down on good jobs; it leadeth me beside still factories. It destroyeth my initiative; it leadeth me in the paths of the parasites for politic's sake. Yea, though I walk through the valley of laziness and deficit spending, I shall fear no evil; for its doles and its vote getters they comfort me.

It prepareth an economic Utopia for me by appropriating the earnings of my grandchildren.

It filleth my head with bologna; my inefficiency runneth over.

Surely the Government will care for me all the days of my life, and I shall dwell in a fool's paradise forever. — Anon.



CODE OF ETHICS

The new form of the Code of Ethics was adopted by Council at its meeting on February 28, 1968.

This matter was assigned to the Advisory Committee for study and development in April 1965.

The Advisory Committee presented a draft of its proposal in 1966. This was circulated to the general membership with a request for comments and suggestions.

The Advisory Committee reported on this matter at the 1966 annual meeting. It was noted that the comments and suggestions received would be fully reviewed and amendments considered. A motion was passed at this meeting requesting that the general membership be given a further opportunity to review the results of this further analysis before implementation by Council.

During 1967 this further review took place. Those who had made suggestions also met with the Advisory Committee. Several of these members were co-opted to assist the Committee in working out the final draft.

The final draft was again circulated to the membership in October, 1967 with notification of a special smoker to take place on October 25 with the proposed new form of the Code as the theme for discussion.

As reported in the Bulletin the new Code of Ethics was reviewed and favourably received by the membership at this smoker.

This subject was again reported at the 1967 Annual Meeting by John Adam, who had been the Advisory Committee Chairman through this assignment.

So the recent Council ratification culminates a significant assignment by one of your committees. Council is now procuring prices to print the new Code in a size to insert in your copy of the Engineering Act and also for a separate copy of the Preamble in a form suitable for framing. — J. D. A.



In Memoriam

D. M. STEPHENS, P. Eng.

The Engineering Profession and the public at large lost an Engineer and administrator of international stature on April 2nd, with the death of Don Stephens. Don's unassuming, modest, and self-effacing manner belied the fact that he was a great man whose enjoyment of life and deep interest in the public welfare were combined in his dream of the development of the hydro-electric resources of our province to which he devoted such a great part of his life and energy.

His Provincial, Dominion, and International responsibilities, accomplishments, positions, honors and awards are legion. He served on many Boards and Commissions and was involved in developments such as Atomic Energy, Columbia River, St. Lawrence River, Passamaquoddy Tidal Project, as well as those in our own province. He declined a position with the World Bank in 1955 to supervise the bank's projects in the Middle East. He was a member of many technical organizations, a past president of the Engineering Institute of Canada, and a Vice-President of the A.P.E.M. in 1953. He was awarded the Vanier Medal in 1967, and although he held an Honorary degree of Doctor of Engineering he refused to allow this title to be used.

On November 24th, 1966 the Association of Professional Engineers of Manitoba presented Don with its Merit Award, and the closing sentence on the scroll effectively describes the feeling of the Engineering Profession towards him.

"He is a peer in the engineering profession and a dedicated public servant in the finest sense of the term."

♦ ♦ ♦

USA: MASTER'S DEGREE

A MINIMUM

Engineering education will be changed drastically in the U.S.A. According to a report by ASEE, the most significant change forecasted will be the basic requirement for an advanced degree for future engineering graduates. It is urged that the four-year bachelor's degree no longer be a minimum requirement for future P. Eng.'s, it becoming instead a stepping-stone for graduate study in a specialty field with a master's degree as a minimum.

"ENGINEERING DIGEST"
April 1968 Issue

CONTINUING EDUCATION FOR THE ENGINEER

"Is his continuing education a privilege, a right, or a duty?"

(An Employee Viewpoint)

By L. R. CAMPBELL, P. Eng.

Traffic Department

Metropolitan Corporation of Greater Winnipeg

ORIENTATION

The Stanley House Seminar has recommended the provision of one or two week seminars to meet the minimum requirements for continuing education for engineers. I am advised that it is not outside the realm of possibility that a two week seminar could be given half credit recognition by the university. If an engineer were to undertake such a seminar each year, he might attain sufficient credits to qualify for a Master's degree in approximately 18 years. I understand however, that such a course must be accomplished in fewer than 9 or 10 years. It is therefore, clear that an annual two-week seminar is not the road to a higher degree. It could only be the beginning.

The two-week seminar format is aimed rather at increasing engineering knowledge over a wide spectrum, as the need arises, and on a continuing basis. It is intended for all levels of engineering accomplishment, and for a majority of engineers, acting in response to a feeling of need. It is meant to provide the opportunity of self-improvement throughout a working life.

THE PROFESSIONAL ENGINEER

Is his continuing education a privilege, a right or a duty?

AN INTRODUCTORY EXAMPLE OF THE NEED

A recent issue of Canadian Electronics Engineering magazine carried on its front cover the quotation,

"The company that does not have an organized system for renewing through education, its technical manpower resources will not be a company in the year 2000."

Clearly the company has two kinds of options in acting to avoid its demise. It can release and replace the present technical personnel as their technical expertise becomes inadequate. Or, it can meet the requirements for technical competence by education of present personnel on a continuing basis. As a member of the

"technical manpower resource," which option would you prefer to have exercised and how can you influence the choice that is made?

THE PROBLEMS

We work in an environment that is not under our control. We are from time to time advised of new or different ideas, materials, methods, and devices. In the recent past whole new technologies have seemingly sprung into existence. There is every reason to believe that these new developments have an underlying basis for occurring. The basis is generally that of improved operation, or reduced costs, or both. We must realize that the rate of development of new knowledge will continue to increase more rapidly throughout the balance of our working lives.

In the past, most Engineers have found it possible to keep up with new developments after a fashion by virtue of their own individual resources. Large corporations and other large organizations have met their needs to some degree by carrying out "in-house" training, and up-dating programmes. However, such programmes are available only to the select few and the balance are left to their own devices.

Serious attempts are made to acquaint engineers with recent developments through presentation of papers at meetings of technical societies and institutes. The relatively low turnouts at such evening meetings suggest that this avenue of education is limited by practical circumstances in what it can accomplish.

Upon entry to University, the would-be engineer is free to choose his field of engineering. At University he diligently applies himself to the pursuit of knowledge in that field. Upon graduation he has some freedom of preference in his choice of employment. However, from that point on his freedom of further education and selection of work, in the practical sense, is comparatively limited. The limitation in changing jobs is understandable. A person constantly in motion does not accomplish much for an employer. However, the serious limitation on securing further education is not understandable from any point of view. Keeping the engineer "down on the farm" is not conducive to his main role. He cannot solve new problems or utilize new possibilities unless he has direct access to the "new knowledge" available at any point in time.

Recently in the field of Nursing, there has been a considerable reappraisal of utilization of the skill-resource of nurses in large hospitals. In earlier years nurses functioned as house keepers and provided the services of patient care. Their functions ranged from cleaning bedpans, to making beds, and to the more

demanding skills of patient care in the medical sense. Hospital administrators have recently realized the economic undesirability of using and paying for the use of such expensive skilled labour in the activities of housekeeping. The nurses have been removed from these duties and are now concentrating their skill-resource on patient care which is the prime function for which they were and are trained. Other staff, less skilled and less expensive, are looking after the housekeeping.

There is some evidence that a similar reappraisal of the engineering function is necessary. There is reason to expect that an organization employing engineering skills could benefit both economically and operationally from an examination of its technical resource utilization. Perhaps fewer more highly skilled engineers would be found desirable. A shortage of engineers will force such reappraisal. The increasing availability of Technicians and Technologists will allow managements to hire less expensive personnel to carry out, under the direction of engineers, many of the less demanding functions which have heretofore been undertaken by engineers. It seems to me that we would benefit in the long run by supporting this viewpoint. In any event, it would seem inevitable. In this connection, the engineer who now finds himself functioning as a technician might look to further education as a means of re-establishing himself in the engineering role.

The Federal and Provincial Governments are presently engaged in the production of technicians and technologists. The technicians and technologists will be competing for jobs in the lower levels of engineering activity. The upward movement of these new skills into the engineering function will create new problems for engineers. Surely there is a good case for raising the basic engineering capabilities to new levels, to overcome the problem of competition from below and to allow for further technological development by engineers. And surely there is a case for similar Federal and Provincial Government participation in the process of raising basic engineering capabilities, through more widescale support of continuing education for engineers.

Some years ago it was found necessary in the profession of teaching to begin a more rapid process of upgrading of teaching skills and knowledge. A solution put into practice was the incentive of relating salary more directly to the level of educational accomplishment. The method has proven merit.

The Engineering Manager should not feel secure in this matter. He has a foot in two demanding camps. I would suggest that if his technical skills and knowledge are not on a par with those of the engineers or other technical

personnel that he is managing, he can hardly function well as a Manager. One of his prime management functions is to assess the needs of his organization for levels of technical skills, to measure the capabilities of his technical staff, and to overcome any disparity. He clearly cannot accomplish this if his own technical skills are lacking. While he is behind or is engaged in catching up, he certainly cannot be planning for and acting upon future needs, in the technical sense.

An engineer who retired this year had seen during his working life a huge change in technical knowledge. The change during your working lives will be much greater.

A MATTER OF RESPONSIBILITY — BUT WHOSE?

It has been said that the Engineer largely determines the level of technology current in any society. Technology is the application of scientific knowledge to problems of humans. Since this is the major technical role of the engineer, the statement is credible. It can readily be argued that the standard of living in a society is directly related to the level of technology and for this the Engineer is largely responsible. To the degree that an engineer feels a responsibility to society for the standard of living in it, he bears the burden of maintaining his technical capability through educational upgrading.

It can also be argued that the organization for which the engineer works, has basic underlying responsibilities to the society in which it operates. And without any doubt, the success of a company in the market place cannot be divorced from the competence of the technical skills within it.

Any company or management that ignores this fact, that buries its head in the technological sand, is destined to extinction. It is unfortunate in this regard that the engineer's fate can be dictated by management. Again there is a case for a measure of educational independence on the part of the engineer. Can he have no rights in the matter?

Since the public is very much concerned with its standard of living, then one course of action open to it is the support of continuing education for the technical manpower resource upon which it relies. In this connection it is interesting to note that society at large pays the educational costs of participants to the extent of approximately 100% in primary and secondary schools, 85% in technical institutes, and 75% in universities.

We have arrived at a position where we find that continuing education is a joint re-

sponsibility. This is true primarily because in the long run all stand to gain, the engineer, the organization for which he works, and the society within which he functions.

It is suggested that the professional engineer can meaningfully fulfill his basic function only if continuing education is given some of the status of being a right. In this respect it would seem useful for the membership of the Association of Professional Engineers of Manitoba to work through their Association to establish a working philosophy that a practicing engineer has a right to expect a measure of continuing education throughout his working life. He should also have some *choice* in the pursuit of further education.



PROPERLY SPEAKING

AN ENGINEER AND A GENTLEMAN . . .

- Never kisses a lady with his hat on,
- Orders still wine with dessert
- Removes his hat in an elevator
- Offers his right arm to a lady at dances and all other gatherings, with the exception of the wedding ceremony when she is on his left
- Does not blow the horn of his car when it can serve no USEFUL purpose
- Opens all doors, including car doors, for all ladies, including his wife



CONSULTING ENGINEERS COMMITTEE

The Consulting Engineers Committee is in the process of reviewing the minimum fee schedule. Comments or representations are requested by the Committee and should be addressed to, "Consulting Engineers Committee" c/o A.P.E.M. Office before the end of June.



CONGRATULATIONS TO MR. WINTERS

Members of the Association noted with interest the result of the recent Liberal leadership convention and take pride in the fact that Mr. Robert Winters, an engineer, was runner-up in the final balloting.

Although Mr. Winters did not become Canada's new Prime Minister, the dignified way in which he conducted himself and his campaign prompts us to say congratulations on a job well done. — R.M.S.

UNSOLICITED LETTER TO THE EDITOR

Winnipeg Free Press

May 11, 1968

Not Silly Little Men

Sir: Dudley Magnus' article in the April 27 issue of your paper, headed Silly Little Men, should occasion great concern to all members of the engineering profession, and it is unfortunate that material of this type should appear in a responsible newspaper without the official body which is criticized having the opportunity for rebuttal.

Without detailed knowledge of Mr. Blake's case, it is still worth making three observations drawn from my own experience as a British immigrant engineer and also as a member of the examining committee of the Saskatchewan association. These relate specifically to my experience with British immigrant engineers which includes some members of the Institution of Structural Engineers.

1: The major difference between engineering in Canada and in the United Kingdom is that, in this country, engineering is a profession whose practice is regulated by law. In the United Kingdom anyone, whether qualified or not, may call himself an engineer, and if he can find people to employ him may practice in this capacity. This does not, of course, mean that Britain does not have exceptionally well qualified engineers, it is merely an indication that the fact of having practiced in the United Kingdom is no guarantee of capability to practice anywhere else.

2: There are a variety of modes of entry to corporate membership of United Kingdom engineering institutions. Three in particular may be mentioned. The first, and nowadays the most common, is by graduation in engineering at a British university or technical institute. This generally entitles the graduate to registration as a "graduate member" of the institution concerned. After some years of professional practice of an approved type, the graduate may apply for a transfer to associate membership, the lowest grade of corporate membership in most institutions, and what might be described as the career grade for the majority of engineers. Above this there is full membership, which requires all of the qualifications for the associateship plus exceptional experience and responsibility, quite often outside the experience of the rank and file engineer.

At the present time, corporate members, that is members, or associate members, of ap-

propriate British professional institutions are accredited nationally as chartered engineers.

The difficulty which arises lies in the fact that at various times in their history, a number of institutions have admitted to corporate membership, people whose basic training is frankly inadequate, but who have reached positions of responsibility in the profession by hard work, personality or even influence. While in the environment of their own country, such accreditation is reasonable, or even desirable, it is still true that the lack of basic training makes it unreasonable to award immediate accreditation to such people when they enter a new country.

3: My third point arises naturally from the last one: To practice engineering in a new country such as Canada, involves the acquisition of knowledge of such subjects as specifications and agreements within the framework of Canadian law, and of local climatic conditions which are not generally experienced in the United Kingdom. The examining committee of the professional association in Saskatchewan, examines closely the experience training and competence of candidates of Mr. Blake's type. In some cases there may be clear reasons why the man concerned should be awarded immediate professional status without any examination. In the case of new arrivals where experience is inadequate, to make a valid judgement possible, the man concerned is often invited to write a thesis on some aspect of his own particular speciality, which can then be judged by members of the examining committee. In cases of this type, it is also general practice to have the candidate interviewed by a member of the committee who is a specialist in the branch of engineering in which the applicant claims competence. The opinions of his employers, and of other professional engineers who know him, are also sought. When all of these aspects of a man's career and competence have been considered, the examining committee may then decide that certain training and examinations should be taken.

It should be clear from these remarks that, without considering the whole circumstances of a particular case, hasty judgments and descriptions of accrediting committees as Silly Little Men is doing injustice to competent professional engineers, and discredit to the author of the remarks himself.

Finally it is worth pointing out that no deception is involved on the part of the Canadian immigration authorities. Mr. Blake does not need professional accreditation to be employed in Canada, so long as his work is supervised by a suitable professional engineer. This often happens in the electrical and mechanical industries, in which, more reasonable candidates

can take their time acclimatizing to Canadian conditions, and applying in a civilized manner for the recognition of their professional peers.

A. D. Booth,
Dean of Engineering,
University of Saskatchewan,
Saskatoon, Sask.



A.C.E.C. ELECTS CARSON TEMPLETON



C. H. Templeton, P. Eng., shown at the
St. James Bridge and Interchange.

The Association of Consulting Engineers of Canada showed good judgment at its recent annual meeting in electing as its President a westerner, a Manitoban and a member of this Association. The Financial Post was so impressed that it ran a picture of the new President, Carson Templeton, on page 1. A prophet is without honor in his own country (or almost without it) so the story lands on page 15 in our publication. However, we are indeed gratified over the election of the able Mr. Templeton to this post and we extend our congratulations to the A.C.E.C. on their selection. We are sure that all the wide experience on A.P.E.M. committees that we have made available to Mr. Templeton, will make him eminently qualified to fill the role. The role of President's Lady will be ably filled by the charming Laurie Bird Templeton.

The membership of the Association of Consulting Engineers of Canada is limited to professional engineers who are principals of their firms, have been in the consulting practice for five years and have been accepted by their peers and their equals as running an ethical consulting engineering firm. They must also be 35 years of age. In spite of his obvious youth and buoyancy on the dance floor, Mr. Templeton admits to meeting the last requirement.

The members of the Association represent firms who design \$2 billion worth of work a year.

Mr. Templeton feels that one of the problems of a consulting engineering firm is that its operations often require a fairly complex organization needing management skills and profits, but at the same time it must act in a professional manner having the same responsibilities as that of a professional individual. Each firm meets this in its own way and with varying degrees of success, depending on the observer's point of view, but A.C.E.C. is trying its best to assist its members in this "tight rope" act.

Mr. Templeton will represent Canada in June at the Federation Internationale des Ingenieurs-Conseils (FIDIC) in Wiesbaden, Germany, to discuss the problems of consulting engineers in foreign work. It is hoped that instant translations will be available because the only non-English word he knows is "Skol."

Neither the Financial Post nor Mr. Templeton himself gave any indication as to whether he was elected via the Stanfield "lull them to sleep" approach or the Trudeau "carnation and kissing" route.



CONTINUING EDUCATION FOR THE ENGINEER

A Management Viewpoint

By A. G. MOFFATT, P. Eng.

(An address given at the meeting on
Continuing Education)

We have heard from Dean Hoogstraten that in spite of the increased work load on teaching staff and facilities, the Universities are prepared to provide the Continuing Education facilities if requested and as this is a major portion of the program we are already part of the way down the road.

I have been asked to give some details on how Management should look at this Continuing Education Program.

To begin with I will simply ask you to accept my own enthusiasm which has been growing at an accelerated pace over the last three years. On this basis I am convinced that this Continuing Education Program for engineers is necessary, that it will be worthwhile and that it will be rewarding for everyone concerned. I relate this to my own opportunity of attending the Banff School of Advance Management for six weeks in 1964 and if the result of that experience is indicative then I am for this Continuing Education Program.

Management recognizes that in a professional engineering graduate they have a well qualified and formally educated person. If they can adapt his education to suit the practical requirements of the job they can assume that his skills will produce profitable results. Management in most instances is also well aware of the rapid change that is taking place in our total environment and that this accelerated rate of change is becoming a way of life. The fantastic amounts of money that have been poured into research in the last quarter century have resulted in a technological revolution that is just now beginning to change into an industrial revolution that in itself will be a permanent rather than a phased operation and will in itself demand an ever increasing need for technological skills and techniques applied by highly trained personnel.

If engineering management is to achieve on a continuing basis the goals established for them, and their goals must be an efficient and economical operation in government services or a profit in the industrial or consulting fields, then they must be able to utilize the available professional skills to assist them in their work. If their personnel are not equipped with the latest available knowledge then their chance of business success is vitally hampered.

HOW THEN SHOULD MANAGEMENT TAKE PART IN THIS PROGRAM?

Firstly, they must of necessity adopt a personal and relatively selfish view that the use of engineering skills can assist them in their success and that the better the skills the better the chance of success. On this basis Management must recognize the necessity to provide adequate motivation so that their professional engineers will continuously expend a portion of their energy, their personal time and in some cases their personal money to ensure that their existing skills are currently adequate and that new skills are added as they become necessary and available.

Secondly, Management must be prepared to treat the cost of updating these skills and of obtaining new techniques as a legitimate and normal cost to their operation.

Thirdly, Management must not prejudice the usefulness of this Continuing Education Program from their own knowledge level. It is very probable that the exchange of knowledge and techniques resulting from contact with other qualified personnel and the exposure to new ideas and techniques as presented may in themselves spawn new applications that had not existed before and thus provide unknown and increased opportunities for success.

Finally, Management must be convinced that the program is helpful in their operation by producing either increased efficiency or increased profit and that the cost of both time and dollars is worthwhile.

It is therefore our job to show Management our desire to participate in this type of program, to provide the factual data for Management to evaluate the results, to recognize the concern that Management may have re the cost, the scheduling of staff, and the interference with organized procedures; and last but not least to overcome the feeling that the professional engineer is having an opportunity to upgrade his skills on a continuing basis, when there may be no equal opportunity assigned to Management itself.

WHAT TYPES OF MANAGEMENT MUST BE CONSIDERED WHEN DISCUSSING THIS PROGRAM AND HOW MAY THEY REACT?

Firstly, there are the large groups of engineers in municipal, provincial and federal government service and related Crown Corporations or affiliated organizations. It would appear to me that with the proper approach and the use of professional group action the governments would respond favourably and in fact would accept this type of continuing training as a necessary part of their operation. There will however, be a reasonable reluctance to agree to this program for professional engineers recognizing that all other professionals in government service will also expect equivalent treatment. Although this is a concern, I suspect that if a careful analysis was carried out it would show that other professionals have been receiving this type of updating without our profession really recognizing the extent to which this is occurring.

Secondly, there are the large groups of engineers involved in industry, both large and small, with requirements for skilled or highly skilled personnel, and including the specialized product oriented sales engineers. It would seem to me that the acceptance of this program will have many variations in industry. For the large industries normally carrying out in-plant training in other than product development it is possible that they will welcome the opportunity

to stop their in-plant programs and accept the lower costs and possibly more highly organized skills of the teaching professionals. For the small industry with only one or two engineers playing a vital day-by-day part in the operating techniques this could be more difficult to promote. However, even in these cases a time period is made available for vacations and possibly the same techniques can be applied to provide a time period for Continuing Education.

Thirdly, there is the large group of engineers engaged on University and research operations. In the environment in which this group operates the process of Continuing Education and sabbaticals already exists and the acceptance in these areas should be relatively easy to arrange.

Fourthly, there is the large group of engineers in the consulting service field, approximately 12% of our Manitoba registration. The obvious need in this group for Continuing Education in order to provide a proper service, speaks for itself. This group will be involved in a higher ratio of engineers to total staff than most other groups and absence of these personnel while taking Continuing Education is a complete loss of productivity during the period involved. However, I am positive that the costs involved in Continuing Education can be provided for in the Minimum Fee Schedule. It is my opinion that the Management of this consulting engineering group will willingly participate in this program.

I may have inadvertently missed other major groups, however, my point is that there appears to be a way to commence this program with each of the groups reviewed if the program and arrangements are properly carried out.

HOW ARE THE COSTS TO BE COVERED?

The cost for this type of Continuing Education based on highly qualified instructors, in-residence facilities and travel arrangements is not an inexpensive program and has been estimated to cost between two and three percent of the engineering capability involved.

The provision for the money involved can come from government, industry, the individual professional engineer or any combination of these sources. A portion of the questionnaire to be used tonight provides each of you with the opportunity of expressing your personal views as to how this program should be financed and the results will provide all of us with a sample group answer to this question.

In the case of government assistance it seems obvious that the more intensive the requirement for engineering skills becomes, the higher the standard of living can be maintained if the proper skills are available and the better our economy can compete against imported pro-

ducts or in foreign markets. At the present time there is an intensive and costly program being undertaken to produce technologists to provide the personnel required for the industrial revolution now taking place and to release professional engineers for the areas requiring their greater skills. It would appear to me that the government should be giving specific attention to Continuing Education for the professional engineer with the same weight of importance as for the technologist or we will not be prepared for our more highly skilled role that should occur if the technologist development program is to achieve its planned results. On this basis the government should be prepared to assist in the cost of Continuing Education for professional engineers.

In the case of industry the program must be planned to produce results that will assist the industrial management to operate on a continuing and profitable basis. If the Continuing Education Program will do this then industry should be prepared to assist in an equitable portion of the cost involved.

In the case of the individual professional engineer the Continuing Education Program must be related to the requirement for increased skills to successfully perform his job, the satisfaction that results from increased knowledge; the opportunities it will provide for him to progress in salary and stature and to participate in management decisions. On this basis the engineer must decide the portion of his salary that he will be prepared to invest to obtain these results.

One new suggestion which I believe has merit was stated in an article written by Ken Millions in the latest Professional Engineer and in which he suggests that a participating fund could be established with both employer and professional engineer contributing. This would result in the money being available at the required time and independent of the number of employers that may have been involved. This of course makes sense in relation to a planned financial program and the amazing degree of mobility that is becoming common place in our Country.

What then has been happening in Canada since the Stanley House Conference and relating to this subject of Continuing Education. The E.I.C. committee on Continuing Education received an enquiry from the Alberta Association as to the possibility of action. When they advised that action on the total program was to require a considerable period of time they were in favour of the program but could not wait and they have started their own preliminary program. Exactly the same thing has occurred in Ontario and British Columbia.

An example of how the snow ball starts is

taking place in one of the Boroughs in Metropolitan Toronto. I had outlined the Stanley House proposal to a friend of mine and upon receiving a copy of the report he took it to the City Engineers Association of Ontario. They held a full one-day seminar on the report recommendations and adopted the program in principle. This individual then took the matter to his Council and just two weeks ago the Council instigated a program of two days credit per year for Continuing Education for ALL professionals on the staff including engineers, planners, doctors, nurses, accountants, etc. adding up to one week being made available every three years for Continuing Education with all expenses paid. This is a start and you can be sure that all members of the City Engineers Association will now be asking for a similar program in their municipalities.

Based on the comments made by Dean Hoogstraten, Lowell Campbell and myself it will be your task to discuss and review the questions provided. If, in your opinion, the program is worth having we should then throw the weight of our association and our members behind it and this will assist in achieving a common and planned program for Continuing Education for professional engineers on a National basis.

We must accept the requirement to plan a process that will be compatible with the initial phases of the program but which will also include the vision of what can be achieved in the future. Many obstacles will have to be overcome but if we decide the program is worthwhile then we should schedule our activities, establish the critical path and get on with the job.



KISSING AND SOCIAL DROPOUTS

President Fowler Is No Swinger

Pierre Elliott Sommerville may have some new duties. In a television interview on May 26th, the Prime Minister commented on his "hobby" of kissing teen-aged girls and said that it was good for them as it saved them from becoming social dropouts. This prompted the ladies in the Association office to file a request with Council that the President consider saving them from becoming middle-aged social dropouts. In his usual shy manner, Mr. Fowler took refuge in insisting that the request be filed as a formal notice of motion following all the rules of Bourinot (which even the Prime

Minister seems willing to overlook). One suggestion was that the Past President might take on the task of saving the staff and the members of the Engineers' Wives Association from becoming social dropouts. Actually we feel that Mr. Sommerville is too young and has too much hair for this type of work.



C.C.P.E. ANNUAL MEETING

President Fowler, Vice-President Blackman and Registrar Algeo attended the annual meeting of Canadian Council of Professional Engineers held in Newfoundland on June 6th and 7th. They discussed such items as the Canadian Accreditation Board, Group Insurance Plans, the Carter Report, Student Counselling and the Methods and Procedures of Dealing with Immigrant Engineers and Correspondence from Abroad. It is hoped that some solution to this latter problem can be worked out with the Department of Immigration. At the present time the Canadian Associations are bearing a very heavy load in this field. The Ontario Association receives more than 5000 letters a year from prospective immigrants. The number coming to Manitoba has risen sharply in recent weeks and we are now receiving about 10 letters every day from immigrants wanting to come to this country. About 2% of those inquiring are academically qualified for registration in Manitoba. This means that the great bulk of this overseas mail is coming from persons who have little or no prospect of ever being registered as professional engineers in Manitoba. In some cases the letters advise that the applicant has been told by immigration officials that unless he is qualified academically for registration and gets a letter from us to this effect, his application will not be accepted. What it boils down to is that the members of the Manitoba Association (and those in other provinces as well) are being asked to pay the costs of correspondence to individuals who have little prospect of ever coming to Manitoba and becoming registered professional engineers. The Association of Professional Engineers was set up as a protection to the public of Manitoba by ensuring that only those persons qualified to do so, are licensed to practise in this province. It seems unreasonable to expect the members of this profession to assume the costs of answering inquiries in such large numbers and it is hoped that C.C.P.E. can work out some system with the Immigration Department whereby they either pay the Associations for this service or they keep lists of accredited schools and look after most of the inquiries themselves.

BON VOYAGE McKIBBIN**WELCOME HOME McBAIN**

Elsewhere in these pages there is an advertisement for a Reporter for this publication. The vacancy on staff has occurred because T.G.H. (Ted) McKibbin has moved to Halifax where he will work for McNamara Construction and he felt the distance between here and there was too great to permit him to commute for meetings. We wish him well in this venture and we hope that his Irish wit will not long go untapped in the Maritimes. He naturally carries with him an excellent letter of recommendation from our editorial board, should he decide to give up engineering and devote himself full-time to journalism.

Clyde McBain, a former Editor of this worthy journal, was moved by his firm to Calgary a little over a year ago. Fortunately his exile was of short duration and he is now back in Winnipeg. It has been suggested that he might be persuaded to join the staff of this publication again. The election of several members of the Bulletin Committee to Council has made our recruitment program difficult. After three or four years of service on the Bulletin Committee, attending meetings that are relaxed, witty, philosophical, educational and entertaining, it can hardly be regarded as a step up to go to Council and attend meetings that are tense, serious, dull, monotonous, tedious and boring.

**PAY YOUR FEES**

Those members who have not remitted their 1968 annual dues to the Association are reminded that all members who have not paid their dues in full by June 30th, are, under the provisions of our by-laws, removed from the rolls for non-payment of dues. Members are further reminded that a new by-law passed at the last annual meeting makes provision for a penalty for reinstatement for all members removed for non-payment of dues. If a member is removed on June 30th, owing \$28.00, and applies for reinstatement on July 3rd, he will have to remit the \$28.00 plus another registration fee of \$25.00 making a total of \$53.00.

**B. CHAPPELL IN AFRICA**

Past President Benjamin Chappell left Winnipeg at the end of April with Mrs. Chappell

to fly to Africa where he is now working for the Zambian railroad. One is excused from working in the garden after dinner in Zambia as darkness falls about 6.00 p.m. all year round. There are fewer gophers but more lizards, cockroaches and ants. This is winter there and the dry season and no rain is expected until November. Both water and petrol (that's gasoline) are rationed. Once he is settled into his new job and living quarters, we expect Mr. Chappell to devote some of his evenings to teaching the natives the rumba and cha cha.

**BY-LAW AMENDMENT PASSES**

On May 29th, 1968, three sober scrutineers counted the ballots on the by-law change, reducing the number required to amend by-laws from two-thirds voting in favour to a simple majority. This is a day of labels which perhaps explains why the choice of the word "Simple" for the majority was made in drafting the proposed amendment.

During the counting the Registrar commented that the only interesting feature of the job was the variety of colors in ink used by the voters. However, there were other highlights. In his battle to open one envelope that obviously came from Supercrete and was well cemented, Al Buchanan managed to get the ballot and envelope into one of the lemon tarts being served for lunch as the boys counted. George Tough had "volunteered" for the job, having had lunch at a committee meeting in the office the previous day when he was particularly impressed with the quality of the sandwiches. Wayne Cooke, the other scrutineer, was making his first appearance in the office and as he slit his four hundred and thirty second envelope he noted that there weren't too many exciting ways to open a ballot — unless it came from Supercrete.

Report of the Scrutineers:

Total number of ballots mailed out	1587
Number returned	697
For the amendment	601
Percentage in favour	86.2

As Al Buchanan pointed out, it was certainly strange that with all the talented engineers in the Association, no one managed to spoil his ballot. — S.J.A.

MAY DOUBLE HEADER FOR COUNCIL

By J.W.J. LEWIS, *P. Eng.*

Council met on May 15th and continued on May 27th. At the first meeting licences, transfers, registrations and reinstatements were dealt with. It was decided that the President and the Registrar would arrange a meeting with the press in order that our local newspapers should be made aware of the Association's position and its responsibilities.

The terms of reference of the Consulting Engineers committee were approved as revised by Council. Essentially these terms of reference define who should be on the committee and who the officers will be. The responsibilities are money (politely referred to as schedule of minimum fees), general practice, policing and performance standards.

The second meeting was a new high in gastronomic good living. Stew Barkwell, guru of the expense account circuit, had commanded that salt and pepper be served with the sandwiches. Refined Neepawa salt and imported pepper lend a touch of bourgeois luxury to the simple fare afforded by the Association.

Larry Blackman started in the chair and when Frank Fowler arrived ten minutes later to take his rightful position as President the agenda was half completed. Then came consideration of the Manitoba Architects' appeal for action #3. Essentially this appeal is an attempt to persuade those responsible to assign clear and overall responsibility for the planning of the Metropolitan Area of Greater Winnipeg. It was the hope of the architects that the Association might endorse their appeal. Council did not feel that this was within the terms of reference of the Association nor did they feel that council alone could speak

on this political topic without reference to the membership at large. A decision was made not to endorse the appeal but rather to leave architectural planning to the architects. The decision having been made council then had second thoughts about leaving the architects to fill the planning vacuum. Indeed perhaps engineers should take a good deal more interest in planning and in fact at least two of the city's consultants have Town Planning Divisions. At a future meeting Russ Hood will present a well considered point of view on this topic which will be reported in the bulletin.

At this stage Frank Fowler had already eaten 5 chocolate marshmallow goodies.

Council agreed in principle to the setting up of an Architectural Technicians and Technologist organization under the wing of the Engineering T & T Society as it appears that there are not enough architectural specialists to sustain an independent organization.

A report was received from the Career Guidance and Counselling committee which provoked an expression of appreciation for the good work the committee is doing.

1970 is the 50th anniversary of a number of provincial associations including our own. The boys from Alberta propose a whoop-up in Jasper but as we could not even get a quorum in Gimli council turned thumbs down.

See the Fall bulletin for a tabulation of attendance by council members; you will be pleased with the conscientious way in which you are being represented. Council meetings are more interesting to attend than to read about.

The meeting adjourned and the President stayed on to finish the cookies.

Help Wanted — REPORTER

There is a vacancy for a reporter on the Bulletin Committee. Experience or knowledge of grammar not necessary. Excellent opportunities for advancement (3 former members graduated to Council). Salary commensurate with ability. Enjoyable luncheon meetings with stimulating discussion. If interested apply by telephone to 942-6481 (Mrs. Dunklee) or by mail to the Editor, 710 - 177 Lombard Ave., Winnipeg 2, Manitoba.