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WINNIPEG, MANITOBA, JUNE, 1975

President's Message

By D. R. GRIMES, P. Eng.

The Canadian Council of Professional Engineers now represents 80,000 Registered Professional Engineers. The 1975 Annual Meeting was held in Vancouver this May; your delegation consisted of Managing Director Terry Algeo, Past President (and voting delegate) George De Pauw, and your President. As you are aware, the CCPE is a Council of all Provincial Licensing bodies for Engineers in Canada.

CCPE is making an effort to unite all Engineering organizations so that one voice will speak for all of us, rather than the proliferation of voices which is now evident. There are many matters where our profession has an opinion and where we should be heard. We debated the Federal Government's Science Policy, proposed competition legislation and the green paper on Immigration Policy. Other matters discussed include the position of Technologists and Technicians on the "Engineering Team" and a perennial topic, the lack of protection of the title Engineer.

Our profession has an interest in all these areas and deserves not only to be heard

but to be reckoned with. We have weight and influence; one voice will ensure we are considered.

The work of our profession, in reviewing and accrediting of Engineering Faculty Curricula is a major responsibility of CCPE. This work is becoming more complex year by year as Engineering schools, both in Canada and abroad, add to the range of courses and options available to Engineering students. Each course must be reviewed and measured to ensure that the graduates will meet the standards of our profession and can be admitted to practise in Canada.

Matters of social responsibility, where Engineers can speak out with some unanimity were absent from the Agenda. Does this mean there are no such issues where we can agree? I doubt it. Perhaps we are too conservative in our approach to our responsibility.

Obviously underplayed at the meeting were issues of personal self-interest to a majority of our members. Salaries and pensions, life, health and liability insurance

were considered, but very quickly. Both Quebec and Ontario have separated matters of self-interest from their licensing function, diluting the effort these Provincial organizations can make on a National level. This is unfortunate as CCPE is the only national body where these matters can be studied.

The Manitoba delegate suggested that a national committee of employee engineers be formed to exchange information on salaries, fringe benefits, collective bargaining and other matters of common interest to salaried engineers. It is our hope that this committee will be approved and in operation in 1976.

The objectives of CCPE are the objectives of our Profession. Although we appear to move slowly and sometimes ponderously to achieve our objectives, the motion is forward and the Profession is stronger for it.

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COUNCIL MEETING OF APRIL 10, 1975

The meeting began at 4:15 p.m. with a short (a relative term) discussion on an extra bill sent to the Association by Stevenson-Kellogg for additional services rendered on the Salary Survey they did. Much of what was said stemmed around individual assessments of the work that had been done by the consultant and if in fact the extra bill was warranted. It was finally passed that the additional \$1329.90 be paid.

Registrations, accounts, reinstatements, transfers, licenses, etc. all were discussed in minute detail and eventually passed.

Next on the agenda was the C.C.P.E. committee minutes which were voted as received. This may seem like a small point but when someone submits a report or minutes of a meeting to Council why it is necessary to vote that it is received seems like a lot of procedural wrangling which tends to mire the smooth handling of business. With that personal comment aside some points did come out from the minutes. First it was moved by Mr. De Pauw that the iron ring be discussed by C.C.P.E. What the C.C.P.E. are to discuss is not indicated in his motion. However he wanted our Association to initiate a move to get this on the agenda for discussion at the C.C.P.E. General Meeting. One can only suspect his motive. However it appears as though there may be some concern that the significance of the iron ring may be somewhat lessened by the fact it is generally issued upon graduation and he would

like to see it tied in with an engineer's registration. Since the vote was split I assume it is not unanimous in the mind of Council of the merit in bringing this matter up but it nonetheless passed and will be brought forward to C.C.P.E.

Also under heavy discussion was a proposal to form a Joint Committee of Salaried Engineers to C.C.P.E. and an 8 point criteria around which this be formed versus a 3 point set-up by the committee. It was agreed to present this in an 8 point program.

The balance of the minutes were passed and the recommendations will now go to C.C.P.E. for discussion and action.

At an earlier meeting the Employee Engineer's Committee was asked to prepare a questionnaire for the membership to determine their feelings on the formation of a Self-Interest group and what in fact the membership would expect. The questionnaire as made up by the Employee Engineer's Committee was tabled to be discussed more completely later. Heavy discussion ensued with members of Council expressing what they considered would be expected of such a Self-Interest Group. Many old saws were brought forward such as calling a spade a spade etc. but beyond this little of meaning came forward to report.

It followed that some discussion was to be made about personal feelings regarding making moves toward limited enrollment at the U of M for engineering. While no motions were made or any conclusions drawn I want to report that much discussion ensued. Personal comment is not in the scope of unbiased reporting but I believe discussions such as this are a waste of time. Council has a purpose; that is the expedient handling of the A.P.E.M. business. If this was a motion then fine, discuss it, then make a move; but to open the floor for no reason other than making comments which were expression only of narrow view points is not what councillors are elected for.

In direct opposition to some comments passed in the previous point of business was consideration of a request from the U of M student society to have an honorary president from the A.P.E.M. to attend selected meetings in an advisory capacity. Anyone interested should contact the A.P.E.M. office as council is to make a decision at a later date on someone.

It was decided that a request from a committee on metric conversion be for-

warded to E.I.C. as this was deemed a technical matter beyond the scope of Council.

A motion was made and passed that a letter be forwarded to each Secretary Treasurer of each town and village in Manitoba informing them of the A.P.E.M. and the value of having a P. Eng. design and supervise their construction works. The letter would also indicate the A.P.E.M.'s willingness to advise these people of who could perform the jobs required etc.

The meeting slowly started to grind to a conclusion with a report to Council of a swing made by some members to Lynn Lake, Thompson, and Leaf Rapids. It was, as all trips are, a success and the councillors found that while temperatures up North may often be cool, feelings are a tad warmer. This is good, as input such as they got is mandatory otherwise the system breaks down completely.

A request was forwarded to the Employee Engineers' Committee to have them draft a possible contract to be used by employees for salaried employed engineers on their staff.

With that done I welcomed the move at 9:25 for adjournment and I'm sure that if any reader has stuck this far you too feel as I did. —R.A.K.

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COUNCIL MEETING MAY 1, 1975

Due to a breakdown in communications the Bulletin Committee failed to field a reporter for the May 1, 1975 Council meeting. As penance the assigned reporter was required to reconstruct the meeting from the official minutes. This proved to be an unduly severe punishment as there were only 5 pages of minutes for a 5 hour, 40 minute meeting.

The usual matters of approval of minutes, business arising and accounts seemed to have passed routinely. In the matter of licences, Engineering Graduates and transfers, things moved less smoothly as one applicant for registration was required to have a mentor assigned to him. From indications in the minutes and past experience it appears that Council is upholding its mandate to carefully review applications for registration.

The questionnaire prepared by the Employee Engineers Committee was another matter. Through a series of several motions and some 5 amendments Council refused

to approve the recommended questionnaire. Rather, Council decreed and the President appointed an ad hoc Committee to "prepare a questionnaire for information."

By trying to reconstruct what happened from the minutes it appears that Council was sufficiently disturbed by the questionnaire to appoint an ad hoc Committee to prepare another questionnaire rather than requiring the Employee Engineer Committee to redraft the questionnaire taking into consideration the comments by Council. Does Council not think Committees are capable of accepting constructive criticism?

The minutes report that all the above described cogitation was completed between 4:00 p.m. and 4:10 p.m. A remarkable feat!

Messrs. Finnbogason and Fowler appeared as a delegation to report to Council on the activities of the Practice and Ethics Committee.

The matter of the APEM's solicitor's opinion of Clauses 6.5 and 6.6 of the Code of Ethics arose. If you have read all the previous accounts of Council meetings you would immediately know that it was Council's decision to ask for such an opinion but then seemingly forgot that they had asked for the opinion. Be that as it may, Council was again apprised of the difficulty the present wording of these clauses could cause in possible court action. After disappearing into Committee of the whole for 15 minutes Council re-emerged and authorized a second opinion of Clauses 6.5 and 6.6, which authorization included a request for alternate wording if the person giving the second opinion is convinced that a problem exists with the present wording. This reporter expects to see these clauses again, and again, and again . . .

Council appears to have moved through remaining business with despatch although the time spent on the last 6 items extended from approximately 5:35 p.m. to 9:40 p.m. As there is only a half page of minutes on these items the reporter cannot understand what Council did in that 4 hours. Perhaps they used more than the usual half hour dinner break. —R.C.I.

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LYNN LAKE - LEAF RAPIDS NEWS

By R. C. ADAMS, P. Eng.
Most of our members and potential members at Leaf Rapids and Lynn Lake had the pleasure of meeting President Doug

Grimes, Vice-President Charlie Bouskill and Registrar Terry Algeo on their visit to this area a few weeks ago. We found the evenings very pleasant and informative. This type of direct contact is essential if we are to strengthen the ties with the Association in these remote areas. Thanks again to all concerned.

Since the President's visit outside temperatures have risen steadily. Our snow is gone and the lakes are mostly open. The miracle of Spring once again unfolds before our eyes. To most of us in this area Spring Fever takes the form of camping and fishing. Everywhere people are preparing their boats, canoes, camping gear and fishing rods for the coming months.

On a more personal note I want to welcome Ian Plummer to Leaf Rapids. He was a valuable member of the Association in Lynn Lake. G. M. Hughes is planning a trip to Spain for his vacation. Have a good time Garry!

Editor's Note: And send us back some news items. We don't have a foreign correspondent in Spain at the moment.



DO YOU KNOW A STAMPING ENGINEER?

By E. A. SPEERS, P. Eng.

C.C.P.E. has proposed a model definition of a Professional Engineer. In the definition of the term they include "engineer" — as a member or licensee of the respective Associations. As such the definition becomes too all inclusive; — or exclusive, as train drivers, furnace and boiler inspectors are now referred to as types of engineers other than professional. One paragraph of the definition of engineering reads "engineering is the application of scientific principles and knowledge to practical ends as in the investigation, design, construction or operation of works and systems for the benefit of man."

This definition has been actively opposed by our Manitoba representation on the C.C.P.E. Committee, with good reason. The true intent of the present respective Acts governing the practice of engineering is to protect the public. Is there a deliberate attempt to mislead in this definition? The second paragraph reads in part on the "practice of engineering" — and the teaching of advanced level engineering courses in any branch of engineering applicable to such works and systems; but does not include services by other technical personnel whose work is being carried out under the ultimate responsibility of a pro-

fessional engineer (engineer)." Does this mean, by definition, that a man sitting in New York, but registered in Manitoba is responsible if a P. Eng. under him makes a mistake in a dam construction in Manitoba? Or conversely; the Manitoba operating engineers may make a mistake and not be responsible? Are all the engineers under George De Pauw, P. Eng. not responsible?

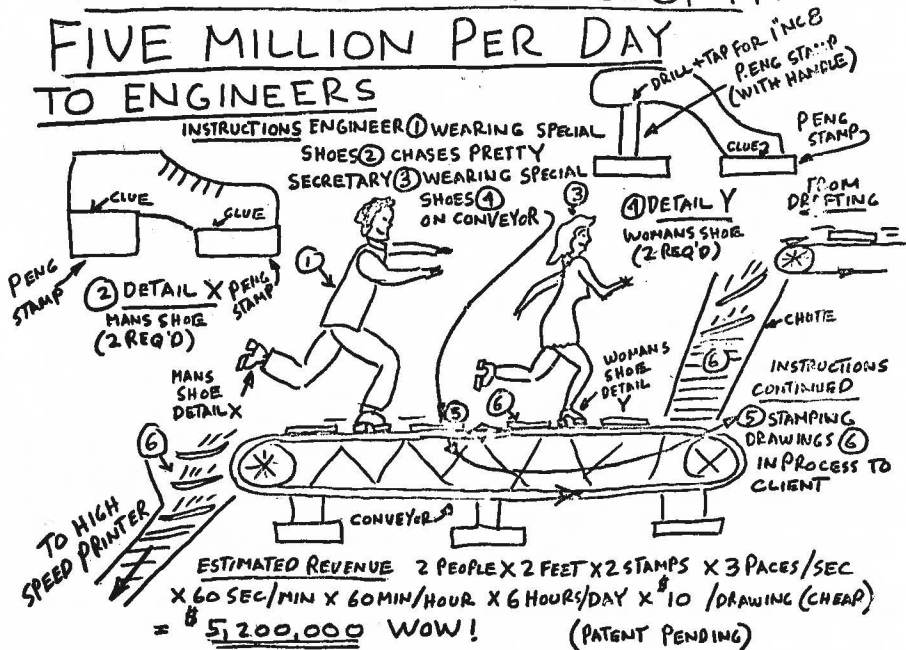
To continue with the definition: "Without restricting the generality of the foregoing, engineering works and systems shall include:

- (a) transportation systems and components related to air, water, land, or outer space, movement of goods or people;
- (the registration will now broaden to include domestic engineers and grocery carts, joggers and the flying of kites).
- (b) works related to the location, improvement, control and utilization of natural resources (e.g. all farming activities and the building of bird houses).
- (c) works and components of an electrical, mechanical, hydraulic, aeronautical, electronic, thermic, nuclear, metallurgical, geological or mining character and others dependent on the utilization of the application of chemical or physical principles; (like replacing a fuse, filling a kettle, or reading a thermometer).
- (d) works relating to the protection, control and improvement of the environment including those of pollution control, abatement and/or treatment (all P. Eng.s will join G.A.S.P. (Group Against Smoking Pollution)).
- (e) the structural, electrical, mechanical, communications, transportation, and other utility aspects of building components and systems; (e.g. operating Crapper's (P. Eng.) inventions.)
- (f) structures and enclosures accessory to engineering works and intended to support and/or house them (e.g. brick outhouses).

Of course we are being considerably facetious. But are these definitions realistic? They are too broad and all encompassing to be considered seriously. What politician would risk his support by promoting the model definition to the exclusion of a great swath of his constituents from the historic titles they've enjoyed?

Recently the Employee Engineers Committee requested Council to form a Compliance Committee to enforce the Engineer-

NEW INVENTION WORTH FIVE MILLION PER DAY TO ENGINEERS



ing Profession Act. Council convened a special meeting to hear the various resolutions put forward by the Committee and had the Association's solicitor in attendance. The ultimate decision was that little could be done about persons calling themselves various forms of engineers — such as Resident, Construction, Ventilation and Safety, etc. The key to the situation is not in what they call themselves, providing it is not Professional Engineer, but in what they are doing. If the person designated as an engineer without being registered is in fact doing engineering work where the safety of the public could be involved, then some definite action can be taken.

The final paragraph of the model definition illustrates the breadth of the net. "A person shall be construed to practise or offer to practise engineering within the meaning or intent of this Act, who practises any branch of the profession of engineering; or who by verbal claim, sign, advertisement, letterhead, card, or in any other way represents himself to be an engineer or through the use of some other title implies that he is an engineer or that he is registered under this Act; or who holds himself out as able to perform, or who does perform, any engineering service or

work or any other service designated by the practitioner which is recognized as engineering."

The current Provincial Government appears to regard the professions as monopolies, enhancing their own corporate structures. The Professional Acts are under study. We are vulnerable as an Association when we knowingly allow engineering works to be issued unstamped regardless of the Goliath that condones this practice; such as the public tenders emanating from the Provincial Department of Highways. We are vulnerable if we accept the model definition wherein the man who does the work is not, or may not, be the responsible one; the stamping engineer. This remote approval does not protect the public.

In Quebec the Order has the strength to enforce their Act. They give service to membership and by splitting their fee separate a portion designed to provide this service and do it openly. No excuses. We are what we are.

A separate organization, such as an Employee Engineer Committee, set up to look after the groups interest, will pit engineer against engineer and tend to tear our Association apart. The Association as such

will not be as effective; the members will be lost in their search for support. They will be forced into a union and not a union of their choice.

Leadership is needed now as never before in the affairs of our Provincial and National Associations. Governments appear to be out to destroy the professional associations as witness the regulations passed which have destroyed the national unity of the pharmacists.

As long as we perform the duties entrusted to us by law, there can be little complaint. Let's not condone "stamping engineers", or non-stamping engineers. Be effective and responsible. Stamp our own works, as required by law.

If you know of violations of this simple requirement have the matter presented to your senior engineer, in an effort to convince him that here is a resolution recommending action, or advise your Association's Practice and Ethics Committee.



QUALIFICATIONS

The recent recommended salary survey commissioned by our Council gave heart to many a young engineer and some older ones. Those who are in business on their own calculated up the points on responsibility and wondered where the money was to come from to pay their substantial raises, let alone the increases now expected by those under their direction.

Does the engineer who has been isolated at a pumping station for so long that his main reading and contact with the world lies in the comics, as was reported in one survey, merit the credit allowed for time of tenure, responsibility that the station operates continuously, isolation factors?

Does the world operate on a fixed cycle of time cogs advancing the aging candidate up the financial scale with further increments accruing due to the increasing hazards of driving to his work, through increasing pollution? I doubt it. Instead of expecting these automatic advances like the mechanics of Charlie Chaplin's "Modern Times", the young engineer would be wise to emphasize the traits and qualities which will allow him to continue being conveyed on the advancing time machine. Success will only come through improving his ability to learn, the quantity and quality of his work. His industry and attention to detail. His initiative and co-operation in advancing his project.

Improving his knowledge of his work, his dependability and finally his administrative qualities. A big list but one worth going after. In the end it may not mean substantial monetary awards, but real job satisfaction and personal development.

—E.A.S.



WHY A REFERENDUM

By E. F. GLASS, P. Eng.

This issue of the Bulletin features the experiences of four of the larger groups of salaried engineers in Manitoba who found it necessary to organize collective action to communicate to their managements. On the one hand the engineer is expected to be sympathetic to the economic objectives of the employer; at the same time he is painfully aware of the income settlements from the militant and/or arbitrary positions of the trade unions and the more independent and cohesive organizations of other professions.

The A.P.E.M. organization includes approximately 25 active standing and ad hoc committees. Seven of the twenty-five are directly associated with administering of the Engineering Profession Act; the balance of 18 provide supplementary member services.

There is a growing concern throughout the membership that the organization of A.P.E.M. has expanded to the point where its original purpose of administering the Act to protect the public has been obscured. Many engineers maintain that this basic purpose must remain clearly identified. At the same time pressure is increasing for more active support by Council of the personal interests of the dues-paying member.

Other professions, medicine, dentistry, law, have two separate organizations, one to administer the Act and the second one to support the interests of its members.

Should Professional Engineers follow a similar course?

One voice of opinion states that division of the A.P.E.M. into two separate groups will weaken the profession. Rather than emphasis on member services there is a far more important need to concentrate on administering of the Act to clearly define the work and responsibility for the work of engineering, to ensure that ALL engineers practising the profession in Manitoba are licensed to practise. In other words, a more militant administering of the

Act by A.P.E.M. would not only increase the element of protection of the public but would consolidate and improve the identity of the Professional Engineers.

Council is very aware of the questions; the answers, however, are complex and so important that input from the membership is required. A Committee of Council is preparing a questionnaire intended to determine the opinion of the members. It is the present intention of Council to circulate the questionnaire to the members and to request support in the form of high percentage returns.



MANITOBA HYDRO PROFESSIONAL ENGINEERS ASSOCIATION

By A. DEAN GOULD, P. Eng.,
President MHPEA

The MHPEA came into existence during a period when great emphasis was being placed upon administrative functions and little upon the "doing" or technical development work of a largely technically orientated utility. Engineers, who in the past had made engineering management decisions and effectively molded the utility into the efficient shape and size it is today, became subject to non-technical administrative regulations and decisions. They considered themselves in this new administrative climate as being bypassed, and without a basic communication link. Salaries appeared as an important focal point in a period of high trade union awards but were not the entire reason for engineer dissatisfaction.

In 1972 an ad hoc committee formed the first engineers association. One of the purposes was to meet and negotiate with Manitoba Hydro senior management on the welfare of the Engineers. The senior management considered the group and the bargaining procedures used as an unauthorized semi-militant type of trade union and consequently dealt with them in that sense. The results were understandably frustrating and regressive. Legal advice received at that time suggested that unionization was the only direction in which to go and that anti-function procedures should begin immediately. The members, many of whom had passed through the growing phase of Manitoba Hydro, could not reconcile this view but reluctantly agreed to follow this course, if in fact the voluntary approach could not be salvaged. Further attempts in 1973 made to obtain voluntary recognition met with little progress and finally the

decision was made to seek certification seriously. In January 1974 a constitution was established which clearly stated that MHPEA would seek certification for all engineers employed by Manitoba Hydro. Immediate response was heard from the Manitoba Hydro management and a concentrated effort was now made to understand the entire voluntary group concept, its objectives, methods of approach and legal implications. Management, with the MHPEA executive support, successfully offered an alternative to immediate certification to the membership, and proceeded to discuss collectively the welfare issues of the engineering group. Certification, although remaining an issue has been deferred on a one year basis placing the onus on both the Executive of MHPEA and Manitoba Hydro management to continue their efforts in communication, solution of problems affecting the welfare and professional engineering environment within the utility. The voluntary group approach is one of co-operation recognizing the utilities problems as well as those of the individual engineers and solving them to the benefit of both. The strength lies in the fact that the professional engineer can work co-operatively with his engineering peers and through a single voice express concern which can be resolved to the benefit of all.



SUMMARY OF DEVELOPMENT IN EMPLOYEE-EMPLOYER RELATIONS FOR THE CITY OF WINNIPEG MIDDLE-MANAGEMENT EMPLOYEES

By N. PARTYKA, P. Eng.

In January, 1967 the Engineers and Architects employed by the former City of Winnipeg and Winnipeg Hydro formed a duly constituted organization known as the Winnipeg Professional Employees Association for the purpose of promoting the social and economic welfare of the membership. The total membership numbered about 40 members. The executive of this group met several times with the Mayor and members of the City Council to discuss problems existing at that time. Unfortunately the Association was never formally recognized or able to communicate with the Management Committee of the City during this period. Consequently there was no negotiation of salaries or professional development and any pay increases and benefits normally acquired were a result of pay increase and benefits

offered the union employees.

The following year the executive were advised by the Public Utilities and Personnel to form a group consisting not only of the professional employees but also all the administrative and supervisory non-union employees, excluding senior management employees. This led to the formation of a much larger duly constituted organization known as City of Winnipeg Association of Public Service Officers (W.A.P.S.O.), formed in August, 1969, with a total membership of approximately 180 members. At this time W.A.P.S.O. obtained written authorization from all its members to have the monthly dues of \$2.00 per member deducted from the payroll. Further a motion was passed at a general meeting to hire the services of a solicitor, Mr. Ken Alyluia to investigate the possibility of obtaining certification. The membership was later informed that the Labour Relations Act at that time excluded all managerial and supervisory personnel.

Through the efforts of W.A.P.S.O. the City agreed to hire Woods-Gordon management consultants to study and report on the existing positions and salaries of the out of scope employees. Unfortunately our Association was given very little opportunity to participate in the study as was intended, and as a result the final report left much to be desired in solving the problems that existed.

In 1971 the executive of W.A.P.S.O. presented a brief to the provincial board on labour relations requesting that middle management be included in the new Labour Relations Act in the right to organize and bargain collectively. As you are aware a new Labour Relations Act, Bill 81 was passed in the Legislature in 1972 which certainly improved the position of the Association regarding certification.

With the advent of Unicity and urban reorganization in the greater Winnipeg area in January 1st, 1972 the total potential membership doubled. Our Association immediately initiated a membership drive, however without permanent staff progress was very slow. The total membership to date is approximately 350 members which is about 64% of the total eligible. Until such time as "Middle-Management" can be defined within the new City of Winnipeg structure, the Association has accepted (as did the former City of Winnipeg in a Council minute of September 22nd, 1969), that Acting Deputies, Deputies and Heads of Departments and those employees

employed in a confidential capacity in relating labour relations be regarded as out of scope for Collective Bargaining and be classified as unqualified for membership in W.A.P.S.O.

Early this year the executive of W.A.P.S.O., after an informal meeting, were advised by the Department of Labour to approach the City as an uncertified Voluntary Group. In August, 1973 the Board of Commissioners of the City have agreed in principle to a voluntary agreement to recognize our Association for the purpose of collective bargaining and is prepared to enter into negotiations with W.A.P.S.O.

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OPEEPM

By R. C. MILLS, P. Eng.,
President OPEEPM

The Organization of Professional Engineers Employed by the Province of Manitoba (OPEEPM) was founded at a meeting held on January 22nd, 1975. The Organization consists of Registered Professional Engineers and Engineering graduates employed in the provincial civil service of the Province of Manitoba.

Many factors were involved in the formation of the group: Salaries of provincial Engineers are substantially below the A.P.E.M. Recommended Salary Schedule, working conditions leave much to be desired, there is little or no professional development, no clear protection against civil liability suits, and the employer does not abide by the true intent and spirit of the Engineering Profession Act. Many individuals employed by the Provincial Government who are not members nor eligible to become members of A.P.E.M., are permitted by the Government to use the title Engineer and practise engineering.

The Government was requested to give OPEEPM so-called voluntary recognition, in order that negotiations could begin with a view towards obtaining an understanding concerning salaries, working conditions and professional development for registered professional engineers. Their request was denied by the Minister of Labour, who suggested that the Professional Engineers could alternately become a component of the Manitoba Government Employee's Association, although the existing agreement between M.G.E.A. and the Government excludes engineers, lawyers, etc.

After voluntary recognition was denied by the Government, OPEEPM placed an Application for Certification in front of

the Manitoba Labour Board. The Government responded by naming 82 positions as being primarily management functions and another 64 persons, primarily Registered Professional Engineers employed at the Community Colleges, therefore, wishing to exclude these from the bargaining unit. This amounts to a clear attempt on the part of the Government to destroy the proposed bargaining unit by excluding 146 out of the potential membership.

Questions concerning all aspects of the Professional Engineer and the practice of engineering will, in all likelihood, become topics of heated debate in the forthcoming hearing. Registered Professional Engineers employed by the Government wonder if P. Eng.'s in private practice can be counted on to support OPEEPM in its confrontation with the Provincial Government in the same way that the M.M.A. supported the provincially-employed doctors????

The basic issues pertaining to the Engineering Profession are being challenged by the Government. These are the right of self-determination by individuals, specially trained in a discipline of applied science, to negotiate on their own behalf; secondly, the right for their Professional Association to decide who can practise and use the Engineering title, or is this the prerogative of the Attorney-General's office representing the Government; thirdly, the right of an experienced Registered Professional Engineer to teach engineering subjects without being forced to give up his chosen professional status, i.e., is the teaching of engineering subjects the practice of engineering?; fourthly, the responsibility to protect the public, i.e., is the Government not responsible to uphold the intent and purpose of the Engineering Profession Act for the protection of the public as well as the A.P.E.M., who is given the responsibility by a Statute of the Legislature to enforce "The Engineering Profession Act."

S. E. M. T. S.

By N. FEDORCHUK, P. Eng.

The Society of Engineers of the Manitoba Telephone System is a voluntary group that represents engineers at M.T.S. The group has been in existence since 1968.

During 1974 and 1975 the Society made a series of submissions and held a number of meetings with M.T.S. management to discuss salaries and other questions of

interest. Our relations with management are good, and we had no problems getting meetings to have discussions. The process to date has been a long one, and we are still working on it. At the time of writing of this status report our requests and recommendations were under study by M.T.S. and we hope that some tangible results will follow. Our membership is prepared to continue our efforts to make the voluntary group approach work by using discussion and reason. Collective bargaining as a certified union has not been completely ruled out, however our members would consider this alternative only as a last resort. At this time we can't say whether the voluntary group approach will work, but we are prepared to try.

EMPLOYEE - ENGINEERS COMMITTEE

By I. B. HENDERSON, P. Eng.

Engineering - Employees - Employers -
Salaries - Union - Professionalism - Ethics

Are the above unrelated and/or inconsistent one with the other or is there a common denominator?

Can "Fee Schedules" be considered without considering "salaries" or vice versa?

Is professional engineering compatible with conventional unionism?

Is an Engineering Organization necessary? — as an anti union measure; as an anti management tactic? — or as a pro-engineering advancement; a public relations vehicle; a necessary professional unifier?

Is it necessary for a group of engineers to be "dissatisfied" before there is enough interest to form a majority organization, or to see a need for one?

If we have not seriously considered these questions we should now do so. Engineers singly, and the profession as a whole, are today subject to many stresses that did not exist a generation ago. Governments (labour, socialist etc.) do not support professional autonomy. The public (with considerable justification) tends to view self policing organizations with suspicion. "Inflation" provokes a struggle between government, industry and labour for increasing revenues. Each one of us is striving to meet ever-rising costs in our own lives. Unions conduct aggressive campaigns to increase jurisdictions and gain strike-win-



Employee Engineers Committee at work — left to right, Doug Delgatty, Chris Robinson, Chairman Don Simons, Nick Fedorchuk, Fred Jost, Ian Henderson. (Note Doug's Gasp button and the absence of ash trays.)

ning funds and power. The position of the Engineer, between technicians and technologists on the one hand, and applied science on the other, requires articulate definition.

Salaries and working conditions of Engineers are unduly influenced by the overwhelming volume of labour/union/management exchanges.

Engineers in private practice are not immune. Most organizations contracting for engineering services include engineers in their staff and management. Consultants must compete with other employers for engineering talent.

If engineering organizations now forming, and others yet to be conceived, become too conventionally union-like it will be because management types and owner engineers have not participated in the development of a Professional Engineering organization.

In the long term all Engineers will benefit from the existence of a strong, representative engineering organization. It is now very clear that a "self interest" organization must be outside the Association. The main function of the organization will be negotiation of engineering service contracts providing adequate recompense, professional working conditions and technical updating requirements. A second

objective, necessary if the first is to succeed, is the enhancement of the engineering image in the eyes of the public.

If you have misgivings about all this, the recent presentation on CBWT showed dramatically the problems facing professional and executive types.

The medical profession is currently uniting in support of government employed doctors.

Can the engineering profession do less?

The Employee Engineers Committee finds itself considering all these factors.

Your feelings on any of these subjects may be registered by contacting any member of the committee. Your comments, pro or con, and your questions will be welcome by the writer at 453-0584 in the evenings or mail to I. B. Henderson, P. Eng., 82 Crowson Bay, Winnipeg, Man. R3T 0J8.



No response has been received relative to the points raised in the February issue on the operation of CCPE management. We wonder how Council's CCPE representative will handle the questions raised in the investigation of CCPE's budget as related in the article "CCPE and Management".



Multi-minded members of the Executive of the University of Manitoba Engineering Alumni Association with a single-minded purpose are shown at one of the fourteen meetings they hold each year to plan their one big function, the Annual Meeting. Left to right — Dave Cross, Jim Roik, President Rudy Isaak, Bill Hansen, Bruce Menlove, Nes Mudry. It should be a wing-ding of a party considering the number of meetings it takes to plan for it.

THOMPSON NEWS

By B. E. MAXFIELD, P. Eng.

Spring has come to Northern Manitoba and this year it came in a big way as we were the hot spot in Canada three days running, May 7, 8 and 9. With spring come thoughts of boating, fishing, camping, and all the other outdoor activities associated with summer.

An early summer major activity in Thompson is our summer festival, NICKEL DAYS. It will be held this year on July 11, 12 and 13. It is a fun weekend with entertainment for the whole family and everyone in the Winnipeg area and in other communities in the north is invited to help us celebrate this annual festival.

The highlight of the weekend is the King Miner contest. Each year a king miner is crowned, who earns his title and a \$1,000 prize in a series of contests which test mining skill, agility and strength. The contests include such mining related events as "hand mucking," "ladder climbing," "crib building," "drilling," "log sawing," "nail driving," and "jack-leg drilling". A

big parade will be held on July 12, with many floats and bands. There will be music, entertainers and dancers, food, and a colorful midway for the children and the young at heart. Dances and entertainment will be held nightly. There will also be exhibits and displays pertinent to mining and other activities in the north.

A special display will be held in Winnipeg June 23 to 29 inclusive at the Polo Park, to present a Salute to Mining in Manitoba, with exhibits of mining equipment and activities as well as displays on Nickel Days and the City of Thompson. Winnipeg residents are urged to attend the display.

Thompson is making a bid to host the 1979 Young Canada Winter Games. A Boost-the-Bid campaign is currently underway and is very successfully providing the funds required for this bid. The residents of Thompson are getting behind our bid to host these games.

A. J. Sirkka, Mine Superintendent at The International Nickel Company's Thompson Mine, was registered with the A.P.E.M. in April of this year.

I would again like to encourage members of the Association in the Thompson area to forward to me any news items or other information that they would like to see in this column that would be of interest to other members in our area.

★ ★ ★

IT'S SAFER IN CUBA

Our President spent a much-deserved brief holiday in Cuba with his wife and four offspring, without unpleasant incident. En route home they had to change planes in Toronto the Unbelievable, where so many easterners live under the delusion that they are in Central Canada. In the Toronto terminal five thugs knocked down two ladies and beat up our President. They left him with a black eye, a split lip, cracked glasses (at least we assume that's why he had the frames taped), loosened teeth and bruised ribs — so bashed up he couldn't laugh five days later when he arrived in the office for a meeting, and was helped on and off with his coat. The Association's Executive Secretary was inquiring how it all came about and Genial Doug said he was standing with his family talking to a "fairly elderly lady in her fifties". We can report no more on this tale of violence because right after he mentioned the "fairly elderly lady in her fifties" the Executive Secretary seemed to be staring at Doug's unblackened eye and Doug suddenly remembered he had an appointment and left.

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EMPLOYMENT SAFETY

The Registrar of the Association has received the following letter from R. G. Jones, Executive Secretary of the Workers Compensation Board of Manitoba:

Dear Sir:

Some time ago the Board determined to enter upon a program of industrial-environment control. A committee comprised of labour, management, professional and technical representatives, under the chairmanship of Dr. Neil Popplewell University of Manitoba, was then commissioned to develop an occupational health program.

Under The Employment Safety Act standards are being formulated, along with procedures to implement such standards in an effective, *realistic* manner. The primary emphasis in employment safety is upon the control of the hazard at its source — e.g. reducing the noise levels of machinery

and equipment; eliminating or controlling hazardous fumes and other noxious substances. This may well require *long* range planning in the design of equipment, machinery, and work places. Interim measures are being developed to protect workers exposed to health hazards pending resolution of these basic causes.

At this time the Board is concerned that members of your Association should be aware of the trends and probable requirements in this area of employment safety. It is to be hoped with this in mind that in the designing of machinery and equipment, and in the planning of factories and work places, your members will ensure the elimination or abatement of occupational health hazards.

★ ★ ★

LEGAL MATTER

As a test situation the Association referred to its solicitor the case of an employee engineer who had been unfairly dismissed prior to termination of his contract. The engineer was finally successful in obtaining a reasonable severance allowance to which the solicitor felt he was entitled.

Whilst not wishing to become involved in private matters between employers and employees, the Association may, at its discretion, intervene to assist an engineer in such matters where it feels a basic principle, important to the Association as a whole, is at stake.

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1975 NATIONAL E. I. C. CONGRESS

TENTATIVE TECHNICAL PROGRAM
CONFERENCE THEME:

"OUR CHALLENGING FUTURE
PEOPLE-RESOURCES -
ENGINEERING"

1975 ANNUAL CONGRESS
SEPTEMBER 30 - OCTOBER 2
HOLIDAY INN, WINNIPEG, CANADA

TUESDAY, SEPT. 30, 1975

A.M. Registration

Constituent Society Annual Meetings

Opening Luncheon - Welcome

P.M. Theme Papers:

Canada's Energy Opportunities
Environmental Siting Problems
Energy Development and Manpower

WEDNESDAY, OCT. 1, 1975
CONSTITUENT SOCIETY
PROGRAMS

A.M. Technical Papers - Parallel Programs

- New Developments in Precast Segmental Construction.
 Economic Aspects and Trends in Underground power distribution - City of Ottawa.
 Planning for Development of Alberta's Oil Sands Industry.
 Churchill River Basin Joint Study "Natural" Energy Sources in the National Energy System.
 Solid Waste Management - State of the Art.
 Carrying Capacity as a Planning Concept. Montreal Olympic Structures.
 The Fuel Cell and its Possibilities.
 The Intergrated Powerhouse.
 Western Canada's Future Energy.
 Design Concepts and Operation: City of Winnipeg S. End Water Pollution Control Facility.
 Social Impact.
 A Predictive Input-Output Model for Phosphorus in Lakes: Concepts and Limitations.
 Reinforced Masonry - State of the Art.
 An Interdisciplinary Approach to Alleviate the Social Impact of Noise.
 Hydraulic Model Study for Jenpeg Powerhouse Intake Stoplog Emergency Closure.
 Energy Balance Analysis of Nuclear Power. Waste and Wastewater Facilities for Small Communities.
 Developments in Structural Steel Design CSA S16.1 Specification.
 Yesterday's Noise - Today's Signal.
 Jenpeg Main Dam Design and Construction Aspects.
 Barriers to Adapting Novel Energy Conservation and Energy Substitution in Canada.
 Engineering the Incentive Society.

CONSTITUENT SOCIETY LUNCHEONS - SEPARATE LOCATIONS

P.M. Technical Papers - Parallel Programs

- Problems with the Nelson River D.C. Tower Foundations.
 Study of Limited Performance Type of Electric Car.
 Offshore Artificial Lagoons.
 Resources Replacement Costs as part of the Objective Function in Optimization of Development Projects.
 Roll of the Interdisciplinary Consulting Firm.
 Future Renewable Resources.
 Structural Features of Reactor Contain-

- ment Buildings.
 Natural Watercourse Development and Conservation for a Mountainside Residential Suburb.
 The Use of Geographic Information System in Engineering Planning.
 Design Procedures for Large Diameter Stiffened Steel Ducts.
 Urban Storm Runoff Management.
 Business, Changing Society and the Individual.
 Resource Conservation and Recycling.

THURSDAY, OCT. 2, 1975

A.M. General Session

- Nelson River Development.
Constituent Society Technical Papers - Parallel Programs
 Objectives of CSCE Proposed Computing Division.
 Computer Applications in Geotechnical and Hydrotechnical Areas.
 Recruitment Strategies and Practices.
 The Next Decade in Engineering Education.
 Construction - A Separate Branch of Civil Engineering?
 English Proficiency.
 Metrication.

LUNCHEON AND E.I.C. ANNUAL MEETING

P.M. University of Manitoba Tours Evening: Annual Dinner and Dance

FRIDAY, OCT. 3, 1975

- Field Tour to Gillam and Kettle Rapids Power Development.

LADIES PROGRAM

- Sept. 30 - Brunch and Flower Show.
 Oct. 1 - Centennial Centre Tour & Lunch.
 Oct. 2 - Fashion Show.

Annual Meet Luncheon.

Winnipeg has many interesting historic sites, parks, galleries and boutiques to see and enjoy. Come and get acquainted.

Anticipated Registration Costs:

- Member Registration - \$50.00
 Ladies Program - \$15.00
 Make Reservations Early and Direct to Holiday Inn.

Contact CP Air to arrange group travel to Winnipeg. Save 10%. (Group required to travel one way together).

General information on the Congress may be obtained from:

Mr. Wm. McKay, P. Eng.,
 Underwood McLellan & Assoc.,
 1479 Buffalo Place,
 Winnipeg, Man.
 R3T 1L7

COUNCILLOR TED GLASS PROFILE

By A. D. ROUND, P. Eng.

Ted was born in Pincher Creek, Alberta, attended elementary and high school there. He studied electrical engineering, at the University of Alberta in Edmonton receiving his Bachelor of Applied Science in 1950.

On graduation Ted joined Westinghouse Canada Limited in Hamilton, Ontario and spent two years in the Westinghouse Graduate Training Program. Three months of this program occurred in Winnipeg and may have been a turning point in Ted's future.

The next five years of Ted's career were spent with Westinghouse's Field Installation Division working out of Hamilton, Ontario on large electrical equipment installations such as the Chute du Diable Project in Quebec, The Alcan Kemano Project, the Strathcona Project, and the Alcan Kitimat Project in B.C. In 1955 Ted was involved in a rectifier installation in New Zealand.

In 1957 Ted was transferred to the Vancouver District Office of Westinghouse in their Apparatus Service Section, then in 1959 he was transferred to Winnipeg as the Manager of the Manufacturing and Repair Division. In 1966 Ted was transferred to the Utility and Industrial Apparatus Sales Division then in 1973 he was appointed Manager of Utility Sales for Manitoba and Saskatchewan.

In 1961 Ted Glass met a girl named Glass and he married her. Vinie and Ted now have three boys, Ralph 12, John 11, and Bill 10.

In his (spare?) time Ted enjoys golf, flying and a summer cottage at Turtle Mountain. He is the President of the Woodhaven Community Club and is the Incoming Chairman of the Community Centre's Board of St. James-Assiniboia. On the Engineering end he is the Incoming Chairman of the IEEE, is the Liaison councillor to the Employee Engineers Committee, Member of the Compensation Study Ad. Hoc Committee and is Chairman of the Finance Committee for the coming E.I.C. Congress in Winnipeg.

KEEP UP THE GOOD WORK TED.



SHOULD WE HAVE A SELF INTEREST GROUP?

The question really is a rhetorical one as there obviously must be one. However the current trend to have this group formed in association with the A.P.E.M. is an error. It must be obvious by now that by nature engineers are diverse to say the least. We are fragmented in that our careers tend to assume such multifaceted functions that it becomes virtually an impossible situation to govern the working environment of each individual. Although I felt the salary survey done for the A.P. E.M. was a terrible waste of our fees it did bring home very strongly the tremendous scope that "Engineering" covers.

The result of this must be that if an employee finds it necessary to speak to his or her employer in conjunction with a group then that group must be from within the ranks of that person's own special interest group. For example, engineers employed by a large firm might band together for their benefits which can more readily be argued based upon the conditions of the particular employer. Personally my feeling is that the very best self-interest group is me. After all who better knows my capabilities, long term goals, etc., than I, hence the only person I trust with this very important responsibility is myself. Certainly I do not want to entrust some stranger who also has his own selfish motives with my most valued commodity, my life.

Further I believe we should be reminded of the real function of the A.P.E.M. By law and by tradition, it is here purely to protect the general public from slipshod engineering. This association must work diligently to ensure anyone registering as a P. Eng. will meet certain strict standards, and further that the work output from that person will constantly meet high quality. It never was and should never be here to protect the employee engineer from his or her employer.

In short it is time for our Council to reorient its misdirection. Instead of wasting time on this so called self-interest thing it should continue working stringently on the maintenance of high quality engineering work. If it wants to do something for engineers then it could spend money on a campaign to remind people of this point.

—R.A.K.



INSURANCE

North American Life Assurance Company have advised C.C.P.E. that "regarding the interpretation of the Accidental Death and Dismemberment Benefit which is included in your group life policy. In particular Section 6 (B) 5 of the policy provides that no benefit would be payable under the Accidental Death and Dismemberment provision where death occurred during an aerial flight as "a member of the aircraft crew or having any duties in connection with such flights" This has been a standard provision in all such Accidental Death and Dismemberment clauses with North American Life for many years, and invariably has been construed quite strictly. It has been our feeling that, where an insured has duties in connection with an aerial flight (geodetic survey, photographic survey, or other) there is a substantial, and somewhat unmeasurable, risk which we did not wish to underwrite.

We believe that your observation that the degree of risk in such cases would be no greater than the risk involved in the regular duties of many other professional engineers is quite valid. Recognizing this fact and the fact that the present restriction does represent a serious annoyance to many of the plan members, we are prepared to modify our interpretation of this clause to deny payment only where the insured was flying as a Flight Crew Member, as defined by the Department of Transport."



LETTERS

Some Ideas for the Education of Engineers

Engineering has mainly been a reward for good work in school.

Engineering should be the result of demonstrated ability in the lower levels of Engineering.

True the first hurdle should be a school graduation level of competency in maths, physics and English. But there should also be ways for adults to reach this level.

The next hurdle should be Engineering Technologist, i.e. 2 years at an Institute of Technology and then 3 years on the job under the supervision of at least 2 Engineers, with monthly reports and discussions.

Then, wise in the ways of the world into a University course of 2 years, with a B. Engineering and admittance to the Professional Engineers at the graduation.

The Technology and Engineering courses should be controlled by the Professional Engineers with money and audit supplied by the government.

The Technical Institutes may have to offer a Technology Preparation Course of one year for students who have not found school rewarding but are interested in the Technology field. This would also benefit the slow student, the Institutes have had time to study their incoming students and should know the probability of a student needing additional help.

The Diploma in Technology has been recognized for some time, however a complete display of all course marks, with supplemental marks shown separately, should be used when considering future possibility as an Engineer.

The student would then get a job as a Technologist which after 2 years would enable him to become a Certified Engineering Technologist. But here comes the hard part, finding a couple of Engineers to take an interest in him. Ideally the company he or she works for has a training scheme which would enable the student to get good experience "on the job", engineers would have part of their job to consider monthly reports, hold 3 or 4 meetings a year and visit the student on the job etc. Such a scheme would have no job security for say 4 years, to enable the student to go to University, or let go if the engineers thinks he is not University material and is blocking other students.

On entering University the student has a background and confidence in the technology field, and while more scientific and technological courses are needed, there is scope for psychological, sociological, aesthetic, political and monetary factors. The emphasis would be on producing an Engineer, and the courses may be highly specialized and be given only every second year.

The student should be able to work as a technologist during the summer months and earn some money. However full student loans and bursaries should be available as the increase in earning power of the product would be available to repay the loan and then pay higher taxes.

Under such a scheme the number of students entering Technology Institutes may be doubled, eventually. The numbers

seeking a Science Degree would be reduced, but the Scientist and the Engineer can co-exist in the same building, even the same room at times.

Ryerson, with its one year course is pointing the way but Lakehead with its 2 year course is more ahead. The results should be interesting as the students get on the market.

Political pressure is really needed to divert more students from University Science courses to Technical Institutes, to get firms to provide training programs of some sort in the Technology areas, to get more Universities to give the 2 year Engineering course in parallel with the 3rd and 4th year Science Degree course and to get some money to pay bursaries.

Afterthought. Two years of the training program could be in Canada's North. What better prerequisite for a University Education of all kinds.

—J. E. DOWELL, P. Eng.

Dear Sir:

I read with interest the letter signed Anonymous P. Eng. in the April 1975 issue of the Manitoba Professional Engineer, which, presumably due to the importance of "junk mail", has only just been delivered.

I sent a letter to the Canadian Circulation Audit Board Inc. asking if it was necessary to send me six copies of a mailing in order to get a message across. That letter initiated an immediate telephone call from Mr. Sweeney, who promised that the situation would be investigated and corrected.

I wonder how many other Engineers receive multiple copies of magazines and announcements, as I do, or whether mine is an isolated case as was suggested by Mr. Sweeney. Maybe your Readers can supply this answer.

Yours very truly,

—M. J. PROSSER, P. Eng.

★ ★ ★

If you were to destroy in mankind the belief in immortality, not only love but every living force maintaining the life of the world would at once be dried up. Moreover, nothing would be immoral, everything would be permissible, even cannibalism. — Fedor Dostoyevsky 1821 — 1881.

"An expert is one who knows more and more about less and less". — Nicholas Murray Butler.

★ ★ ★

Ideology — that is what gives evil-doing its long-sought justification and gives the evildoer the necessary steadfastness and determination. That is the social theory which helps to make his acts seem good.— Aleksandr Solzhenitsyn in Gulag Archipelago.

★ ★ ★

An engineer? I had grown up among engineers, and I could remember the engineers of the twenties very well indeed: their open shining intellects, their free and gentle humor, their agility and breadth of thought, the ease with which they shifted from one engineering field to another, and, for that matter, from technology to social concerns and art. Then, too, they personified good manners and delicacy of taste; well-bred speech that flowed evenly and was free of uncultured words; one of them might play a musical instrument, another dabble in painting; and their faces always bore a spiritual imprint. — Aleksandr Solzhenitsyn in Gulag Archipelago.

Political Censor's Comments Them socialist engineers must be a different breed of cat than these here thugs what I work with.

★ ★ ★

Help save the ruby throated pushover from extinction!!

★ ★ ★

FOR SALE OR TRADE

For Sale or Trade by the Bulletin Committee, used Committee members Pat Feschuk, Bob Stokes, Bill Newton (Pussycats all), having failed to meet the high standards of the Bulletin Committee. Available for suitable remuneration. Other Committees interested in negotiating transfers please contact Ted Speers, Editor, day or night. Any and all tenders considered acceptable. In the interest of speeding transfer no bid bond required, but bonded stock would be acceptable as full payment.

ENVIRONMENT

As we race towards the second millenium the earth is degrading very rapidly. *Amphiserpentarius schlosseri** has already succumbed, the fate of the trumpeter swan hangs in the balance, and there are many plants and animals on the rare and endangered list. In this latter category is the double-breasted seersucker which used to be native to these parts. However, due to the influences and the pressures from Europe it is doomed. A moment of silence, please, for the departed.

Political Censor's Opinion: This article has sexual overtones unbecoming a family magazine.

* (The *Amphiserpentarius schlosseri* is long for the secretary bird.)



REPORT WRITING

It has now become customary to mention the environment in reports. One used to mention such things as Motherhood, Canadiana and Government because these showed that you were one of the 'good guys' and on the right side of the ledger.

However some of the buzz words of 10 years ago are no longer popular. Motherhood indicates that some poor woman has been, by subterfuge, removed from the work force — a dastardly trick if there ever was one. Canadiana, if it is built in Quebec or Japan, is not considered good taste in the west. In Quebec an article is only considered Canadiana if it is built by Frenchmen, written in French, and subsidized by Ottawa. Government too has fallen out of grace. Nobody believes it any more. Even Mr. Trudeau in January commented that people no longer believe government — and he should know.

So today our new buzz words is 'Environment'. The annual reports of companies all have a section on environment immediately ahead of the section that thanks all of the employees for 'devoted diligent efforts'. Such sincerity, such profoundness, such dedication — and so little effort. Just put 5 more feet on the smokestack to get the fumes to carry to your neighbor's property and off your own. For this you get good marks under the 'Environment Section'.

In summary, every report should have a section pointing out your concern for the environment and proving conclusively

that you are improving (?) the environment.

Political Censor's Opinion: "This article is rather obscure and might show political bias if I could understand it. The second paragraph might better be expressed 'As a resultant implication, the characterization of specific criteria adds explicit performance limits to the philosophy of commonality and standardization'."



MAY THE SUN SHINE ON YOU

Last October the Solar Society of Canada Inc. was started with headquarters in Winnipeg. It started as a Canadian Chapter, U.S. Section, but soon became an association on its own.

The International Solar Energy Society is incorporated in Arizona as a non-profit organization with its headquarters in Australia.

The purposes of the Society are the fostering of the science and technology relating to applications of solar energy research and development.

- the promotion of education in this field
- the gathering, compiling and dissemination of information relating to aspects of solar energy.

Membership is open to individuals and corporations who are engaged in research, development or utilization of solar or solar related energy, or those who are interested in furthering the purposes of the Society. To join contact:

Solar Energy Society of Canada Inc.
P.O. Box 1353, Winnipeg, Manitoba,
Canada R3C 2Z1



UNIVERSITY NEWS

Electrical Thesis Day

On March 25, the Electrical Engineering Department at the University of Manitoba held its second annual Thesis Day, and the event was considered a success by all who attended.

"Thesis Day" had its origins in March, 1974, when the Department of Electrical Engineering initiated the requirement that

all B.Sc. Graduation Theses be presented orally in addition to the written requirement. The first Thesis Day was such a success that it prompted an enlarged version for this year, and the day-long presentation of theses is now established as an on-going part of the undergraduate program.

This year, the Electrical Engineering fourth year students presented a total of 47 theses. The topics covered a broad range of engineering studies including: "Electric Cars", "Blood Pressure Amplifier", "Electronic Properties of Amorphous Semi-Conductor Switching Devices", "Design of a 2 GHz Phase-locked Oscillator", and "Determination of an Optimum Distribution Level of a Sub-station", — to name just a few.

Each thesis was examined by a panel of three judges: the student's thesis supervisor, another member of the department selected because of knowledge in a related area, and an "outside examiner" from outside the university. The normal pattern of presentation was a 20 minute talk by the student, outlining his thesis, followed by a 15 minute question period in which the judges or any member of the audience might ask questions about the project or presentation. Each thesis is graded according to both the quality of its written form and the conduct and verbal ability of the author in the oral presentation.

This year, 38 Professional Engineers from outside the university volunteered to serve as judges. The staff and students of the Electrical Engineering Department would like to thank those listed below for the time and constructive criticism they contributed:

D.E.M. Allen, W.V. Bowerman, D. Card, D. Chapman, E.A. Dillon, G.W. Duncan, A.J. Dunsmore, R.M. Fraser, E.F. Glass, C.J. Goodwin, J.M. Hobbs, D. Hortensuis, B.A. Hughes, D.G. Hysop, D.W. Jung, R. Kirby, J.W.J. Lewis, S. Li, J.A. McGregor, M.E. Melnyk, J.M. Migel, D. Prowse, A. Quanbury, M.B. Raber, V.S.V. Rajan, M. M. Rashwan, G. Rheault, J. Roik, P. Rubin, G. Stetski, R. Storry, A.J. Summach, G.E. Thompson, W.J. Tishinski, E.A. Van Humbeck, W. Wichert, K.H. Williamson, D. Woodford.

The volunteers seemed to enjoy the day. Many of their comments indicated that they found the day interesting, not only because of the experience of judging a graduation thesis, but because they were

establishing closer ties between the university and industry as a whole.

All in all, Thesis Day sparked the interest of everyone involved. The staff and students of the Electrical Engineering Department hope that all of the Professional Engineers who participated in this year's Thesis Day will be able to attend next year's, and that the number of volunteer examiners will overtake this year's hearty showing.



LABOUR BOARD RULING NO. 395

By F. A. JOST, P. Eng.

"That the classifications of Engineer II, III and IV and General Accountant IV are included in the bargaining unit described in Certificate No. M.L.B.-982 issued on January 19, 1965, and are included in the collective agreement between Manitoba Hydro and Manitoba Hydro Employees Association, Local 998 Canadian Union of Public Employees."

RESUME

When the MHEA collective agreement came up for negotiation in July, 1974, it was Manitoba Hydro's intention to remove the above clause from the agreement since it contravenes the new Manitoba Labour Relations Act of 1972 Sec. 29 (3), which states that Professionals are excluded from any Union Agreement unless they specifically ask for certification by majority vote. However, MHEA (Local 998 — CUPE) did not agree with this suggestion and requested it be left up to the Labour Board's arbitrary decision.

Manitoba Hydro subsequently asked the Labour Board for a ruling and on October 15, 1974, a hearing was held by the Labour Board where the MHEA as well as the Manitoba Hydro were represented by Counsel. The Manitoba Hydro Professional Engineers Association was represented by their President and Vice-President who had earlier filed a letter requesting leave of the Board to make a presentation on behalf of the Association during the hearing. However, the Board failed or refused to permit the applicants to present evidence and argument at the hearing on October 15, 1974, contrary to the rules of natural justice, having been declared by the Board to be without status.

The Manitoba Labour Board following consideration of all material filed, evidence

and argument heard; on October 15, 1974, issued the Ruling No. 395 above, which is centered around an interpretation of Sec. 29 (3) in the context of bargaining units established by the Board prior to enactment of Sec. 29 (3).

The Board made the finding that there is no retroactive effect to 29 (3) and thus there is *no automatic exclusion of professionals from the bargaining unit*. Considering the Board's Ruling No. 395 to be a threat to a voluntary Professional Association representing all Engineers within Manitoba Hydro, the President and Vice-President of the Manitoba Hydro Professional Engineers Association after consultation with legal counsel filed a Motion of Appeal in the Manitoba Court of Queen's Bench on February 13, 1975, requesting that Board order No. 395 be quashed.

Following a court hearing on April 7, 1975, Justice W. S. Wright decided that in issuing Board Order No. 395 the Labour Board

- a) exceeded its authority by interpreting the meaning of words or phrases used by the Act in defining a bargaining unit.
- b) exceeded its jurisdiction by issuing the Board Order without due regard for the affected party's rights.

and ordered the Labour Board Order No. 395 quashed.

By handing down this Court Order the original question in issue (aside from being subject to appeal) is still not resolved and has to be re-negotiated between Manitoba Hydro and MHEA during the next round of bargaining in December. The important issue that has been clarified is the fact that Professional Engineers cannot be automatically included in the bargaining unit against their wish.

It has since been learned that the Union does not wish to contest this Court Ruling, but the Manitoba Labour Board has indicated that it intends to appeal. This is a rather strange development since Counsel for the Manitoba Labour Board did not at any time actively partake in the Court proceedings on April 7, 1975, and as such did not indicate an interest in the case.

Summarizing, the various actions taken by the Manitoba Hydro Professional Engineers in response to the original Labour Board ruling were designed to prevent being forced into certification procedures without cause and to indicate to the Labour

Board that the Profession as a whole does not wish to be governed by other than democratic principles.

✦ ✦ ✦

Stranger than fiction: the government decided to include the Professions into the Combines Investigation Act at the same session as they set their own fee schedule up by one third.

✦ ✦ ✦

A farmer is a guy who does his work first and finds out later what he is going to be paid for it. Then there are those who price themselves out of the market because they seem to prefer to be unemployed at a wage scale of \$10.00 an hour rather than employed at \$8.00 an hour. Some in this latter group ought to go farming for a while and learn the economic facts of life.

✦ ✦ ✦

USE YOUR SEAL!

The Practice and Ethics Committee has recommended that members should be reminded that the Act requires each Professional Engineer to seal estimates, specifications, reports, working drawings, plans and other documents issuing from his/her hand, and further that the Code of Ethics requires that the member use his seal on work that his training, ability and experience render him professionally competent to undertake. A member may seal drawings in a discipline that does not correspond with his/her degree, provided that he/she does not contravene the Code of Ethics regarding competence in this regard.

✦ ✦ ✦

FEE REMINDER

Members are reminded that under the provisions of our by-laws all annual dues must be paid in full by June 30. If a member owes all or any part of his dues after that date he will be removed from membership for non-payment of fees, relinquishes his right to practise professional engineering in Manitoba and before he may be reinstated he will have to make an application, pay the fees (plus penalty) he has neglected to pay, plus another registration fee. These regulations are laid down by by-law and there are no exceptions.