



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

## 2005 ANNUAL REPORT



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## ABOUT APEGM

The Association of Professional Engineers and Geoscientists of the Province of Manitoba (APEGM) is established under The Engineering and Geoscientific Professions Act of the Manitoba Legislature. Its purposes are to:

- govern and regulate the practice of professional engineering and professional geoscience in Manitoba;
- promote and increase, by all lawful means and in the public interest, the knowledge, skill and competency of its members and students in all things relating to the professions of engineering and geoscience; and
- advocate where the public interest is at risk.

It is governed by a Council of ten elected professional engineers and professional geoscientists and three public representatives appointed by a committee comprised of the Minister of Labour and Immigration, the Provincial Ombudsman, the Dean of Engineering at the University of Manitoba and the Past President of the Association. The Council has the authority to exercise any and all powers conferred on APEGM by The Engineering and Geoscientific Professions Act or any other Act. The Association is a constituent member of both the Canadian Council of Professional Engineers and the Canadian Council of Professional Geoscientists.

The membership of APEGM comprises 4,760 persons of which 683 are members-in-training. Approximately 79% are residents of Manitoba and 90 % of them reside within the Winnipeg Capitol Region. Approximately 8% of the 4760 persons are women.

APEGM has a controlled entity, APEGM Foundation Inc., which is a registered charitable organization operating out of the APEGM office. Its purpose is to advance and support the education of students of engineering and geosciences through financial assistance for capital acquisitions and improvements, development and support of library facilities, and facilitating the establishment of scholarships and bursaries. The Foundation has made a pledge to the University of Manitoba in exchange for the naming rights for the design studio in the Engineering and Information Technology Centre – the APEGM Design Studio.

## APEGM COUNCIL

**A.D. Silk**, P. Eng. (President)  
**A.H. Permut**, P.Eng. (Past President)  
**J.A. Blatz**, P.Eng.  
**F.J. Deniset**, P.Eng.  
**K. Gaudry**, FCGA;

**K.V. Gilmore**, P.Geo.  
**R.P. Hoemsen**, P.Eng.  
**D.S. Jayas**, P.Eng.  
**J.P. Lengyel**, P.Geo.  
**B.J. Miller**, P.Eng.

**E.M. Ryczkowski**, P.Eng.  
**B.L. Shortt**  
**M. Smith**  
**D.J. Taniguchi**, P.Eng.

## APEGM STAFF

**D.A. Ennis**, P. Eng., Executive Director and Registrar  
**S.E. Sankar**, P.Eng., P.E., Director of Admissions  
**W. Boyce**, Manager, Operations & Finance  
**J.C. McKinley**, Administrative Officer

**L. Dupas**, Admissions Co-ordinator  
**K.C. Mofet**, Registration Co-ordinator  
**S. Bruce**, Accounting & Membership  
**S. O'Connor**, Administrative Assistant

## CHAIRS – BOARDS & COMMITTEES

**R.J.J. Herrmann**, P.Eng., Aboriginal Professional Initiative  
**B. Stimpson**, P.Eng., Academic Review  
**J.M. Symonds**, P.Eng., Awards  
**S.B. Williamson**, P.Eng., Communications  
**D.N. Spangelo**, P.Eng., Discipline  
**R. Ludwick**, P.Eng., Emerging Issues  
**J.D. Ewing**, P.Eng., Environment & Sustainable Development  
**R.A.S. Reichelt**, P.Geo., Experience Review  
**C.R. Galeschuk**, P.Geo., Geoscience Issues Task Force  
**I.H. McKay**, P.Eng., Investigation  
**D.N. Spangelo**, P.Eng., Legislation  
**A.H. Permut**, P.Eng., Nominating  
**F.L. Nicholson**, P.Eng., Practice Standards

**W.T. Jackson**, P.Eng., Professional Development  
**H.J. Roche**, P.Eng., Public Awareness  
**K.J.T. Kjartanson**, P.Eng., Registration  
**F.A. Roberts**, P.Eng., Safety  
**E.G. Parker**, P.Eng., Salary Research  
**C.J. Berkis**, P.Eng., Sports & Social  
**D.M. Priscu**, P.Eng., Women's Action Committee  
**M.G. Britton**, P.Eng., CCPE Director  
**H. Mumin**, P.Eng., CCPG Director  
**S.J. Peter**, P.Eng., Kelsey Chapter  
**R.A. LeGall**, P.Eng., Pembina Chapter  
**T.R. Nyabeze**, EIT, Thompson Chapter  
**D.G. Ford**, P.Eng., Westman Chapter

## COUNCIL GOVERNANCE POLICY

The APEGM Council operates on the basis of Policy Governance®, also known as the Carver Model. In that context, its “Ends” policies are:

**E-1 APEGM exists so that the public interest is protected and promoted through the professional excellence of Engineers and Geoscientists who have the privilege to self-regulate.**

*More specifically and in order of priority, this is further defined as the following 2nd level Ends:*

**E-2 Members Practice with Competence and Ethical Conduct.**

**E-3 Members Work Within and Value A Self-Regulating Profession.**

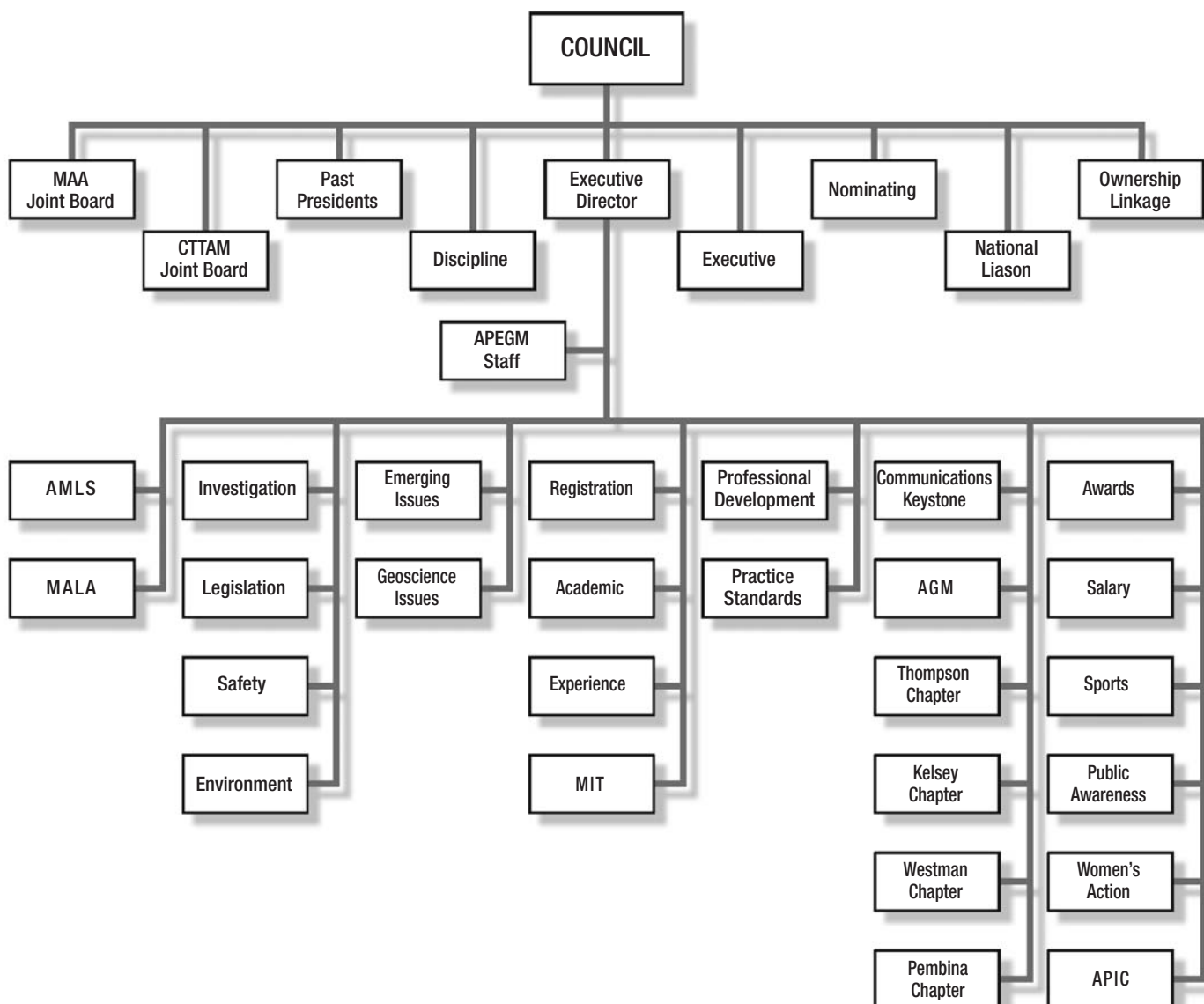
**E-4 Government and Regulators Understand and Support the Role of APEGM.**

**E-5 Under-Represented Groups that Reflect the Whole Diversity of the Public are Valued as Members**

**E-6 Educational Institutions Engage in a Mutually Supportive Relationship with APEGM.**

**E-7 The Public Understands and Values the Contribution of the Professions.**

## APEGM ORGANIZATIONAL CHART





## Report of the President

*A.D. Silk, P.Eng.*

It is hard to believe that my year as President has come to an end, in many respects it feels like it has just started. A Past President confided in me recently that by the tenth month you finally know the job so well you feel you should be doing a second term. I now understand that feeling. However I will be glad to "return" to my practice at Manitoba Hydro on October 25.

Before reporting on some of the challenges Council faced during the past year, I would like to show my deep appreciation to Manitoba Hydro for supporting me in my desire to become President of APEGM. Mr. Bob Brennan, President and CEO of Manitoba Hydro, and Mr. Al Snyder, P.Eng. Vice-President of Transmission and Distribution, both wrote very kind letters of support. I feel privileged to practice in a firm that places a high value on service to the profession. I would also like to acknowledge the contribution of my colleagues and staff who covered for me on many occasions while I was away on Association business.

I would also like to thank my family for allowing me to pursue this goal. My travel schedule at Hydro is challenging. During the past year my commitments to APEGM added to my absences from home. I appreciate the support that I received from Colleen, Ian, and Erica.

I will now report on some of the initiatives that Council dealt with over the past year.

### Succession Planning

In January, Dave Ennis, P.Eng. decided to retire on December 31st, 2005. Council had been anticipating this would occur at some time and struck a committee of Council to look into succession planning in general. When Dave announced his retirement, Council expanded the role of this committee to include a recommendation for two or three candidates to replace him. Council, as a whole, chose the final candidate.

The committee recommended to Council that Bowes Leadership Group be retained to help the search committee meet its mandate. The Bowes Leadership Group worked in consultation with the search committee to develop a shortlist of five candidates. These candidates were interviewed by the search committee and two of the five were recommended to Council to make the final decision. The two candidates had to present to Council a course of action on a current topic and participate in an in-box simulation.

### Mobility

During my time on Council, it became abundantly clear that mobility and incidental practice

were the two most important issues to Geoscientists within Canada. Incidental practice would not be easy to implement. However, mobility was a challenge that was obtainable and one that Council had, on many occasions, announced their desire to address.

The need to streamline the process was obvious. In the case of geoscience professionals, many of their jobs are time sensitive. For example, a Geoscientist may need to enter a jurisdiction and provide a sealed opinion prior to that information being included in a prospectus. At times this must be done quickly.

Council has signed two inter-provincial mobility agreements, one with all the Engineering Associations within Canada, and one with all the Geoscience Associations within Canada. Both are very similar in wording. Candidates are required to meet five conditions. If those five conditions are met, they are to be registered. On the rare occasion that a candidate had a Manitoba requirement which wasn't applicable in the home jurisdiction, APEGM could delay registration until that requirement was met. This determination is normally made by staff within days of receiving the application for consideration under the mobility agreement. Council believes that there is urgency to have a process in place to register candidates promptly once this determination is made. To that end Council has modified the Manual of Admissions to reflect this desire.

At the last CCPE meeting, the Association of Professional Engineers of Nova Scotia announced that they have implemented a policy whereby they will register any Engineer registered in another jurisdiction within Canada. At that time they challenged all Associations to develop a similar policy. Many associations seem very open this idea. Since that meeting a draft proposal was circulated to all Engineering Associations in Canada. I do not know if the Nova Scotia proposal will be accepted by the other Associations, but I expect we will not have two inter-provincial mobility agreements for Engineers. If the rest of the country adopts the Nova Scotia plan, we will either have to follow suit, or engineering members within Manitoba may have reduced access to other associations through mobility.

### Manitoba Association of Architects

At the time of writing this report, there is nothing positive to report on our differences with the Manitoba Association of Architects. Dr. David Witty has proposed a solution and asked each

Association to accept his recommendations in principle and to then work on an implementation plan which would include a Memorandum of Understanding. The Memorandum of Understanding would include many issues APEGM wants to see addressed. In the end, Council agreed, with two abstentions and no dissenting votes, not to accept Dr. Witty's recommendations in principle. Because in doing so, we would be accepting, in principle, the notion that the Manitoba Building Code could be changed to read "Architect and Engineer" instead of "Architect or Engineer." Council was not willing to accept this notion.

Presently (August 15, 2005) we are awaiting the results of the Court decision on the permanent injunction application by the MAA against The City of Winnipeg and in which APEGM is an intervenor. This decision was promised to be handed-down during August. The Government has also recently notified both Associations that if we cannot come to an agreement, the Government will contact Dr. Witty to investigate various non-legislative solutions.

I cannot emphasize enough the need for a solution. This disagreement is wasting valuable resources needed for other initiatives. I heard many times during the past year that when Architects and Engineers work together on a project, there is never a problem deciding who does what. Unfortunately the joint board, which is ultimately controlled by the government, does not presently allow for negotiations between the two parties. You will note that the report before the Government is Dr. Witty's report and not the report of the joint board. We need to find a way to conclude this difference in a way that is acceptable to both Associations. Dragging this out benefits no one.

I would like to extend thanks for the work done on our behalf by our members on the Joint Board. Ken Drysdale, P. Eng., Alf Poetker, P. Eng., John Woods, P. Eng., Ray Hoemsen, P.Eng., and Doug Stewart, P.Eng. have spent a great deal of time attending joint board meetings and then meeting with Council representatives to keep Council apprised of the situation.

### Certified Technologist and Technicians Association of Manitoba

APEGM has a joint board with CTTAM. Vic Thielmann, P.Eng., Jim Miller, P.Eng. Len Chambers, P.Eng., Dave Ennis, P.Eng., and I represent your interests on this board.

During the past year we met a number of times to define the roles of CTTAM and APEGM members. For most of the year we worked on proposals which would provide for some CTTAM members to have a restricted practice within APEGM. This is similar to what is taking place in other jurisdictions, most notably Ontario and Alberta, and is seen as a means of resolving the Certificate of Authorization issue for technologist-based corporations which do not have a professional engineer on staff.

This effort stalled following a news release by the Canadian Council of Technologists and Technicians (CCTT). They were promoting an idea that would see scope of practice legislation for Technologists in every jurisdiction within Canada. CCTAM has not come out in favour of this recommendation but has stressed that they want to investigate this if this is where their future lies. APEGM has come out against this as APEGM sees itself as the only regulator for Engineering within Manitoba. Adding another regulator would not be in the public's best interest.

We are committed to work through this process with CCTAM. It may take a while to sort this out. The dialogue is open and constructive and I am sure that we will be able to develop solutions that meet both Associations' goals.

### APEGM Design Studio

The official opening of the new Engineering and Information Technology Complex (EITC) was held on September 23, 2005. Included within the building is the APEGM Design Studio. Two years ago APEGM bought the naming rights for this facility to increase the visibility of APEGM on Campus. Every first-year Engineering student will take a course in this design studio. It will also be the focal point for the Engineer-in-Residence program.

### Conclusion

This has been an exciting year for me. I enjoyed the time that I spent as President and look forward to my final year on Council as Past President. I would be remiss in not acknowledging Council. I have always been impressed by the make-up of Council and this year was no exception. I would like to pay tribute to the Councillors retiring after this AGM. Arnold Permut, P.Eng., Frank Deniset, P.Eng., Kelly Gilmore, P.Eng., Ray Homesen, P.Eng., and Doug Taniguchi, P.Eng. will be retiring following the AGM. Arnold, who was this year's Past President, has been an invaluable resource to me. I will miss seeing him on Council.

I would also like to pay tribute to two retiring councillors appointed by a committee consisting of the Dean of Engineering, the Provincial Ombudsman, the Minister of Labour, and the Past President of the Association. Muriel Smith and Kathy Gaudry, FCGA have been tireless supporters of Council. Kathy, who has abundant human resource experience, was worth her weight in gold during these past months in our search for a new Executive Director. Both Muriel and Kathy will be missed.

The membership may not realize it but Council relies on its appointed councillors much more than you would think. More than just bringing a "public" view to Council, they have duties that only appointed councillors can perform. For example, an appointed councillor must be on every panel that considers appeals of decisions of the Investigation Committee. Our

dependence on appointed councillors became very obvious a couple of years ago when, due to a variety of circumstances, Kathy Gaudry was our only appointed councillor.

I would also like to pay tribute to Dave Ennis, P. Eng. When you work closely with Dave, you understand the love and respect he has for this Association. When everything seems to be going wrong, Dave is always there to put things back into proportion and going in the right direction. One of his sayings when we are discussing the challenges of selecting a replace-

ment is that the cemeteries are full of indispensable people. I can't help but feel we will test that theory when he retires at the end of the year. I have a lot of faith in his successor, but the history and knowledge that Dave brought to work will be missed. I hope that we will be able to get him on a couple of committees.

In closing, I would like to thank the membership who put their trust in me twice by electing me to Council. You helped me fulfill a career goal and I thank you for the opportunity to serve the Association. ■



## Report of the Executive Director and Registrar

*D.A. Ennis, P.Eng.*

The Financial Statements for the year ended June 30, 2005, the reports of the President and the Director of Admissions, and the reports of the APEGM committees are elsewhere in this publication. This report is to cover matters not dealt with by others.

### Financial

As Treasurer, I note that the financial statements show a small shortfall. However, the financial position of the Association remains sound. The unrestricted assets stand at over \$700,000 at the end of the fiscal year and would cover a substantial portion of the Association's annual operating expenses. The Council is in the process of establishing a policy on the appropriate level of unrestricted assets to be maintained by the Association. It is to be noted that the amount outstanding on the pledge to the University of Manitoba with regard to the Engineering and Information Technology Centre is \$120,000 to be paid over the next three years. Elsewhere in this report there are figures on the make-up of the APEGM membership and a notation that 21% of the membership resides outside of Manitoba. This would seem to be related to the current Manitoba economy, and the membership should note that a downturn in economic activity may well alter the financial base of the Association.

### Other Manitoba Associations

In addition to the Joint Boards with the Manitoba Association of Architects (MAA) and the Certified Technicians and Technologists of Manitoba (CTTAM) that are established under the Act, APEGM has Memoranda of Understanding with the Association of Manitoba Land Surveyors (AMLS) and the Manitoba Association of Landscape Architects (MALA). Those memoranda provide for Joint Committees that have a similar purpose and process to the

Joint Boards with MAA and CTTAM. The APEGM representatives on the Joint Committee with AMLS are Don Mulder, P. Eng., Jim Thomson, P. Eng., and Darwin Kupskey, P. Eng. AMLS has for some time been seeking a replacement to its governing legislation. Other than an issue of the conditions under which a holder of an APEGM Certificate of Authorization could employ a Manitoba Land Surveyor and offer land surveying services, there is consensus. There have been no inter-association issues with MALA and Joint Committee is currently inactive.

### Internationally Educated Engineering Graduates

APEGM continues to have a significant increase in inquiries and applications from engineering graduates from other countries, and continues to work with the Canadian Council of Professional Engineers (CCPE) and its partner Human Resources and Skills Development Canada to expedite the process of qualifications recognition so that immigrant professionals can be integrated into the Manitoba economy. Of particular note is a pilot project in collaboration with the Faculty of Engineering at the University of Manitoba and Manitoba Labour and Immigration. It is known as the Internationally-Educated Engineers Qualification Pilot Program (IEEQ), and is a one-year program of university engineering courses and co-op work experience, by which eligible internationally-educated engineers can be considered academically qualified by APEGM, as part of the process of becoming registered as a professional engineer in Manitoba. The program is unique to Manitoba; is recognized as innovative and effective, and has produced 19 "graduates" in two years.

### The Limitation of Actions Act

The Limitation of Actions Act prescribes the

time conditions under which a civil action may be filed. In the case of professional engineers and professional geoscientists the clock can start many years after the services were performed depending on when the damage occurred or was discovered. In certain circumstances, a court may grant leave to a party to begin or to continue an action after the limitation period has expired. This can extend the ultimate deadline for initiating a claim to 30 years. The ultimate deadline in Ontario and Saskatchewan has recently been set at 15 years, and has been ten years in Alberta for some time. APEGM has participated in an initiative involving six associations to approach the Manitoba Government to modernize and clarify the Act to ensure it provides balance between the rights of consumers to have a reasonable opportunity to bring an action, and the rights of professionals to be protected from unfair or stale claims. While there has been little progress to date, the group remains committed to seeking change that does not impose obligations and costs not faced by our counterparts in other jurisdictions or by professionals in other fields of endeavour.

### City of Winnipeg Building Permits Process

The City of Winnipeg's Property Planning and Development Department has undertaken a review of its processes for issuing building permits. As part of that process the Department established an Industry Advisory Group. APEGM and Consulting Engineers Manitoba Inc. have been active participants in the Group. The changes that have come out of the review are summarized on the City's website under "PERMITS X-PRESS", and are seen as enabling designers to provide more efficient service to their clients. The changes to the permits delivery system are ongoing. Two of the longer term initiatives that APEGM will continue to be involved in are enhancing the knowledge of designers, builders and City staff regarding Building Codes and Standards; and pursuing an accredited process for "stamped drawings."

Another development that is germane to the building permit process for professional engineers providing electrical engineering services for buildings has been the adoption of many of the aspects of the APEGM's "Guideline for

Determining the Requirement for Professional Engineering Involvement in the Design and Implementation of Electrical and Control System Installations" into the Winnipeg Electrical By-law.

### Privacy Legislation

Members will know that APEGM has introduced a number of requirements and changes to its operations to comply with the Federal privacy legislation known as "PIPEDA". Some of the PIPEDA conditions affect obligations of the provincial regulatory bodies. APEGM and the other engineering associations in Canada have made a group application through CCPE for Investigative Body Status. We expect that status will be granted shortly.

### Database and Website

One of the operational changes planned is to more tightly integrate the database (essentially the register specified by the Act) with the APEGM website. When completed, members, MITs and student members will be able submit their information, verify their status, pay fees and dues, and register for events online. ■



## Report of the Director of Admissions

*S. Sankar, P.Eng.*

**T**his year has been very exciting in terms of admissions, with many changes entering the implementation phase.

The new Manual of Admissions officially went into effect on January 1, 2005, with major changes primarily to the Pre-Registration program. We're still making minor revisions as we go along, but most of the 'heavy lifting' has been completed. A summary of pre-registration program changes can be found at: [www.apegm.mb.ca/register/accred/eitdocs/pre-reg-changes.pdf](http://www.apegm.mb.ca/register/accred/eitdocs/pre-reg-changes.pdf)

Along with eleven other associations, APEGM is participating in the development of an International Institutions Degree Database (IIDD) – the intent of which is to standardize the assessment of academic credentials for engineering graduates coming from outside of Canada. This has proven to be a very challenging and fast-paced project – (how do you fairly and defensibly assess institutions *all over the world?*) – but we are working hard and making progress.

The Student Membership program is entering its third year and we are constantly working to develop new ideas to make this successful. Student members (and those who would like to be student members) are encouraged to keep up-

to-date on what's happening by going to APEGM Student Membership Info on the main page of the APEGM website regularly. Two new initiatives which have been launched are:

- Inclusion of a post-graduate student category
- Pre-graduation experience credit available for student members

APEGM is also planning to organize some professional development events on-campus so that student members will have the opportunity to attend events at lunch hour.

The International Engineering Education Qualifications Program (IEEQ) which is offered to those APEGM assessment applicants who

qualify, will be entering its third pilot year in September 2005. The program, whose mandate is to help accelerate the process of obtaining professional registration for internationally-trained engineering graduates, continues to be enormously popular. It's hoped that IEEQ, (which has captured the attention of other Canadian associations) will continue to flourish and expand to allow all eligible applicants to start on the program.

APEGM continues to look for ways of improving the system for our owners and stakeholders (that's Policy Governance terminology!). An upgrade to our database and website is in the works and we feel that this will significantly improve our efficiency and our ability to respond to members, members-in-training, assessment applicants, student members and the general public alike.

This has been my third report as Director of Admissions. I continue to enjoy working here, and wish Dave Ennis best of luck in his upcoming retirement. ■

## APEGM Membership Statistics

Year Ending June 30th	2003	2004	2005
Professional Engineers	3603	3650	3843
Professional Geoscientists	225	227	234
Life Members	55	83	106
Engineers-in-Training	604	617	662
Geoscientists-in Training	21	21	21
Certificates of Authorization	289	303	338

# Minutes of the 2004 Annual General Meeting

Minutes of the **ANNUAL GENERAL MEETING** of the Association of Professional Engineers and Geoscientists of the Province of Manitoba, held at The Niakwa Golf and Country Club, 620 Niakwa Road, Winnipeg, Manitoba on **SATURDAY, OCTOBER 30, 2004** at 9:00 a.m.

## CALL TO ORDER AND OFFICIAL OPENING

President Arnold Permut called the meeting to order and welcomed everyone to the 85th Annual General Meeting of the Association of Professional Engineers and Geoscientists of the Province of Manitoba. He confirmed that a quorum (more than 50 members) was present.

Mr. Permut advised that in a departure from prior years, and after consultation with the Chapters, there would be no videoconferencing of the meeting this year, and that instead, representatives of each of the Chapters were present at the annual meeting.

Mr. Permut advised that the meeting was being recorded.

## MOMENT OF SILENCE FOR DECEASED MEMBERS

Mr. Permut read the names of the members, deceased during the year.

A moment of silence was observed in their memory.

## NOTICE OF MEETING

The Notice of Meeting, which had been included in the September edition of The Keystone Professional, was read by the Secretary, Mr. David Ennis.

Mr. Ennis advised that since the notice had been mailed, one additional nomination for election to the Council had been received, that of Michael Mark, P.Eng.

He advised that there had been no additional By-law proposals brought forward by the membership and that no resolutions had been submitted.

## APPROVAL OF THE AGENDA

It was **MOVED** by Mr. Mal Symonds and **SECONDED** by Dr. Doug Ruth that the agenda be approved.

**CARRIED**

## INTRODUCTION OF THE COUNCIL AND STAFF

The members of Council, including the three Councillors appointed under the Act, and the APEGM staff were introduced. Mr. Permut also introduced Dr. Ron Britton, the APEGM

Director on the Board of the Canadian Council of Professional Engineers; Dr. Hamid Mumin, the APEGM Director on the Board of the Canadian Council of Professional Geoscientists; Mr. Wells Peever, the Association's legal counsel; and Mr. Dave Anderson, from the firm BDO Dunwoody – the Association's Auditors.

## INTRODUCTION OF COMMITTEE CHAIRS

Mr. Permut introduced the Chairs of the committees who were in attendance.

## RECOGNITION OF INVITED GUESTS

Mr. Permut recognized the invited guests from outside of Manitoba, most of whom were representing other engineering or geoscience organizations:

- Ron Britton – Representing the Canadian Council of Professional Engineers (CCPE)
- Gordon Sterling – Representing the Canadian Council of Professional Engineers (CCPE)
- Marie Carter – Director, Professional and International Affairs – CCPE
- Hamid Mumin – Representing the Canadian Council of Professional Geoscientists (CCPG)
- Gary Doerr – President - North Dakota Society of Professional Engineers
- Clarence Reed – President – Saskatchewan Association
- Dennis Paddock – Executive Director – Saskatchewan Association
- Dave Chalcraft – Vice President – Alberta Association
- Len Shrimpton – Director Internal Affairs – Alberta Association
- Ross Rettie – Director Professional Practice and Ethics – British Columbia Association.

Mr. Permut informed the meeting that greetings from those representatives would be heard later in the meeting.

Mr. Permut also introduced:

- Doug Ruth – Dean – Faculty of Engineering, University of Manitoba
- Hamid Mumin – Dept. of Geology, Brandon University

- Ron Britton – Associate Dean – Faculty of Engineering, University of Manitoba, Chair in Design Engineering, and Founder of the Internationally Educated Engineering Qualification Program (IEEQ).
- Dan Lussier – Senior Stick – University of Manitoba Engineering Society
- Laura Robson – Vice Stick – External – University of Manitoba Engineering Society.

## GREETINGS FROM OTHER MANITOBA ASSOCIATIONS

Mr. Permut recognized the representatives of the other related Manitoba professions, and invited the Presidents to bring greetings and comments from their Associations.

**Manitoba Association of Architects (MAA)** – Terry Danelley, President, and Judy Pestrak, Executive Director

Mr. Danelley brought greetings on behalf of the Manitoba Association of Architects. He outlined the issues that MAA had been dealing with:

- **Continuing Education Program.** He advised that Manitoba was the first province in Canada to introduce Continuing Education to its members. He noted that MAA had experienced difficulty in providing Continuing Education programs and so this year they aligned their program with Ontario which will eventually lead to a National program.
  - **New Fee and Services Agreement** with Manitoba Health will be reviewed and ratified on November 1, 2004.
  - **Manitoba Government Services Task Force** – making good progress. In the process of documenting submission to the Treasury Board.
  - **University of Manitoba contract** – difficult progress. Mr. Danelley said he hoped to report something positive next year.
- Mr. Danelley reported on the issues facing APEGM and MAA:
- The Associations need to put jurisdictional issues behind them;
  - Negativity is contagious;
  - We should promote our professions together; and
  - He said he looked forward to further mediation and to working with APEGM and its members in the coming year.

**Certified Technicians and Technologists Association of Manitoba (CTTAM)** – Natalie Emond, President-Elect

Ms. Emond brought greetings on behalf of the Certified Technicians and Technologists Association of Manitoba and President Bob Okabe. She advised that CTTAM had recently celebrated its 39th Annual General Meeting.

She noted that over the past year CTTAM and APEGM had worked cooperatively together and through the Joint Board there was progress in the area of Certificate of Authorization. She concluded by saying that CTTAM looked forward to its partnership with APEGM in the coming year.

**Consulting Engineers of Manitoba (CEM) –** John Woods, President

Mr. Woods brought greetings on behalf of the Consulting Engineers of Manitoba.

He advised that CEM had experienced a busy year and that it now had a new Executive Director – Ms Shirley Tillet. He added that if anyone wanted to become a member of CEM or would like to find out more about the CEM they could speak with him or Shirley Tillet or visit the CEM website ([www.cemanitoba.com](http://www.cemanitoba.com)).

9:30 a.m. Mr. Permut transferred the Chair to Lawrence Ferchoff.

### REPORT OF THE PRESIDENT

Mr. Permut advised that the previous twelve months had been an interesting, challenging and enjoyable experience, and he thanked all the members of Council for their tireless work on behalf of APEGM as well as the many volunteers and the APEGM staff.

Mr. Permut focused his report on the following highlights of the past year:

1. Governance process. Council now utilizes the Carver process of governance and in this regard it has reviewed the Ends statements that govern all that it does. Ends statements are a summary of the goals and objectives of Council. The overarching End or mega-End is “The public interest is protected and promoted through the professional excellence of engineers and geoscientists who have the privilege to self-regulate”.
- Mr. Permut quoted the other Ends:
  - E-2 Members Practice with Competence and Ethical Conduct
  - E-3 Members Work Within and Value a Self-Regulating Profession
  - E-4 Government and Regulators Understand and Support the Role of APEGM
  - E-5 Under-Represented Groups that Reflect the Whole Diversity of the Public are Valued as Members
  - E-6 Educational Institutions Engage in a Mutually Supportive Relationship with APEGM
  - E-7 The Public Understands and Values the Contributions of the Profession

He noted that under policy governance one of the key functions of Council what is known as “Ownership Linkage” or stake-

holder input. In this regard members of the MIT Committee have been invited as observers at Council meetings.

2. This year APEGM initiated an Aboriginal Professional Initiative Committee with the goal of increasing the participation of aboriginals in the professions of Engineering and Geoscience.
3. The Engineering and Geoscientific Professions Act was amended in June 2004. The primary change was to allow the Association to make gifts such as the contributions to Manitoba universities and scholarships. Other changes provide authority for APEGM to “promote and increase by all lawful means and in the public interest, the knowledge skill and competency of its members and students in all things relating to the professions of engineering and geoscience”.
4. This year APEGM formed the separate entity APEGM Foundation Inc. for the purpose of providing its members a vehicle to donations that qualify for charitable tax status to the universities. The first role of APEGM Foundation Inc. was to transfer funds to the University of Manitoba in exchange for the naming rights for the APEGM Design studio in the new Engineering building.
5. APEGM’s relationship with the MAA is an evolving issue and Council is continuing to seek resolution in the best interests of the public.
6. APEGM continues to take a leadership role in the matter of registration of internationally trained engineers. It continues to work with the CCPE on a process to streamline the registration of internationally trained engineers and worked with the University of Manitoba in implementing the IEEQ program.
7. APEGM and CTTAM Councils through a legislated joint board continue to seek a solution to address the situation of Technologist firms with no engineers on staff requiring a Certificate of Authorization through the use of a limited scope of practice licence.
8. APEGM is exploring ways to accommodate professional geoscientists from one jurisdiction to undertake geoscience work in another jurisdiction on a short-term basis without filing an application or paying a fee.

It was MOVED by Dr. Ron Britton and SECONDED by Dr. Doug Chapman that the Report of the President be received as presented.

**CARRIED**

9:40 a.m. Mr. Permut returned to the Chair.

### MINUTES OF THE ANNUAL GENERAL MEETING OF OCTOBER 19, 2002

It was MOVED by Mr. Charlie Bouskill and SECONDED by Mr. Ray Hoemsen that the min-

utes of the Annual General Meeting of October 25, 2003 be taken as read and adopted.

**CARRIED**

### BUSINESS ARISING FROM THE MINUTES

Mr. Permut reported that although there was no business arising from the minutes of last year’s AGM per se, it was apparent from the minutes that there was considerable time spent at that meeting on the pledge in support of the Engineering and Information Technology Complex (EITC) at the University of Manitoba, and the establishment of the APEGM Foundation Inc. to facilitate the making of contributions to Manitoba universities.

In this regard he reported as follows:

1. The Engineering and Geoscientific Professions Act had been amended
2. the pledge had been made
3. the 2004 APEGM financial statement provided for funding to the APEGM Foundation; and
4. the initial funds with regard to the EITC will soon be transferred to the Foundation and then on to the University of Manitoba.

### GREETINGS FROM CANADIAN COUNCIL OF PROFESSIONAL ENGINEERS

Mr. Gordon Sterling, Past President of the Canadian Council of Professional Engineers, addressed the meeting on behalf of CCPE President, Darrel Danyluk, P. Eng., noting that CCPE appreciated the support of APEGM members Ron Britton and Peter Washchysyn, both of whom had served on the CCPE Board.

Mr. Sterling briefed the meeting on a range of national issues and initiatives being addressed by CCPE on behalf of the provincial Associations and the refocusing of its strategic plan.

### GREETINGS FROM THE PROFESSIONAL ENGINEERS ONTARIO (PEO)

Mr. Gordon Sterling, speaking as a Past President of PEO, brought greetings on behalf of the Professional Engineers Ontario.

He advised that PEO was working hard to eliminate obstacles in licensure for Internationally Trained Engineers. He added that this year 1600 – 1700 International Engineering Graduates had applied to PEO and that the Government has allotted \$2 million to develop an internet portal to access the licensing process in Ontario for IEGs, which would also include access to examinations.

Mr. Sterling advised that PEO has been going through an organizational restructure and that advocacy matters are being dealt with by the

Ontario Society of Professional Engineers so that PEO can concentrate its efforts on the regulatory side of the profession. He noted that regulatory function has been organized into three departments.

### DECLARATION OF COUNCILLORS ELECTED

Mr. Permut read the report of the Scrutineers.

He announced that, in accordance with section 8(1) of The Engineering and Geoscience Professions Act, the following were elected to Council for a two year term:

Engineers:

- James A. Blatz
- Digvir S. Jayas
- B. James Miller
- Edward Ryczkowski

Geoscientist:

- J. W. Patrick Lengyel

It was MOVED by Mr. Alan Pollard and SECONDED by Mr. John Woods that the report of the scrutineers on the result of the voting for the 2004 election to the Council be received.

**CARRIED**

Mr. Permut congratulated those who had been elected and expressed sincere appreciation to those members who had let their names stand in nomination but who were not elected.

Mr. Permut announced that, in accordance with By-law No. 4.2.1.1 of the Association, Allan Silk, P.Eng., would, at the close of the meeting, become the President of the Association until the end of the 2005 Annual General Meeting.

### GREETINGS FROM CANADIAN COUNCIL OF PROFESSIONAL GEOSCIENTISTS

Dr. Hamid Mumin, APEGM's Director on the Board of the Canadian Council of Professional Geoscientists, addressed the meeting on behalf of CCPG's President Marc Boivin.

Dr. Mumin informed the meeting that CCPG recognized the importance of APEGM's continuing leadership and innovative role with regard to geoscientists' issues. CCPG represents 8,500 registered geoscientists nationally.

He noted that CCPG's mission was to develop consistently high standards of licensure, mobility and recognition. He said that the Geoscience Standards Board will carry out a five-year review of academic qualifications for registration and for mobility, adding that the single most important issue before CCPG was mobility.

### AUDITORS' REPORT AND THE JUNE 30, 2002 FINANCIAL STATEMENT

Mr. Permut referred the meeting to the Auditor's Report.

He noted that the statement makes provision for the appropriation to the APEGM Foundation Inc., and that the money is in an internally restricted fund for that purpose.

It was MOVED by Mr. James Blatz and SECONDED by Mr. Bill Shaver that the Auditors' Report for the year ending June 30, 2004 be received.

**CARRIED**

### APPOINTMENT OF AUDITORS

It was MOVED by Mr. Ian McKay and SECONDED by Mr. Bob McKibbin that BDO Dunwoody LLP be appointed as the Association's auditors for the 2004 -2005 fiscal year.

**CARRIED**

### GREETINGS FROM ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOSCIENTISTS OF SASKATCHEWAN

Mr. Clarence Reed, President of APEGS brought greetings from Saskatchewan. He advised that APEGS would be holding its 75th meeting in Regina in the next year.

He noted the presence of members from the Kelsey Chapter and the collaboration of APEGS and APEGM in the Chapter.

Mr. Reed advised that APEGS had begun an internal review of its procedures and policies to be certain that it is being consistent with its legislated authority.

### 2004/2005 BUDGET AND SCHEDULE OF DUES AND FEES

Mr. Permut referred the meeting to the 2004/2005 Budget and the 2005 Schedule of Dues and Fees.

Mr. Permut announced that both the Budget and Fee Schedule had been previously approved by Council in accordance with the By-laws and were on the agenda to provide an opportunity for questions and comments to the Council.

He noted that there would be a dues increase this year, which was consistent with the CPI increase.

He also noted that MIT dues had been increased by more than the CPI to make them more consistent with the cost of administering the Pre-Registration Program.

Mr. Bob Morrison voiced his support of the Foundation but said he was disappointed in the response to the Capital Program.

On a query by Mr. Morrison about why the reserved money couldn't be used for the University of Manitoba, i.e. the Designated fund – Discipline By-law (page 11 of the Financial Statement), Mr. Permut answered that the Association requires a reserved fund for legal issues that arise from time to time.

Mr. Ennis spoke on the Statement of Changes in Net Assets (page 5 of the Financial Statement) noting that in the first column "Unrestricted" there is a balance of \$833,776 and that there was great debate in Associations as to what the level of the restricted/reserve fund should be. He explained that the funds were in place to cover any costly disciplinary process, an unfortunate civil action or a wind-down of the Association.

On a question by Mr. John Woods, Mr. Ennis advised that when there is a disciplinary hearing and the member being disciplined is found guilty he/she does not pay the whole costs of the hearing only legal and consulting costs.

There being no further comments Mr. Permut requested the Secretary to record that the 2004-2005 Budget and the 2005 Schedule of Dues and Fees were considered and received as information.

### GREETINGS FROM THE NORTH DAKOTA SOCIETY OF PROFESSIONAL ENGINEERS

Mr. Gary Doerr, President of the North Dakota Society of Professional Engineers, brought greeting from his Society.

He advised that the North Dakota legislature only meets every other year and that Legislature is limited to 90 days of meetings.

Mr. Doerr advised that the North Dakota Society of Professional Engineers requires continuing education in order to be registered as a professional engineer in North Dakota. The Society has developed criteria, which goes into effect in January 2005.

He noted that membership in the Society is steady although there has been a decline in the EIT membership. He noted that the Society in North Dakota is facing similar problems, adding that government bodies influence what the Society can do.

Mr. Doerr invited APEGM to attend the Society's 64th Annual General Meeting in 2005.

### NOMINATING COMMITTEE APPOINTMENTS

Mr. Permut informed the meeting that this item was on the agenda to select two members to serve on the Nominating Committee.

He advised that the Nominating Committee had important responsibilities and a significant workload. He noted that not only does the Committee nominate members for election to Council; it is also responsible for recommending persons to serve on external Boards and Committees.

Mr. Permut reviewed the composition of the Committee, as set out in its Terms of Reference, and invited nominations for the two positions to be filled at the Annual Meeting.

Mr. Ian McKay nominated Dr. Doug Chapman. Dr. Chapman agreed to serve.

Mr. Alan Pollard nominated Mr. John Woods. Mr. Woods agreed to serve.

It was MOVED by Mr. Charlie Bouskill and SECONDED by Mr. Ray Scouten that nominations close.

**CARRIED**

### GREETINGS FROM ASSOCIATION OF PROFESSIONAL ENGINEERS, GEOSCIENTISTS, AND GEOPHYSICISTS OF ALBERTA

Mr. Dave Chalcraft, Vice-President of the Alberta Association, brought greetings on behalf of President Linda Van Gastel, P.Eng. and Council.

Mr. Chalcraft spoke on the following three initiatives:

Mobility – APEGGA's involvement in an organization called PNWER, and a Memorandum of Understanding to advance issues of cross-border activity between Canada and the United States.

Inclusivity – creating a new category of membership for near professionals into the membership to APEGGA so that they can become subject to the disciplinary process. This would be a provisional license to enable International Engineering Graduates to become members, whose academic qualifications fully meet the Association's standards to become members of the Association, and who will be given two years to obtain their 12-months Canadian experience.

This requires changes to the Act to define the Right to Title.

Lastly, Mr. Chalcraft congratulated APEGM and Co-Chairmen Al Snyder, Garry Bolton and Doug Ruth on the U of M Capital Program.

### BY-LAW CHANGE PROPOSALS

Mr. Permut referred the meeting to the By-law Change Proposals, stating that they had been mailed to all members in September.

Mr. Permut noted that the vote at this meeting was one of approval of the proposals for submission to the membership by letter ballot.

It was agreed that the five proposals be put into two related groupings and be dealt with as two motions.

#### 1) 7.1.2 Retired Member

It was MOVED by Mr. Ted Clarke and SECONDED by Mr. John Woods that changes to By-law 7.1.2 as set out in the proposal be adopted.

Prof. Dick Johnson spoke against the motion saying that the meeting does not know all the facts and needs clarification from legal counsel.

He continued by saying that the word Retired was in place for a purpose.

It was MOVED by Prof. Dick Johnson and SECONDED by Dr. Garland Laliberte that the motion be tabled until the next Annual General Meeting, by which time Council will have time to get legal advice.

**CARRIED**

#### 2) 7.1.1, and new By-law proposals 7.1.5, 9.1.9 and 9.2.12

It was MOVED by Dr. Ron Britton and SECONDED by Dr. Digvir Jayas that the change to By-law 7.1.1, and new by-law proposals 7.1.5, 9.1.9 and 9.2.12, as set out in the proposal be adopted as amended in 7.1.5 by deleting from clause (e) the word "reverts" and replacing it with the word "converts".

**CARRIED**

### REPORT ON THE IEEQ PROGRAM AT THE UNIVERSITY OF MANITOBA

Dr. Ron Britton gave a verbal report on the Internationally-Educated Engineers Qualification (IEEQ) pilot program, which is now in its second year at the University of Manitoba.

Dr. Britton defined the program as an alternative to the CEQB examination. Candidates who have applied for the assessment of their academic qualification and who are assigned five or fewer confirmatory examinations are given the option of enrolling in the IEEQ program in order to be eligible to register as EITs.

He explained that the IEEQ program comprised eight months of courses, tailored to cover the individual candidates' examination requirements, plus a four months co-op placement where the candidate receives engineering related work experience.

Dr. Britton advised that five assessment candidates had graduated from the program this year and that 14 were currently enrolled in the 2004-2005 program.

He also advised that the University was working with the Provincial Government for the necessary resources and that it had received excellent support from the Provincial Government.

### GREETINGS FROM THE ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOSCIENTISTS OF BRITISH COLUMBIA (APEGBC)

Mr. Ross Rettie, Director Professional Practice and Ethics brought greetings on behalf of the B.C. Association's President and Council.

Mr. Rettie informed the meeting that APEGBC is dealing with a proposed merger with the technologists Association which has

been unpopular with some of the BC membership; and a delayed Act change initiative which will occur in 2006 at the earliest.

He also noted that lack of professional liability insurance had become a crisis in B.C. The cost of coverage has doubled because a lack of legislative reform has left insurance companies as the only ones at the table at the end of the day.

### REPORTS OF THE COMMITTEES AND STAFF

Mr. Permut advised that all reports had been published in the September edition of the Keystone Professional.

Mr. Bob Morrison commented that members learned from the MAA about the Memorandum of Understanding but heard nothing in the reports about the Ad Hoc Committee on the Memorandum of Understanding between APEGM and MAA.

Mr. Permut advised that the Minister of Labour and Immigration requested that the two groups get together through a mediator to come to an agreement. Regardless of the outcome, the mediator will submit a report by November 15 to the Minister, who will then propose a solution to our issues. Mr. Permut added that the mediator was Dr. David Witty at the University of Manitoba.

Mr. Ennis noted that this was not an ad hoc committee but a Joint Board established by both Acts and that the Chair was appointed by the Minister of Labour and Immigration. He advised that the APEGM members of the Joint Board were Doug Stewart, Ken Drysdale, Alf Poetker, Ray Hoemsen and John Woods

It was MOVED by Mr. Mal Symonds and SECONDED by Mr. Hilmi Turanli that the Committee and Staff reports, as published in the September 2004 issue of the Keystone Professional, be accepted.

**CARRIED**

### RESOLUTIONS

President Arnold Permut announced that By-law 5.1.4 provided for resolutions to be put forward and voted upon at the Annual General Meeting.

Mr. Dave Ennis advised that no resolutions had been received.

### RECOGNITION OF RETIRING COUNCILLORS

Mr. Permut recognized the contributions of, and presented Certificates of Service to, the following retiring Councillors:

Jay Doering for two years on Council;  
Lawrence Ferchoff for six years on Council;  
Don Harfield for three years on Council;  
Robin Hutchinson for two years on Council;  
Ric Syme for four years on Council

### GAVEL CEREMONY

The Scott gavel was passed from Mr. Arnold Permut to Mr. Allan Silk in accordance with the official ceremony for turning over the gavel to the incoming president. Mr. Silk signed the scroll, which was then returned to its place in the gavel.

### INCOMING PRESIDENT'S ADDRESS

Mr. Ennis presented Mr. Silk with his certificate for his year in office as President.

He paid tribute to the work of his predecessor and the Councillors that he had served with.

Noting that the matter of the resolution of the issues with the Manitoba Association of Architects may be beyond the control of the Council, he outlined other issues that he

intended to address during the year of office:

1. developing increased linkages with the Manitoba universities, in particular the geoscience departments;
2. expediting the qualifications recognition of internationally educated engineering graduates;
3. increased Council communication with members; and
4. streamlining of mobility applications for registration.

### CLOSING ANNOUNCEMENTS AND ADJOURNMENT

Mr. Permut announced that:

- After the meeting there would be a short presentation to the Faculty of Engineering on

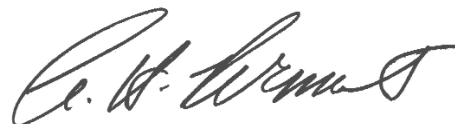
the EITC before lunch.

- Guest luncheon speaker was The Honorable Steve Ashton;
- Provincial Engineering and Geoscience Week will be the first week in March 2005, and that there would be a number of activities sponsored by APEGM, including an evening reception to welcome new members and to recognize recipients of the Association's Merit Award, Certificate of Engineering Achievement, Early Achievement and Leadership Awards.
- The Second Annual "Making Links Engineering Classic" Golf Tournament would be held on August 17, 2005

At 11:42 a.m. it was MOVED by Dr. Digvir Jayas that the meeting be adjourned. ■



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



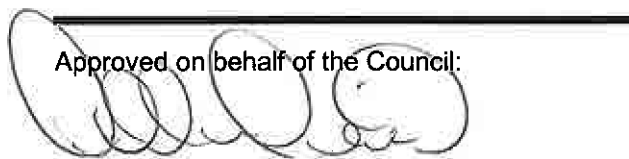
**A. Permut, P.Eng.,**  
*President*

## THE ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOSCIENTISTS OF THE PROVINCE OF MANITOBA

## STATEMENT OF FINANCIAL POSITION

June 30	2005	2004
<b>Assets</b>		
<b>Current Assets</b>		
Cash	\$ 11,421	\$ 24,985
Accounts receivable	13,774	31,596
Prepaid expenses	12,391	9,484
	<u>37,586</u>	66,065
<b>Investments</b>	<b>1,625,686</b>	<b>1,808,302</b>
<b>Capital assets</b>	<b>96,680</b>	<b>79,536</b>
	<u>1,759,952</u>	1,953,903
<b>Designated Funds - Discipline By-law</b>		
Investments	71,714	72,308
	<u>\$ 1,831,666</u>	<u>\$ 2,026,211</u>
<b>Liabilities and Net Assets</b>		
<b>Current Liabilities</b>		
Deposits on applications pending	\$ 4,144	\$ 6,232
Accounts payable	61,516	112,608
Accrued vacation pay	78,665	76,907
	<u>144,325</u>	195,747
<b>Deferred revenue</b>	<b>587,000</b>	<b>543,000</b>
<b>Net assets</b>	<b>1,100,341</b>	<b>1,287,464</b>
	<u>\$ 1,831,666</u>	<u>\$ 2,026,211</u>

Approved on behalf of the Council:



President



Executive Director

## THE ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOSCIENTISTS OF THE PROVINCE OF MANITOBA

## STATEMENT OF OPERATIONS

For the year ended June 30	2005		2004
	Budget	Actual	Actual
<b>Revenue</b>			
Assessments	\$ 27,345	\$ 38,868	\$ 28,634
Deregistration/reinstatements	2,965	3,068	4,170
Engineers in training	90,335	102,907	78,631
Exam administration and exam fees	21,560	29,334	24,030
Investment income	64,400	67,860	69,180
Insurance program	12,300	11,932	15,379
Licences	6,020	3,727	7,155
Members' annual fees	863,065	881,204	843,288
Meeting and professional development recoveries	65,760	82,200	67,773
Other	1,350	8,868	1,064
Registration fees	34,205	48,480	32,567
Transfers	455	319	571
Certificate of Authorization	85,620	97,127	85,384
	<b>1,275,380</b>	<b>1,375,894</b>	1,257,826
Deferred revenue, beginning of year	-	543,000	520,000
Deferred revenue, end of year	-	(587,000)	(543,000)
	<b>1,275,380</b>	<b>1,331,894</b>	1,234,826
<b>Expenditures</b>			
Administration	964,263	1,053,892	952,368
Amortization of capital assets	26,400	23,054	21,348
Appropriation to the APEGM Foundation Inc.	42,400	42,400	42,400
Awards program	7,000	5,634	1,640
C.C.P.E. and C.C.P.G.	49,063	48,844	49,373
Certificates and seals	11,648	12,257	12,094
Meeting expenses	74,310	88,040	99,094
Secondary professional liability insurance	44,310	37,435	35,962
Student support and scholarships	8,485	6,034	7,825
Travel	43,123	43,065	31,034
	<b>1,271,002</b>	<b>1,360,655</b>	1,253,138
<b>Excess (deficiency) of revenue over expenditures for the year</b>	<b>\$ 4,378</b>	<b>\$ (28,761)</b>	<b>\$ (18,312)</b>

## THE ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOSCIENTISTS OF THE PROVINCE OF MANITOBA

**BUDGET FOR THE YEAR ENDING JUNE 30, 2006****INCOME SUMMARY**

	Y/E 2005 Budgeted Income 12 months ending June 30/05	Y/E 2005 Actual Income 12 months ending June 30/05	Y/E 2006 Budgeted Income 12 months ending June 30/06
Assessments	\$ 27,345	\$ 38,868	\$ 31,495
Deregistrations/Reinstatements	2,965	3,068	3,715
Discipline By-law	–	–	–
EITs/GITs Annual Fees	90,335	102,907	113,655
Examination Fees	21,560	29,334	28,600
Investment Income	64,400	67,860	69,720
Insurance Program	12,300	11,932	12,300
Licenses	6,020	3,727	2,225
Members' Annual Fees	863,065	881,204	908,285
Miscellaneous Income	67,110	47,067	48,210
Registration Fees	34,205	48,480	47,075
Transfers	455	319	610
Certificate of Authorization Fees	85,620	97,127	92,795
<b>Total</b>	<b>\$ 1,275,380</b>	<b>\$ 1,331,895</b>	<b>\$ 1,358,685</b>

**SCHEDULE OF FEES AND DUES**

Type	Y/E 2005 Amount	Y/E 2006 Amount	Y/E 2006 Amount With GST
Admission Fee	\$ 100.00	\$ 116.82	\$ 125.00
Annual Dues - Members	246.43	253.85	272.00
Annual Dues - Retired	86.72	92.68	99.00
Late Payment Fee	50.47	50.47	54.00
Deregistration Fee - Members	300.00	300.00	300.00
Deferred Dues Members	123.22	126.92	136.00
Temporary Licences	334.58	370.67	397.00
Annual Dues - EITs/GITs	108.53	120.56	129.00
Deregistration Fee - EITs/GITs	125.23	125.23	134.00
Deferred Dues - EITs/GITs	54.27	60.28	64.00
Student Membership	9.35	9.35	10.00
Assessment Fee (Academic Qualifications)	314.95	314.95	337.00
Exam Program Administration Fee	119.63	119.63	128.00
Exam Fee (Exam Program)	240.00	240.00	240.00
Discipline By-law Assessment	–	–	–

## THE ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOSCIENTISTS OF THE PROVINCE OF MANITOBA

**BUDGET FOR THE YEAR ENDING JUNE 30, 2006****EXPENSES SUMMARY**

	Y/E 2005 Budgeted Income 12 months ending June 30/05	Y/E 2005 Actual Income 12 months ending June 30/05	Y/E 2006 Budgeted Income 12 months ending June 30/06
Advertising	\$ 12,350	\$ 4,580	\$ 10,250
Bank Charges	16,340	19,211	20,500
Car Allowance	810	600	1,000
Computer Support Services	11,300	7,740	9,000
Courier Services	13,500	9,268	9,000
Dues and Subscriptions	1,468	1,204	1,500
Governance	12,000	6,041	12,000
Insurance	12,277	13,884	18,000
Professional Liability Insurance	44,310	37,435	40,000
Internet - Web Site	17,320	7,913	17,800
Leasehold Expenses	1,809	1,349	1,800
Mailing Services	12,500	10,250	13,950
Miscellaneous	500	245	500
Office Rent	70,320	63,162	65,400
Outside Services	19,200	58,507	32,775
Personnel Administration & Staff Training	7,970	13,157	36,000
Postage	37,950	42,362	46,300
Printing	74,580	55,717	69,275
Office Supplies	12,100	14,460	15,050
Equipment Rental	19,100	7,113	7,390
Office Equipment	29,000	13,472	33,172
Legal Fees	22,400	71,220	39,000
Auditors Fees	8,350	8,595	8,500
Salaries, Benefits & Costs	498,571	571,714	551,587
Sponsorships/Funding	86,860	83,028	90,350
Telephone	11,800	11,500	12,000
Depreciation	26,400	23,054	24,000
Honoria, Awards	7,000	5,634	6,050
CCPE/CCPG Assessment	49,063	48,844	52,791
Certificates & Seals	11,648	12,257	13,360
Contingencies	500	—	500
Meeting Expenses	74,310	88,040	72,510
Student Scholarships	4,275	6,034	4,275
Travel	43,123	43,065	50,941
	<b>\$ 1,271,002</b>	<b>\$ 1,360,656</b>	<b>\$ 1,386,526</b>



## Report of the CCPE Director

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

The Canadian Council of Professional Engineers (CCPE) continues to function on a sound financial base thanks in no small part to the efforts of our CEO, Marie Lemay, P.Eng., and her staff. In October 2005, Marie's contract was extended to July 2008 so the Council will continue to benefit from her continued leadership.

At the Annual Meeting in Regina, the 2006-2008 Strategic Plan for CCPE was approved. This plan was developed through a number of consultation cycles to best reflect the national and local needs of the profession.

### Current Initiatives

The **From Consideration to Integration (FC2I)** initiative has progressed to the implementation stage. Recommendations approved under Phase II have been prioritized and headquarters staff is initiating action. From among the 17 recommendations, work has begun on issues relating to Language Training, an International Institution and Degree database, a Labour Market Study and the Internationally-Educated Engineers Qualifications Pilot Project from here in Manitoba. Funds are being sought from federal government sources to permit this work to proceed. In addition, CCPE has accepted the role of "gatekeeper" for international enquiries. A web site is under development that complements the Canadian Government site. Engineering enquiries will be forwarded to the appropriate Association so that potential immigrants get direct contact with those best qualified to provide information. Further information can be obtained at the FC2I website, [www.ccpe.ca/fe2ile/index.cfm](http://www.ccpe.ca/fe2ile/index.cfm)

CCPE is being called upon to increase our international activities. The Minister of International Trade has petitioned the Council to enter into discussions with Chile relating to a potential mutual recognition agreement. The recognition agreement between CCPE and France has been extended until October 2006 to allow for issues to be resolved. Two international engineering organizations, UPADI (Unión Panamericana de Asociaciones de Ingeniería) and WFOE (World Federation of Engineering Organizations) have both approached CCPE with requests that we become members. These requests have been taken under advisement pending a cost benefit review.

An agreement with the Association of Universities and Colleges of Canada that grew out of the dispute associated with the misuse of

the term Engineering by universities to identify "Software Engineering" programs that were actually Computer Science programs has now expired. It was decided to continue monitoring the situation rather than initiate any legal action.

The Canadian Engineering Accreditation Board (CEAB) continues to be the most visible CCPE activity. During the past year, 54 programs were approved at 13 different institutions. As well, the Board is working with 10 different international registration/accreditation bodies providing a Canadian view of academic assessment. Of local interest is the fact that Dr. Doug Ruth, P.Eng., has become Chair of the CEAB.

The Canadian Engineering Qualifications Board (CEQB) does not have the visibility of

CEAB, but it has also been very active. Probably the most notable accomplishment during the past year was the introduction of a National Guideline for Engineers-in-Training. This will provide a more uniform treatment of EITs across the country. Again from a local perspective, the new policy looks remarkably like the EIT process we have followed for a number of years in Manitoba.

A new Director of Government Relations position has been approved. Both Members of Parliament and senior level government officials have begun to see CCPE as a first point of contact for the profession.

The Board of Directors approved a CCPE Position Statement supporting Qualification-Based Selection for professional services. This position received support from a majority of the Constituent Members as well as the Consulting industry.

Finally, it should be noted that the CCPE will hold their 2007 Annual Meeting here in Manitoba. We will attempt to keep APEGM members informed as details emerge. ■



## Report of the CCPG Director

*H. Mumin, P.Eng.*

The Canadian Council of Professional Geoscientists (CCPG) is an autonomous federation of provincial and territorial professional associations whose purpose is to provide services to its member associations. The CCPG plays an important role in: 1) coordinating admission and education standards, mobility, and other activities affecting Canadian professional geoscientists, 2) acting as a forum within which common issues are addressed, 3) enhancing the image and practice of geoscience, and 4) representing Canadian professional geoscientists nationally and internationally.

The following issues of concern to geoscientists in Manitoba have been discussed by the CCPG Board of Directors and APEGM throughout the year. The most recent meeting of the CCPG was held in Quebec City, May 28, 2005:

### Inter-Association Mobility Agreement (IAMA)

The CCPG continues to support and facilitate streamlined inter-association mobility. The intent of the IAMA is to facilitate quick transfers of professional status between the member Constituent Associations (CAs) without the need to make further checks of credentials. At the recent CCPG meeting the Ontario Director made

a strong presentation for cross-country harmonization of standards and qualifications. It was recognized that certain differences and unique characteristics are likely to remain between jurisdictions; however, this should not be used as an impediment to mobility. The representative of the Prospectors and Developers Association of Canada (PDAC) informed the CCPG that streamlined mobility of geoscientists is imperative, and that credentials should be recognized nationally.

APEGM is working on the very important step of implementing a policy of three working days for registration of professional geoscientists and engineers in Manitoba who are already registered in good standing in another jurisdiction. This is also seen as an important step in facilitating Incidental/Temporary Practice for geoscientists.

### Incidental Practice (IP) – National Mobility Agreement

Regardless of a general IAMA agreement, the imperative need for an Incidental/Temporary Practice agreement is universally recognized by all geoscientists. This issue is so important that certain national organizations are coming forward to encourage the Professional Associations

to put the mechanisms in place as soon as possible. In particular, the PDAC representative made it clear that their members wish to see national mobility and incidental practice implemented quickly, and the PDAC has offered to help facilitate the process. The Ontario Association is strongly supporting national mobility and Quebec has indicated that they wish to extend the mobility agreement they currently enjoy with Ontario to the other Provinces and Territories in Canada.

It was realized at the recent CCPG meeting that the type of mobility/temporary practice arrangement needed by geoscientists was not fully clear to some of the association Executive Directors. Consequently, a decision was taken by the CCPG council to establish a task force to prepare a **Draft National Mobility Agreement** that meets the needs of geoscientists. The document is based in part on an existing excellent national mobility agreement already in practice for lawyers. The draft document is in the review stages and will be presented to the CCPG Council and all Association Executive Directors at the upcoming Fall 2005 CCPG Directors meeting. The intent is to allow full national mobility for all geoscientists in good standing for the purpose of temporary practice in any jurisdiction in Canada.

IP is already in effect between some jurisdictions such as Ontario and Quebec, and is reported to serve their needs well. In effect, IP would allow geoscientists to practice in other jurisdictions on short-term projects without having to re-register in the other jurisdiction. For longer-term projects there is ample time to warrant taking a second registration in that jurisdiction. If we implement a model similar to the lawyers there would be no cost to members for temporary practice. Every geoscientist is invited to voice his or her opinion for or against this

type of National Mobility Agreement. Your support is important if we are to move forward.

### Canadian Geoscience Standards Board (CGSB)

The CGSB is currently reviewing academic standards across Canada, and is expected to present a revised set of national standard guidelines for education and experience requirements for registration of professional geoscientists. The goal is to ensure that all provinces and territories meet the same acceptable minimum requirements to ensure that different standards do not become a hindrance to national mobility.

### Status of Other Jurisdictions

Professional registration of geoscientists is in force in all jurisdictions of Canada except PEI and the Yukon. The Association of Professional Engineers of the Yukon is actively pursuing the incorporation of geoscientists into their organization.

### Professional Registration of Geoscientists in Manitoba

A number of individuals and companies in Manitoba have expressed their concerns over issues related to Professional Registration of geoscientists in Manitoba. Many of these issues revolve around difficulties associated with registration including: 1) confusion over academic and experience requirements, 2) difficulties in acquiring academic upgrading for persons working in remote areas, 3) flexibility, and 4) mobility. These issues have and will continue to be raised by the CCPG Director at APEGM Board meetings as well as at CCPG meetings when appropriate. APEGM Board is taking these issues seriously and needs to continue to hear your concerns.

Considerable progress has been made in attempting to better clarify academic requirements for students in geoscience programs in Manitoba, and this remains an ongoing priority between APEGM and the universities.

### CCPG Executive for 2005/2006

The new executive of the CCPG for 2005/2006 is as follows:

President: Barry Collins (APEGS)  
 Past President: Marc Boivan (OGQ)  
 President Elect: Brenda Wright (APEGGA)  
 Secretary/Treasurer: David Keys (APEGNB)  
 General Manager for the CCPG

Over the past year, all constituent associations of the CCPG have elected to support the CCPG in its effort to hire a permanent General Manager. The General Manager will report to the Executive Committee and ultimately to the Board of Directors, and will be responsible for implementing Board policy. The job commences January 2006 and the posting closes September 20, 2005. Any person interested in this job is encouraged to visit the CCPG web site home page. At present, all Directors are volunteers, and have demanding regular jobs. Consequently, they lack the time to adequately address all of the issues that are brought forward at the Directors meetings. One of the most pressing tasks of the new CCPG General Manager will be to oversee the implementation of a National Mobility Strategy. We look forward to this new position greatly enhancing the effectiveness of the CCPG.

### Upcoming Meetings of CCPG

The mid year meeting is scheduled for November 2005 in Toronto.

The next annual meeting and AGM are scheduled for May 2006. ■

## APEGM VISION

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

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## Experience Review Committee

**R.A.S. Reichelt, Chair**

### Members

A.J. Aubut  
K.D. Barlishen  
C.R. Bouskill  
(Vice-Chair)  
K.A. Dickson  
T.A.A. Janis  
H.S. Jhinger  
T.K. Malkiewicz  
I.J. Montufar  
E.G. Phillips  
H.N. Procyshyn  
R.J. Romanetz  
G. Schaub (Vice-Chair)  
N.D. Smith  
T.D. Starodub  
C.L. Stewart  
W.M. Turchyn  
M.D. Vanderpont



**A**s chairman of the Experience Review Committee it has been my pleasure to work with some outstanding engineers and geoscientists over the past year. We have had some turnover on the committee – many thanks to Rick Howard, Luis Escobar, Richard Brodeur, Digvir Jayas, and James Blatz who left the committee this year and welcome to those who joined the committee.

The biggest change in the workings of our committee over the past year has been the adop-

tion of the new Manual of Admissions. The old rules required that the ERC penalise MITs with loss of experience time for such infractions as late reports, inadequate professional development or lack of volunteer service. These rules were seen as unfair by many MITs and often gave some people an excuse not to participate in the MIT program at all. Under the new Manual of Admissions, these matters are considered to be administrative problems that can be dealt with by APEGM staff rather than the ERC. The new rules in the Manual of Admissions are fairer and more likely to encourage participation in the MIT program.

Looking forward, I see at least two issues that are likely to affect the ERC and APEGM as a whole. The first is the issue of what constitutes valid engineering or geoscience experience. In Manitoba, APEGM recognises academic engineering and geoscience teaching and research as valid engineering or geoscience experience for the purposes of the MIT program. Other jurisdictions, such as Ontario, do not. In Ontario, academic and research work at a university are not considered valid engineering experience for their MIT program. Since it is quite possible to progress from bachelor level studies to a PhD and onto a teaching position without ever leaving the university, there are teachers at engineering schools in Ontario who cannot qualify for a P. Eng. until they get some “real world” experience. This situation affects us in APEGM in a few ways. There are those who think that Ontario has it right and a similar standard for “real world” experience ought to apply here. For Manitoba engineers who wish to move on to new employment in other jurisdictions, their

mobility rights could be affected. For example, there are some engineers in Manitoba who may not be eligible for registration in Ontario since all their experience has been at the university. I foresee that this issue will generate a lot of debate.

A second issue that is likely to affect us is the difficulties that immigrant engineers and geoscientists experience when joining APEGM. It is common to see articles in the media that publicise the difficulties of immigrant professionals with the implication that agencies such as APEGM have actively prevented these people from pursuing their professions in Canada and that politicians ought to “do something” about it. For their part, the politicians seem to want it both ways – on one hand they have passed laws requiring agencies such as APEGM to apply the strictest standards when registering professionals and on the other hand they are anxious to get votes from members of the various immigrant communities. The challenge for APEGM and other professional organizations will be to make our process for registering immigrant professionals as transparent and fair as possible. When we are attacked in the media on this issue we ought to point out our statutory requirement to protect the public and the transparency and fairness of our registration system. Should our elected officials decide to “do something” about the perceived unfairness of the current situation, we will likely lose our status as a self-governing profession. This issue will not go away anytime soon and will continue to generate debate.

On behalf of the Experience Review Committee, best of wishes for the next year. ■

## Geoscience Committee

**C.R. Galeschuk, Chair**

### Members

A.J. Aubut  
A.H. Bailes  
K.D. Costello  
P.J. Fulton-Regula  
(Recording Secretary)  
J.G. Hayles  
G. S. Lodha  
K.H. Mathers  
R.N. Matthews  
M.P.B. Nicolas  
R.A.S. Reichelt, (Vice-Chair)  
G.A. Young  
D.V. Ziehlke



felt in 2005 that the concept of the group be changed from that of a task force to one of a committee within APEGM. We remain as a source of information and feedback to the APEGM administration with regard to issues that pertain to geoscientists. The committee members represent a broad cross-section of the geoscience community across Manitoba and welcomes input from all APEGM members.

The meetings this year were held every month or so and discussed matters that concerned professional registration of geoscientists in Manitoba and across Canada. Karen Mathers and Ganpat Lodha joined the committee this year. In addition to the Geoscience Committee members listed above, Dave Ennis regularly attends the meetings, as well as occasional visits from APEGM councilors and president. A special thanks is extended to all that aid in the process and the support of the geosciences within APEGM. This will be my last year as chair and will be passing the reigns onto Karen Mathers and Rob Matthews at our September meeting.

The task force has worked closely with the administration of APEGM to deal with matters such as mobility, CCPG, standards, fees, ethical practice and academic issues. We continue to move forward in all regards. A great deal of discussion was involved with the creation of the Geoscience Brochure, which is entitled, “What is Geoscience”. This pamphlet is aimed at increasing the public awareness in regards to all the fields of geoscience. Steps need to be taken to get more young people interested in the areas of geoscience and at the same time ensure that those in the field realize the importance of professional registration. Karen Costello and Alan Bailes need to be commended for the effort they placed in this project.

There is a need to create awareness among all geoscientists and engineers within the Association. I urge all geoscientists to become more involved in our association and help in raising the level of awareness of the profession.

We look forward to another successful year and to serving our role within APEGM. ■

**T**he Geoscience Committee, formerly the Geoscience Issues Task Force, is a group of professional geoscientists assembled to examine aspects of professional registration as they relate to the geoscience community. It was

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## Emerging Issues Committee

*R.L. Ludwick, Chair*

### Members

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



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

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

Manitoba Hydro building and nanotechnologies.

The following were some of the additional interesting topics the Committee reviewed and commented on during the last year; the Winnipeg floodway expansion, use of offshore engineering expertise, climate change issues, wind farm power, and engineering human resource capacity for the future and utilization of technicians to complete work of an engineering nature.

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

The issue of electronic sealing is a subject of continuing discussion and interest to the group. The Executive Director continues to watch developments on the national scene and brings this forward to the committee. Committee member Bob Hamlin is keeping an eye on developments within the province and also keeps the committee apprised. It is anticipated that sometime in the near future this ongoing issue will be resolved.

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

## Aboriginal Professional Initiative Committee

*R.J.J. Herrmann, Chair*

### Members

J.R.C. Doering  
M.D. Ducharme  
T.R. Nyabeze  
A.H. Permut  
S.J. Peter  
L.M. Weedon



Over the last year, the Aboriginal Professional Initiative Committee (APIC) has been working on a number of projects and initiatives to lay the groundwork for a program to encourage more aboriginal youth to consider careers in the engineering and geoscience fields. To facilitate the development of this program, APIC has been working closely with The University of Manitoba's Engineering Access Program (ENGAP) and the Access

Program for Women in Science & Engineering (WISE).

The APIC has recently completed a PowerPoint presentation that highlights the role engineers and geoscientists play in the development and maintenance of our current technological society. This scripted presentation, aimed at older students, will be made available to APEGM volunteers and teachers for presentation to school students throughout the province. In a second major initiative, the APIC, in association with WISE, is working to develop and establish a program to train APEGM members, working in northern and rural Manitoba, how to interact effectively with students grade four through eight. In addition to instruction on teaching children, making science exciting, and effective activity facilitation; the program will develop a number of engineering/science related activities that are strongly linked to Aboriginal culture. It is hoped that this program will be ready for initial launch in the fall of 2005.

The efforts of the committee members throughout the province are greatly appreciated. ■

## Professional Development Committee

*W.T. Jackson, Chair*

### Members

S. Anand  
R.J. Bruce  
S.Kass  
G.S. Lodha  
E. Loewen  
D.B. McKibbin  
D.R. Swatek  
H.M. Turanli  
D. Grant  
D. Himbeault



The committee had another busy year, sponsoring breakfast and lunch presentations on topics of interest to the engineering community and the general public.

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

- **Research and Development at Manitoba Hydro**  
- John Kremel
- **Providing Safe Drinking Water**
- **The Case for Rapid Transit in Winnipeg**  
- Rick Borland
- **Fatigue in Pipelines**
- **Spatial Referencing Systems in Engineering Geomatics**  
- David Richards
- **Internet Map Servers and Web portals**  
- Grant Forsman
- **Traffic Signals – What can and can't be done** – Luis Escobar
- **Technical Writing**  
- Ron Blicq
- **Developing Hybrid Drivers Technology for Heavy Vehicles – Buses**  
- Paul Zanetel
- **Wind Power Realities in Manitoba**  
- Ron Diduch
- **Reducing Nutrient Loading in Lake Winnipeg**  
- William Barlow

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

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

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## Safety Committee

**F. A. Roberts, Chair**

### Members

M.S. Anderson  
D.R. Beacham  
D.N. Burmeyer  
D.E. Cross  
A.O. Dyregrov  
O.C.B. Edirmanasinghe  
M.J. Frye  
M.J. Gregoire  
B.K. Horning  
D. M. Priscu  
P.T. Sims  
R.D. Stark  
V.J. Tanner  
T.J. Van Dekerkhove  
J.V. Wieszmann



It isn't getting any easier! Whether it was the implementation of Bill C45 or changes to the codes, acts and regulations you are working with, the practice of professional engineering is becoming more complex.

Although you may still be reeling from the Criminal Liability provisions of Bill C45 or the rapidly changing responsibilities relating to your area of practice, the message and the intent is

still the same – we are all part of the process of protecting the public. Professional engineers, regulators authorities, constructors and owners all play their part.

Rising to the challenge to “do things better” has to be our response to these changes. The Safety Committee hopes that we can assist members by alerting to changing issues and highlighting areas of practice where others have observed dangerous situations.

### Farm Building Code

The Safety Committee continues to hear disturbing reports of major agricultural building structures that are not required to comply with Part 3 or Part 4 of the Manitoba Building Code because they are constructed on farm properties.

Our concerns relate to reports of inadequate structures, improper fire separation and non compliance with basic life safety provisions of the MBC. Most disturbing is the construction of such projects where builders know they are not in compliance with codes yet ignore them with impunity.

Although the Safety Committee has wrangled with this situation for many years we feel compelled to keep this issue before the Province in every way possible.

### CSA S16 “Limits States Design of Steel Structures”

The Safety Committee discussed the recent changes to the CSA S16 code and reported to the APEGM membership of changes affecting the application of the code and the interaction of designers and fabricators.

With the latest code, edition only designs using the “limit states method” are permitted, deleting provisions of earlier editions allowing the parallel use of the allowable stress method. This is a precursor to the new National Building Code, where similar provisions will extend to designs in concrete, wood and other structural systems.

A less obvious change is the deletion of a long standing clause requiring fabricators to design bracing connections to a minimum 50% of the member's capacity (tension or compression as applicable). Structural designers must be careful to specify design loads for all bracing systems to ensure that fabricators provide adequate connections. In the absence of the above clause there is no assurance of a default minimum connection capacity.

Of course, providing design load information on drawings for all connections is the best way to ensure that properly sized connections are provided.

### Objective Based Code – NBCC 2005

The new National Building Code of Canada is to be unveiled September 2005. The implementation by various provinces will take place over a period of several months as each adopts the new National Building Code along with their province-specific amendments.

Structural designers must be aware that this new code edition contains changes in climatic loading conditions, ways that load factors are calculated and stipulations that “limit states” design methods are mandatory.

The Safety Committee will be reporting further on these changes with some examples as to how this new code edition will affect the way you design.

### Workplace Safety and Health Regulations

Doina Priscu of the Province of Manitoba, Workplace Safety and Health Division joined the Committee this year. Doina was immediately helpful in bringing the Committee up to speed on new regulations to be released in early 2006 following as a result of the new Workplace Safety and Health Act 2002.

Doina has prepared a bulletin for APEGM members outlining changes and new areas of responsibility for professional engineers.

## Communications Committee

**S.B. Williamson, Chair**

### Members

M.E. Baril  
P.H. Boge  
A.D. Erhardt  
D.J. Etcheverry  
E.P. Hancox (Vice-Chair)  
S.M. Jurkowski  
N.J. Kelly  
A.N. Kempman  
J.Q.A. Menec  
A.A. Poulin  
E. Schroth  
N. Soonawala



The purpose of the Communications Committee is to publish the Association's bi-monthly publication, *The Keystone Professional*, as a source of information for the membership and to facilitate the release of information to the public. The Committee meets ten times per year to review and edit articles received from the membership and to seek articles of interest from other engineering associations.

In my first year as Chair, I am pleased to report that our Committee gained six new members and has maxed out its membership. This has allowed us to distribute the editing and reporting responsibilities without overloading our volunteers.

It was business as usual this year; however, we did generate a number of responses from the members when a humorous picture of what the computer was supposed to look like in 2004 made its way into one of the publications. This picture could be credited for adding two of the six new members to the Committee! In the coming year, we will be reviewing the balance of the articles and will strive to gain articles that are of interest to all disciplines. As always, we encourage the members to submit articles or suggestions for articles that may be of interest to all members and also to provide feedback (positive and negative) on *The Keystone Professional*.

With the growth of the Committee volunteers and the multiple disciplines that are now represented, I look forward to another productive year in publishing a quality *Keystone Professional*. I would like to thank the Committee members for all their time and hard work, with an extra appreciation to Kelly Mofet for her unsurpassed efforts in supporting the committee with the editing, coordinating, and formatting of *The Keystone Professional*. ■

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## Academic Review Committee

**B. Stimpson, Chair**

### Members

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



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

formation equivalent to that obtained by graduates of CEAB-accredited programs (for engineering applicants) or of a comprehensive four-year Honours or Specialist geoscience program (for geoscience applicants).

Each applicant's degree(s), transcript(s), syllabi and other submitted information are assessed by a sub-Committee and the number and subject matter of examinations to be taken, if any, recommended to ARC for discussion and approval. For engineering applicants, the examinations are selected from syllabi prepared by the Canadian Engineering Qualifications Board (CEQB), another committee of the CCPE. Joan McKinley, the Secretary to the ARC, arranges for the preparation of the examination papers and administers the examination sessions. The ARC monitors the progress of candidates who have been assigned examinations and evaluates their performance on these examinations until the committee is satisfied that the applicant is academically qualified for registration. The ARC also establishes the date of academic qualification, which impacts on the acceptability of some of the work experience of the applicants. During the period July 1, 2004-June 30, 2005, 42 applicants completed their assigned examinations and were then considered academically qualified. In the same period ARC assessed 127 applicants (117 engineering applicants and 10

geoscience applicants) and assigned a total of 538 examinations. The committee also considered 24 appeals on various grounds.

September 2004 saw the second intake (14) to the Internationally Educated Engineers Qualification Pilot Program that is an alternative route for academic qualification to the current program of CEQB examinations for immigrant engineers. Funded by the Provincial Government, it enables an immigrant engineer who has been assessed five or fewer confirmatory examinations to shorten the time to academic qualification to one year. Each participant is assigned courses at the University of Manitoba over two terms with the year completed by a 4-month

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## Sports & Social Committee

**C.J. Berkis, Chair**

### Members

A. Anderson-Skrabek  
T.G. Froehlich  
G.T. Gibbings  
R.M. Hudon  
P.J. Kochan  
J.F. Lavergne  
D.W. Oleschuk  
R. Roberts  
J. Shewchuk



The purpose of the Sports and Social Committee is to organize and conduct sporting and social events as venues for member interaction and networking. The Committee help to promote pride in, and a sense of belonging to the profession.

This past June, the committee once again hosted the annual APEGM Spring Golf Tournament at Pine Ridge Golf Club. And on August 17th, the committee held the 2nd annual Making Links Engineering Classic (MLEC) golf tournament at Bridges Golf Club. The MLEC tournament is in support of the new Engineering and Information Technology Centre at the U of

M, and specifically this year, proceeds will go towards the "new Room 229".

As usual, the Spring Tournament was a huge success with registrations filled to capacity. I am also proud to say we showed our generosity by raising \$590 for the MS Society, and \$485 for KidSport through contests held during the tournament.

The MLEC tournament is a collaborative effort between APEGM, the U of M and our corporate sponsor, CanadInns. I would like to take this opportunity to thank Dave Ennis and William Boyce from the APEGM office, Amber Anderson Skrabek and John Shewchuk of the U of M, and Rob Roberts of CanadInns Fort Garry for their assistance and support in organizing this successful event.

I would also like to thank the committee members for all their contributions over the past year, especially for attending so many meetings throughout the summer. Because of your dedication we put on the best event possible.

Finally, huge thanks to the sponsors of both tournaments, without their support we could not put on these events.

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

## Nominating Committee

**A.H. Permut, Chair**

### Members

M.A. Barakat  
D.G. Chapman  
T.J. Cornell  
S.K. Fedeniuk  
L.R. Ferchoff  
K.V. Gilmore  
I.H. McKay  
B.D. Norrie  
E.M. Ryczkowski  
A.D. Silk  
J.C. Woods



I would like to take this opportunity to thank the committee members for their dedication and hard work in coming up with an excellent slate of candidates for Council and Appointed Councillor positions.

This year the Nominating Committee has established a slate of five candidates for the four vacant Professional Engineer positions that will exist on Council and one candidate for the vacant Professional Geoscientist position that will exist on Council. Additional nominations may be made by the membership.

The Chair of the Nominating Committee is also responsible for chairing a committee that replaces the Appointed Councillors whose terms have expired. The makeup of the committee to replace the Appointed Councillors is established under Section 8(3) of *The Engineering and Geoscientific Professions Act*. These members are the Minister of Labour and Immigration, the Dean of the Faculty of Engineering, and the Manitoba Ombudsman. This committee will be meeting in September to find replacements for four Appointed Councillors whose terms have ended.

To assist the committee to replace the Appointed Councillors, the Nominating Committee has established a list of possible candidates for the Appointed Councillor positions. ■

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## Investigation Committee

**I. H. McKay, Chair**

### Members

A.E. Ball (*Vice-Chair*)  
 C.R. Bouskill  
 M.G. Britton  
 C.G. Chapman  
 D.E. Cross  
 J.R.C. Doering  
 A.F. Eshmade  
 M.B. Gibson  
 T.H. Gillman  
 D.G. Hodgkinson  
 R.P. Hoensen  
 L.N. Kavanagh (*Vice-Chair*)  
 E.I. Lexier  
 W.M.A. McDonald  
 A.J. Pollard  
 J.B. Smith  
 R.C. Somerville  
 J. A. Terris  
 S. L. Urself



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

During the twelve months ending 30 June 2005 the Committee held ten meetings. In addition, numerous sub-committee meetings were held to review the various complaints, concerns and questions received. A total of 22 files were reviewed, of which 15 were carried over from the previous year, eight were new complaints and concerns. Of the 15 files carried over, two concerned questions of professional conduct.

Of these files, 10 are ongoing, of which one was a file previously appealed to a Committee of Council under Section 36(1) of the Act and subsequently returned to the Investigation Committee, resulting in a Formal Caution being issued to a member. Seven files resulted in the complaints being dismissed, of which one dismissal has since been appealed to a Committee of Council under Section 36(1) of the Act. Three files were closed. One member was reprimanded, required to pass the Professional Practice Examination, fined \$2000, and paid out-of-pocket costs of \$2000. One member voluntarily surrendered his seal, certificate of regis-

tration and right to practice in Manitoba until he completes the conditions of a Stipulated Order issued by another Association.

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

One member was provided with advice on a matter of professional conduct he referred to the Investigation Committee

No complaints were referred to the Discipline Committee.

Of the complaints/questions considered:

- the source of ten of them were situations where an engineer was concerned with the practice or conduct of another member;
- the source of twelve of them were concerns of various agencies and individuals on the conduct of engineers;
- two were questions relating to professional conduct.

An Operations Manual has been drafted to document the practices of the Investigation Committee with the able assistance of Richard

A. Johnson, P. Eng., a past Chair of the Committee. The Manual has been reviewed by the Committee's legal counsel and is in the latter stages of being finalized. The Committee is continuing to explore the mediation process, with the thought that in some cases this process might be more expedient than a formal investigation, especially in disputes between members. Once resolved, this process will be incorporated into the Operations Manual.

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

In November 2004, the Committee selected as co-Vice Chairs, Allan E Ball, P. Eng. and Leonnie N. Kavanagh, P. Eng. In January 2005 the Committee welcomed Douglas G. Chapman, P. Eng., Jay R. C. Doering, P. Eng., A. F. (Tony) Eshmade, P. Eng., and Alan J. Pollard, P. Eng., as new members of the Committee.

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

## Legislation Committee

**D.N. Spangelo, Chair**

### Members

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



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

The legislative environment of our profession, and other related professions, requires continuous review to ensure that our Act and By-Laws govern the engineering and geoscientific professions for the protection of the public.

Over the last year the Legislation Committee has been involved with amendments to the By-Laws and reviewing the title of the retired member category.

The By-Laws were successfully amended last fall to include provisional members. This

revision will allow an applicant with 48 months of qualified work experience, and meeting the requirements for registration of the Manual of Admissions, to be registered as a provisional member. They are to hold all the responsibilities, rights and privileges as a professional member but are required to have a P. Eng. seal their work. They could also use the suffix EIT or GIT. The object of this category is to provide a transition process for foreign trained engineers to integrate into a professional member.

A by-law change to removal of the (Ret.) title of the retired member category was proposed at the 2004 annual general meeting. However, it was moved to be tabled until the 2005 Annual General Meeting to allow time for Council to receive legal advice. The concern was that the (Ret.) title was previously added for a purpose and to now delete it may put the association at legal risk. Council has since received legal confirmation that such a change would not increase risk. Thus, this by-law change will be proposed again at this year's Annual General Meeting.

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

I would also like to sadly note that a long time committee member, Ron Gordon, passed away this last year. I would like to acknowledge his great involvement, support and expertise he brought to the Committee. ■

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## Women's Action Committee

*D. Priscu, Chair*

### Members

M.M. Alcock  
K.E. Anderson  
H.L.A. Brojges  
C. Flather  
L.E. McFarlane  
L.M.K. Melvin  
D.J. Nedohin-Macek  
C. Geddert  
S.E. Sankar



The Women's Action Committee was pleased to welcome several new members over the past year and we are grateful to be benefiting from their input. Kristina Anderson and Lindsay Melvin are new to the committee while Colleen Flather has re-joined the Committee after devoted time to motherhood. Lesley McFarlane our Co-Chair and Heather Brojges are leaving the Committee after many years of active involvement as they decided to put more focus on other interests and we thank and also wish them luck in their future endeavors.

Our networking events continued with two events this year. In October, Ms. MaryAnn Mihychuk was our guest speaker that delightfully captivated the audience with highlights of her unusual career; starting as a professional geologist, going into politics and presently managing her own consulting practice. In May we organized a networking event in collaboration with IEEE Women in Engineering (WIE). A large group gathered in the University Club to hear from Lew Bayer, Manitoba 2004 Woman Entrepreneur of the Year Award Nominee and President and Co-founder of The Etiquette Ladies – In Good Company, CG Inc. The topic

## Discipline Committee

*D.N. Spangelo, Chair*

### Members

G.L. Greasley  
R.A. Kane  
D.M. Kilgour  
B.R. King  
A.M. Lohse  
P.J. Mignacca  
G.A. Morris



Ray Scouten resigned as Chair of the Discipline Committee; Don Spangelo will be assuming the position.

There was no significant action this year. ■

of the evening was "Corporate Dining and Entertaining for Business – Shaken not Stirred!" during which the audience was engaged in learning new techniques in dining and conversation, how behavior can change perception and enhance business.

The Women's Action Committee sent a representative to the CCWESTT annual general meeting in Calgary this year to share what work we have been doing and to learn what work other groups have been doing. The Canadian Coalition of Women in Engineering, Science, Trades and Technology [CCWESTT] is a national coalition of groups that promotes women in science, engineering, mathematics, technology and trades; celebrates their contributions; and applies new visions to these fields.

The 2005 CCWESTT annual general meeting focused on the Women in Science, Engineering, Trades and Technology [WinSETT] project and the upcoming 11th CCWESTT National Conference. CCWESTT launched the WinSETT project in 2003 to engage organizations and influence policy to increase women's participation, retention and leadership in science, engineering trades and technology throughout Canada. The goal of the WinSETT project is to establish a national entity/process on policy, track data and research, disseminate effective practices and promote action. As part of the work plan, the 2005 CCWESTT annual general meeting offered a workshop in Gender-Based Analysis. Gender-Based Analysis assesses the different impacts of policies, programs, legislation and research on women and men. A modified version of this

workshop will be offered to a wider audience at the 2006 conference. The Alberta Women's Science Network [AWSN] and the University of Calgary will host the 11th CCWESTT National Conference, entitled "Producing Influential Leaders", in June 2006 at the Westin Hotel in Calgary.

We continued to participate in the teleconferences of Women in Engineering Advisory Group (WIEAG) from the Canadian Council of Professional Engineers (CCPE), which updated us on similar group activities in the country.

Lesley McFarlane and Mercedes Alcock participated in the IBM WIT/CIPS event this year at the University of Winnipeg on May 4th, organized by IBM WIT (Women in Technology Team). This event was also sponsored by several local organizations. Over 400 Grade 9 girls from schools around Winnipeg and rural areas attended the event for a day in order to get them 'jazzed' about the IT industry. The objective of the program is to share the benefits of studying math and sciences, and encourage these young women to consider a future in Information Technology. Some highlights of the day were an introduction speech by Lloyd Axworthy, and a great interactive workshop in which the students learned to prepare an internet website. Volunteer facilitators came from different sectors of the IT industry and engineering.

We are grateful for your interest and dedication of our members, and we'd also like to thank the APEGM staff (especially Sharon Sankar) who have provided help and support for our activities over the past year. ■

## Safety Committee

*Continued from page 20*

### Fire Dampers and Fire Stopping

The Committee heard concerns relating to inconsistencies in the specification, design and installation of fire dampers and fire stopping. An ad-hoc committee of industry has been meeting to address these issues.

Garry Bolton and Russell Lavitt prepared a bulletin for APEGM members alerting to the inadequacies of present practice and the need for members to ensure these devices are properly applied in their projects.

### Fire Risk Indices

The Committee heard the proposal for new provisions under the Manitoba Building Code to allow for the determination of Fire Indices as a means of assessing the risk to existing structures when contemplating renovations and alterations.

These indices are a new initiative to allow designers and plan examiners to quantify the risk factors in older structures where "to the let-

ter" conformance to code is not possible. It allows for the development of alternate solutions to life safety systems where they can be shown to provide equivalent protection.

### Safety Issues

The Committee asks that APEGM members do their part in referring to us safety related issues, sending them directly to the chairperson or the registrar. Matters will be dealt with in confidence where requested.

### The Committee

I would like to thank all the members of the committee for their participation in meetings and subcommittees, and sharing their technical expertise and insight. Thanks especially to Doina Priscu for agreeing to join the Committee.

On behalf of the Safety Committee I would like to thank Dave Ennis and the APEGM staff for their continuing support of the work of the committee. This is a special thanks to Dave for all the many years we have had the pleasure of working together. While we wish him well on his retirement, we will miss his contributions. ■

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## Public Awareness Committee

*H.J. Roche, Chair*

### Members

A.H. Bailes  
J.S. Betke  
T.B. Bowden  
M.D. Ducharme  
W.T. Jackson  
S. Qureshi  
R.G. Rempel  
J.A. Rooney  
M.J. Samuda-Poitras  
D.A. Siepman  
B. Stimpson  
R.L. Taylor



The only true constant is change and this applies to the PA committee membership. There is typically some yearly attrition as people's lives change and stronger priorities force them to move on. Fortunately, there are also a number of talented engineers willing to volunteer that only need to be asked. In September 2004, David Siepman and Marc

Ducharme accepted our invitation to become our newest members. Marc is also a member of the APIC and is acting as liaison and PA committee representative. In December, the committee was honored to welcome Alan Bailes as additional geoscientist representation, but we lost Stephen Wiecek due to his extremely demanding schedule.

The 2004-2005 season also saw the launch of APEGM Wear. This new initiative provides members the opportunity to proudly display the association proudly with the choice of two golf shirts and a toque. In addition, volunteers will now be provided with an APEGM T-shirt when working at an event. Additional APEGM items will become available as the program matures.

This season the new logo for Provincial Engineering and Geoscientist Week, or PEGW, was introduced. This new brand allows us to officially recognize our Geo members. The February event took place at St. Vital Centre in addition to an IMAX presentation at Portage Place (see the April *Keystone* for details). Brian Stimpson and the PEGW Committee continue to expand the event and always manage to get a lot of promotion through A-Channel's "Big Breakfast". Unfortunately, Brian has had to step

down from the Chair position. David Siepman has agreed to take up the banner.

Almost 200 students and professionals attended this season's Networking Dinner in January 2005. Thanks to the continuing leadership of Trevor Bowden in coordinating and David Siepman who stepped in to help run the event, it all went off without a hitch. As always, the success of this event would not be realized without the tremendous contribution in time and energy of the UMES. The event improves every year with additional presenters and a more focused effort on networking.

Although the number of engineering projects at the MSSS (Manitoba Schools Science Symposium) was less than previous years, Robyn Taylor (MSSS coordinator) was able to reward a large number of outstanding students on behalf of the association. With almost as many volunteer judges as projects, APEGM was able to establish a strong presence at the event and hopefully inspire more students to consider engineering as a project theme and a future career.

Unfortunately, there isn't enough room to list all the high caliber volunteers and staff members who help make the annual events so successful. On behalf of the APEGM PA Committee, I would also like to extend our thanks to William Boyce, to the APEGM office staff for taking such good care of us, and to Dave Ennis - your drive-bys will be missed. ■

## Awards Committee

*J.M. Symonds, Chair*

### Members

J. Graham  
D.H. Grant  
B.W. Gulay  
W.R. Haldane-Wilson  
L.S.W. Larkin  
N.B. Ulyatt  
L.M. Weedon



The Awards Committee is responsible for providing recommendations to Council for recipients of APEGM awards and for nominees for the CCPE Awards. The Association of Professional Engineers and Geoscientists of the Province of Manitoba's (APEGM) Annual General Meeting Awards Dinner was held on Friday, 29 October, 2004. At that event two Life Memberships and two Outstanding Service Awards were presented. The Life Memberships went to Carl Anderson and Ted Clarke, and the Service Awards went to Digvir Jayas and Kelly Kjartanson.

An Evening of Recognition was held on March 1, 2005. There were five awards presented at this event. The first was the Merit

Award to Dr. Aftab Mufti who is a Professor in Civil Engineering at the University of Manitoba and the Program Leader and President of ISIS Canada. The Early Achievement Award was given to Dr. James Blatz for significant contributions in engineering education, as an engineer, to society and the engineering profession. There were two Professional-in-Training Awards given. The first was to Jennifer St. Laurent for her technical and managerial achievements and her outstanding record of service to the engineering profession through her participation in the Women's Action Committee and the Wired Women Association. The second PIT Award was given to Dawn Nedohin-Macek for her technical achievements and her outstanding record of service to the engineering profession through her participation in the Women's Action Committee and many other service committees both within Manitoba Hydro and the local and national communities. The final award was the Certificate of Engineering Achievement which went to the City of Winnipeg and Wardrop Engineering for the spectacular Esplanade Riel (Provencher) Bridge.

The above recipients are very deserving of their awards for their considerable contribution to Manitoba society and APEGM. The public's image of the engineers and geoscientists of Manitoba and Canada has been greatly

enhanced by these individuals. The Association will continue to recognize outstanding contributions to the profession and community later this year in conjunction with the 2005 Annual General Meeting. While the recipients have been named, they have not gone through the entire review process and, therefore, it would be premature to announce the winners. The Awards Committee continues to have a very good slate of candidates for these awards but we are always looking for nominations from the membership. We are looking for your input to this process to ensure all deserving candidates are given consideration. Please contribute to the process by nominating a fellow professional or nonprofessional for any of the appropriate awards that APEGM or CCPE has to recognize the efforts and achievements of its members. It is important the membership continue to contribute to the process.

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

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## Environment and Sustainable Development Committee

*J.D. Ewing, Chair*

### Members

W.C. Boyce  
L.L. Hathout  
C.W. Jones  
P.D. Klassen  
G.S. Lodha  
L.J. Van Dusen



This past year the Committee welcomed a new member Linda Hathout. We also saw a few retirements from the Committee: George Remple, a member with long and dedicated service to this Committee; and Paul Janzen, also retired to pursue other activities and

to allow other members to participate on this committee.

Jean Van Dusen continued for another year as our member on the CCPE Environment Committee. Ganpat has taken over Paul's role as our member on the Professional Development Committee.

The Committee met four times since our last report. We continue to track activity in the areas of alternative fuels developments, evolving Federal legislation and climate change initiatives.

There has been a significant amount of activity with CCPE this past year.

The Climate Change and Adaptation Action Plan, Public Infrastructure and Engineering Vulnerability Committee has signed a contribution agreement with Natural Resources Canada. Various expert working groups are now in the process of being set up.

A draft National Guideline on Environmental Practise has been formally sent out now to all associations and it is expected that it will be sent to the CCPE Board for adoption later this fall.

CCME has initiated public consultation on the Municipal Wastewater Effluent Strategy and CCPE is determining at this time its role in providing comments to this process.

This committee is continually looking at national and local developments in the environment and environmental protection. We are actively seeking out information on topics that we feel are relevant to the practise of our members. This year we have initiated the presentation of information to our members on the Winnipeg Water Treatment Plant Project, The Lake Winnipeg Stewardship Board and E3. The E3 is a document prepared by the Canadian Prospectors Association with financial support from the Prospectors and Developers Association of Canada, as a guide to the environmental regulatory processes related to this industry across Canada.

I thank William Boyce for his guidance and assistance through the year, Jean Van Dusen for all of her tireless work for this committee and all of the committee members for bringing their unique perspective to the committee discussions. ■

## Registration Committee

*K.J.T. Kjartanson,  
Chair*

### Members

T.W. Gouldsbrough  
(Vice-Chair)  
C. Roberts  
(former Vice-Chair)  
I.T. Blakley  
D.A. Brown  
J.H. Guenther  
H. Graumann  
A.D. McAndrew  
A.J. Poetker  
R. Swystun (Appointed Member)



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

Additional responsibilities of the Committee include the consideration of appeals against decisions of the other Committees and the staff, and the review of registration-related issues and

provision of recommendations respecting the same to the Admissions Board, the Executive Director, and the Council.

The Registration Committee was, once again, very busy during 2004-2005. In this period, the Committee held 12 regular meetings and one special meeting. There were no appeals heard by the Committee. Insofar as statistics are concerned, during this past year:

- 190 EITs/GITs were enrolled,
- 130 members were registered under the Mobility Agreement,
- 109 members were registered for the first time,
- 11 temporary licenses were issued for practice,
- 18 reinstatements were approved, and
- 41 Academic Review Committee recommendations were verified.

During the past year, the Committee has continued to work closely with the Admissions Board, the Academic Review Committee, the Experience Review Committee, the staff, and the Council to ensure that registration procedures are appropriate. Where necessary, recommendations have been made to the Admissions Board, the Executive Director or the Council respecting proposed changes to the Manual of Admissions and/or the Committee Terms of Reference. During the past year, the Council ratified a new Manual of Admissions that had been previously drafted by the Executive Director with input from the various admissions related

committees. The Committee had various discussions with the Executive Director respecting the Manual and made recommendations accordingly. In addition to its baseline work and the work on the new Manual of Admissions, which consumed a lot of time, the Registration Committee also reviewed and made recommendations respecting several other registration-related issues. These issues include the expedition of Mobility Applications, the application of Provisional Registration and the use of a declaration in lieu of the Professional Practice Test. Various other miscellaneous tasks were also undertaken.

The Committee membership has changed over the past year. Carol Roberts, a long-time Committee member and Vice Chair, moved to British Columbia and resigned from the Committee. John Guenther joined the Committee as a new member and Tom Gouldsbrough agreed to take on the Vice Chair duties. Helmut Graumann, our structural engineering expert, resigned from the Committee to devote more time to work. Doug McAndrew took over his position. Thanks for your hard work Carol and Helmut! Welcome John and Doug! The Chair has appreciated the ongoing enthusiasm and dedication of all the Committee members over the past year. The Committee wishes to recognize and thank Kelly Mofet and Sharon Sankar, P.Eng. as well as Dave Ennis, P.Eng., for their ongoing support and assistance which has, once again, proven to be invaluable. ■

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## Salary Research Committee

*E.G. Parker, Chair*

### Members

W. Czyrnyj  
A.M. Mian  
I.R. Mikawoz  
S. Quigley

### Statistical Analysis

Y. Loevsky  
G. Glogowski



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

This year was our third year using a web based survey format. The member comments have been very positive regarding the new format in terms of ease of use and a “quicker

method compared to paper”. Beyond eliminating our substantial postage costs and paper usage, the survey format was designed to encourage greater response rate from our members. Overall, the response rate this year was the highest ever at 36% compared to 31% for the previous two web surveys. The response rate for the paper surveys had been between 20% and 25%. This year, the highest response rate was from the EIT /GIT members with a 50% survey response. Our overall response rate rates second in comparison to APEGS who had a response rate of 48%. The new format continues to see increased participation in providing comments on the survey and other topics. The verbatim comments have been included as part of the report.

This year we introduced additional revisions to the survey based on last year’s feedback and to reduce the effort required to code and analyze the data. Improvements this year included the ability to skip a question that was not applicable, a survey progress indicator, a clear statement on the effective date of the salary and changes to the classification rating section to enable the whole description to be viewed.

## Thompson Chapter

*T.R. Nyabeze, Chair*

### Members

A.D. Byers  
K.K. Derksen  
G.A. Gill  
J.C. Hilchey  
M.A. Johnson



In 2005-2006 the Thompson Chapter continued to offer our members professional development opportunities. However, we experienced some difficulty with filling our monthly speaker roster. We hope this can be rectified in 2006 by earlier solicitations. We also encourage any local members to feel free to come and talk to our group about their current projects. In 2006, we will continue to collaborate with the Canadian Institute of Mining, Metallurgy and Petroleum (CIM) for guest speakers. This has been a great help in giving our members learning opportunities.

In the spirit of trying new things, this year we had a Professional Development Seminar on the topic of leadership; a special thanks to Paul Therrien for taking time out of his busy schedule to coach us.

Once more, we held our Annual Spaghetti Bridge Building Contest. Many thanks to the generous local business community for their support, as well as Michael Schell, the Chapter Chair for CIM, for all his work.

Chapter members continued their long history of volunteering in our community – the highlight being the Annual Science Fair. Moreover, we were able to use some of our funds to donate a cash prize to the Science Fair.

Looking ahead to 2006, there will be a lot of significant activities in the Thompson area. We encourage out-of-towners to come and visit. Inco, which employs the majority of our Chapter members, will be celebrating the 50th anniversary of the discovery of its main ore body (February 5, 1956) in 2006. As well, the city of Thompson will be celebrating its 50th anniversary.

With enough planning we should be able to reinstate our Annual Science Olympics. Moreover, professional development seminars should be on the horizon as the one held in May was enjoyed by all.

This year we said goodbye to our Vice Chair, Bryan Pullman, who is now based in Calgary. We thank him for all his efforts on the Aboriginal Professional Initiative Committee (APIC). We also said a temporary good bye to a great couple, Lara and Jonas Duarte (very consistent APEGM volunteers) as they are off on maternity leave.

To break new ground in the future, we would like to suggest that Thompson would be a great venue for a future AGM for APEGM as the influence of Engineering and Geology plays a significant role in our Northern Communities.

We always welcome new members as well as suggestions to grow our chapter. Please feel free to contact us. Theresa Nyabeze, Chapter Chair: [tnyabeze@inco.com](mailto:tnyabeze@inco.com) or 677-4372. ■

This year we introduced a question on satisfaction with remuneration also used for members in the Atlantic region. For the 2004 salaries, 28% were very satisfied with their remuneration level and 49% were somewhat satisfied. This compares to the Atlantic region where 32% were very satisfied and 55% were somewhat satisfied.

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

## Academic Review Committee

*Continued from page 21*

Co-op Work Experience. The technical courses are primarily design courses at the senior level in the relevant engineering discipline for each candidate. All participants are also required to take a custom-designed course created for the pilot program called Practicing Professional Engineering in Manitoba. Feedback from participants and from co-op employers has again been very positive and the concept is being closely examined for implementation in other jurisdictions.

Owing to the number of applications received by APEGM, the Committee has operated for the second consecutive year on a two-month rather than a three-month meeting schedule. This year has also seen four interviews of applicants before a panel of engineers. Applicants who have been assessed confirmatory examinations by the Committee but have ten or more years of engineering experience may have all or some of the confirmatory examinations assigned by the Academic Review Committee waived on recommendation of the interview panel. This policy recognizes that the more experience a person obtains, the more significant that experience becomes relative to the person’s education. In the interview, a presentation by the candidate of one or two substantial engineering projects which s/he has undertaken is used as the basis for questions and discussions that address both the applicant’s currency and depth of knowledge and the applicant’s experience, maturity, and competence. In two cases, all confirmatory examinations were waived. In the other two cases, the interviews resulted in reductions.

Finally, I wish to express my gratitude to ARC members for their conscientious work and to David Ennis, P.Eng., Executive Director and Registrar, Sharon Sankar, P.Eng., Director of Admissions, and Joan McKinley, Administrative Officer, for their dedication, knowledge, and advice. ■

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## Westman Chapter

*D.G. Ford, Chair*

### Members

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



**S**teady as she goes!

Over the past year, APEGM members in southwest Manitoba have shown a rather quiet approach to their Chapter's activities. No matter, the Executive Committee keeps plunging ahead, providing various outreach functions in the community, and looking for new ideas that will increase the interest and involvement of its membership.

"Technology Day" at the Assiniboine Community College in Brandon didn't quite get off the ground last autumn, but we're hopeful that APEGM Westman can be a part of the planning for a 2005 event. After all, students should be able to get a good look at all the career options available to them when they are entering our province's post-secondary educational system.

## Pembina Chapter

*R.A. LeGall, Chair*

### Members

N.G. Gropp (*Secretary*)  
R.M. Klassen  
S.P. Koeuth (*Vice-Chair*)  
W.J.C. Manning (*Treasurer*)  
R.G. Vanderwees (*Past Chair*)  
C. Wiebe

**T**he Pembina Chapter was successful in promoting engineering and technology to schools in the area through its Annual Spaghetti Bridge Competition. This was our second year of running the competition and it gained in participation. In addition to Morden schools, Winkler and Plum Coulee also got involved. In total we had over 85 students from grade 7 to 12 compete in three schools. During the competition we were able to provide information to the students on a variety of engineer-

Westman Chapter sent a delegation to the 2004 APEGM Annual General Meeting.

The Chapter organised a presentation by Sharon Sankar, Director of Admissions, on November 2, 2004, on the APEGM Pre-Registration Program. In addition to the several MITs who are currently working in the Westman region, this program is also targeted at applicant's graduating from the geoscience program at Brandon University, and other individuals who have obtained their degree outside of Canada.

Our tradition of working luncheons opened January 19, 2005 with a presentation by Steve Mallnowski, P.Eng., Director of Operation for Maple Leaf Pork, on "Lean Manufacturing" – using industrial engineering in order to increase the efficiency of food production.

All members were encouraged to volunteer at the Annual Spaghetti Bridge Building Competition, held in conjunction with the Brandon Career Symposium March 7-9, 2005. For this event, APEGM shared a booth with the U of M's Faculty of Engineering and 37 student entries were constructed and tested. The top four high school student entries shared \$250 in prize money.

APEGM Westman Chapter used its membership list-serve to help recruit judges for the Western Manitoba Science Fair. We understand that several engineers and geoscientists took advantage of this outreach opportunity to meet and encourage our region's youth in their scientific interests.

ing fields including Civil, Mechanical, Electrical, Manufacturing and Computer. Not only was this a great experience for the students, but members of our chapter also had fun explaining tips on improving the load-bearing bridges. Our committee plans to continue this tradition next year.

A few members of our chapter attended the May 25th Professional Development Presentation on Wind Power in Manitoba. This topic hit close to home as it resides in our area of St. Leon. The presentation gave us a better understanding of the technology and benefits of this renewable resource. There are currently 10 Wind Turbines generating power in the area and at 80 metres tall they are quite the sight to see.

Our primary concern this year is a low level of participation by members of the Chapter. This low involvement is due in part to members who reside in the Pembina area but are employed elsewhere. Our Chapter would like to invite anyone interested in volunteering or assisting to contact Rheel LeGall at [rallengall@mmm.com](mailto:rallengall@mmm.com). ■

Our second working luncheon was held on May 9, 2005, when President Alan Silk blew into town and gave a presentation on the "North American Blackout 2003", an analysis of the events of August 2003. Many members who attended were left to deal with the realisation of just how little they understood about electrical engineering.

In order to prevent volunteer burn-out, APEGM Westman welcomes new additions to the Executive Committee – in any capacity, and at any time of the year. For more information on how to become involved, contact Dave Ford at 728-9732 or at [fordd@brandonu.ca](mailto:fordd@brandonu.ca). ■

## Kelsey Chapter

*S.J. Peter, Chair*

### Members

K.D. Costello  
G.T. Fortune  
N.N. Ilich (*Vice-Chair*)  
J.M. Sheppard  
E.J. Wright  
A. Ascher

**O**ur meeting year started off with our September Pickerel Dinner Meeting at Cranberry Portage. It has become an annual affair, and we invite the Executive Directors and Presidents of APEGM and APEGS to join us. It allows Chapter members one on one time with our organizations' leadership and is a great opportunity for us to hear directly from the associations on current matters and also convey directly our interests and concerns.

As a Chapter we are interested in Professional Development and also encouraging the development of the next generation of engineers and geoscientists, particularly from the north. One of our members, Nalaine Morin is actively involved in planning the promotional activities of engineering and geosciences in aboriginal communities. Selvin Peter is also working with University of Manitoba to offer 1st year Engineering at the University College of the North in Thompson and The Pas.

In September, a special presentation was given on the status of New Britannia Gold Mine. At our November meeting, Manitoba Hydro presented the status of the development of Wuskwatim Generating Station project. There is also a presentation scheduled on Pillow Basalts at Flin Flon in August. Our Chapter AGM will be held in September 2005. ■



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