



COUNCIL MEETING
September 18, 2014
Calgary (APEGA Office)
Windsor Boardroom
8:30 AM – 4:30 PM

APPROVED MINUTES

PRESENT

President: Jim Gilliland, P.Eng., PhD, FEC, FGC (Hon.)
President-Elect: Connie Parenteau, P.Eng., FEC, FGC (Hon.)
Past-President : Colin Yeo, P.Geo., FGC, FEC (Hon.)
Councillors: Steve E. Hrudey, P.Eng., PhD
Craig McFarland, P.Eng.
Terri Steeves, P.Eng.
Wenona Irving, P.Eng., FEC, FGC (Hon.)
Lisa Doig, P.Eng., FEC, FGC (Hon.)
Terry Waters, P.Eng.
Mahsoo Naderi-Dasoar, P.Eng.
George Eynon, P.Geo., FGC

Public Members: Mary Phillips-Rickey, CA
Ross Harris, B.Com., FCA, ICD.D

Engineers Canada Directors:
Dick Walters, P.Eng., FEC, FGC (Hon.)
Larry Staples, P.Eng., FEC, FGC (Hon.)

Branch Observers: Natasha Pounder, P.Eng., Lakeland
Jonathon Assels, P.Eng., Lethbridge
Sadiq Pirani, P.Eng., Edmonton
RaeAnne Leach, P.Eng., Peach Region
Aldous Walters, P.Eng., Fort McMurray
Spencer Torrie, P.Eng., Medicine Hat

Staff: Mark Flint, P.Eng., Chief Executive Officer
Carol Moen, P.Eng., Registrar
Dirk Kuntscher, B.Sc., CMA, Finance Manager
Len Shrimpton, P.Eng., FEC, MBA, Special Advisor to
CEO
Malcolm Bruce, MSM, Director, Corporate Services

Pat Lobregt, FEC (Hon.), FGC (Hon.), Director Executive & Government Relations
Dianne Johnstone, Director of Legislative Review
Krista Nelson-Marciano, Director of Operations
Mark Tokarik, P.Eng., L.L.B., FEC. FGC (Hon.), Deputy Registrar
Philip Mulder, APR, Director of Communications
Stu Frunchak, Senior Operations Project Manager
Kara Hickman, Calgary Office Manager
Chelsea McNaughton, B.Com., Executive Assistant (Council)

GUESTS: Dan Motyka, P.Eng., President of the APEGA Education Foundation

REGRETS Brian Pearse, P.Eng.
John Van der Put, P.Eng., FEC, FGC (Hon.)
Brad Hayes, P.Geol., PhD
Chris Ketchum, P.Eng., FEC
Jim Beckett, P.Eng., FEC, FGC (Hon.)
Paul Knowles, P.Eng.
John Harper, P.Geo., PhD
Robert Lloyd, QC

1.0 CALL TO ORDER

Jim Gilliland, Chair, called the meeting to order at 10:06 AM

2.0 APPROVAL OF THE MEETING AGENDA

MOTION 14-39

MOVED by Craig McFarland, and seconded, THAT the agenda be accepted as amended. Unanimously in favour. ADOPTED.

2.1 New Council Self-Assessment Form

Councillors were informed of the new online Self-Assessment form.

3.0 CONSENT AGENDA

There was discussion about the need for the Consent Agenda, moving forward. The CEO will give further consideration to this item for the next Council meeting agenda.

3.1 Declaration of Conflict of Interest

No conflict of interest declared.

3.2 Council Attendance

There was discussion around including Council's attendance record in future agenda packages.

3.3 Appointment of Minutes approval Sub-Committee

Item deferred

3.4 Items Lifted from the Consent Agenda

Item 3.3 removed from the Consent Agenda.

MOTION 14-40

MOVED by Lisa Doig, and seconded, THAT the following Councillors be appointed to, and form the Minutes Approval Sub-Committee for all future Council meetings until the April 2015 Annual General Meeting:

1. Terri Steeves
2. Terry Waters
3. Craig McFarland

Unanimously in favour. ADOPTED

4.0 APEGA EDUCATION FOUNDATION

MOTION 14-41

MOVED by Lisa Doig, and seconded, THAT APEGA Council approves the appointment of the following people as members of the APEGA Education Foundation:

1. Gerald Ouellette, Geol.I.T
2. Stephen Clark, P.Eng.
3. Peter Meyers, P.Eng.
4. William (Bill) Rosehart, P.Eng.

Unanimously in favour. ADOPTED

5.0 STRATEGIC WORKING GROUPS

5.1 Ethics Working Group

Connie Parenteau, President-Elect and Chair of the Ethics Working Group, presented a verbal report and answered questions. There were no meetings of the working group over the summer. Final recommendations will be submitted and discussed at the December 4, 2014 Council meeting.

5.2 Value for Membership Working Group

Colin Yeo, Past President and member of the Value for Membership Working Group, presented a verbal report and answered questions.

There was discussion around the Ipsos Reid 2012 survey results.

Craig McFarland suggested, with support, that Councillors work with staff to design or flesh out questions to gain clarity in certain areas. Involving Council in the creation of survey questions was added to "Keep-in-View List".

5.3 Health and Sustainability of the Professions Working Group

Terry Waters presented a verbal report. There was discussion about the importance of monitoring offshore, and how ethics may differ depending on the country where work is being conducted. There was agreement that elements of the Health and Sustainability of the Professions and the Ethics Working Groups overlap and that intergroup discussion is necessary.

Mr. Yeo asked that Council keep the relationship with ASET forefront in their minds. Mark Flint, CEO, and Mark Tokariak, Deputy Registrar, provided input.

5.4 Legislative Renewal Working Group

Wenona Irving, Chair of the Legislative Renewal Working Group, presented a verbal report. There was discussion about appropriate Council size. This item will be on the agenda for the December 4, 2014 Council meeting and Councillors are expected to do the appropriate supplementary reading in advance.

5.5 Winning Aspirations

Ms. Parenteau presented a verbal report.

Mr. McFarland asked how the Working Group outputs will be tied into the Winning Aspiration. All final reports of the Working Groups will be discussed at the APEGA Strategy Session. Mr.

Flint also added that all discussions surrounding Working Groups will be incorporated in the future strategic plan.

6.0 OPEN FORUM – REVIEW OF “KEEP IN VIEW LIST”

Ms. Parenteau introduced the Keep-in-View list, and how the process will work. The intention is for Councillors to come forward with items they would like discussed. The ideas will be brought to the subsequent Executive Committee meeting so that agenda time can be allocated and materials compiled in time for the next Council meeting. The desired outcome is a generative discussion in the Council meeting.

6.1 Why does APEGA Need a CEA Liaison Position?

Mr. Gilliland provided a brief verbal report on the CEA Liaison position and why it was created. There was discussion.

Pat Lobregt, Director, Executive and Government Relations noted that APEGA has publicly supported Qualification Based Selection (QBS). Mr. Flint expressed that he has a good working relationship with Ken Pilip, CEO of CEA, and that he is unaware of any tensions.

The item was tabled until Mr. Flint can engage Mr. Pilip about CEA's opinion on the need for a CEA liaison. An update will be brought back to the December Council meeting.

6.2 Nationally Regulated Industries

Mr. Gilliland introduced the Ends policies of Engineers Canada; Larry Staples, EC Director provided input on interpreting the Ends Policies.

There was discussion on CN requiring Permits to Practice and the need for coordination between all the regulators.

APEGA is working with the Auditor General to move forward on this topic. Consensus from all CA's is required for any advancement. Terri Steeves expressed that this is an item that should be moved forward by APEGA.

6.3 New Ideas to be considered for Future Council Discussions

Refer to Keep-in-View list

7.0 ROUTINE BUSINESS

7.1 President's Report

Jim Gilliland presented highlights from his written report.

7.2 Chief Executive Officer's Report

Ms. Lobregt spoke about the Honourable Ric McIver, Minister of Jobs, Skills, Training and Labour, Greg Bass, the new Deputy Minister, and the new cabinet agenda over the next 18 months. Mr. Flint provided an update on CUPE in the EIT bargaining unit and the Strategic Plan.

Mr. Flint specified that Council needs to decide whether APEGA is more of a regulator or an association. Clarification from Council is needed to choose a direction. Councillors will be contacted individually in order to determine consensus on this item.

MOTION 14-42

MOVED by Lisa Doig, and seconded, THAT

1. The Council rescinds Motion of Council: 96-045
2. The Council rescinds Motion of Council: 92-128
3. The Council rescinds Motion of Council: 92-129
4. The Council rescinds Motion of Council: 92-130
5. The Council rescinds Motion of Council: 11-15
6. The Financial Abatement Policy shall be the responsibility of and approved by the CEO, and that the year-end financial reports include information regarding the financial abatement program.
7. The Financial Abatement Policy will be available to all Members of APEGA and will indicate eligibility criteria to accommodate hardships Members may face including unemployment, health/disability, maternity/paternity leave and post-secondary enrolment.

There was discussion. The dues abatement policy will be made public as soon as the above policy is passed.

Motion 14-42 put to vote. Unanimously in favour. ADOPTED

There was discussion about the process of approving members of Regulatory boards. There was some agreement that this is not necessarily an item that Council should be required to pass.

MOTION 14-43

MOVED by Steve Hrudey, and seconded, THAT Council approves the appointment of the following Professional Members of APEGA as appropriate members of the APEGA/ASET Joint Appeal Board:

1. Mr. Victor Benz, P.Eng., FEC, FGC (Hon.)
2. Mr. Fred Apon, P.Geol.
3. Mr. Dave Geake, P.Eng., FEC, FGC (Hon.)
4. Dr. Fred Otto, P.Eng., FEC, FGC (Hon.)
5. Dr. Jim Montgomery, P.Eng., FEC, FGC (Hon.)
6. Mr. Jim Seale, P.Eng., FEC., FGC (Hon.) (Panel Member)
7. Mr. Allan Yamashita, P.Eng., FEC, FGC (Hon.)
8. Ms. Jenny Cuellar, P.Eng.

Unanimously in favour. ADOPTED

7.2.1 Highlights from Written Report

Dianne Johnstone provided input on the Legislative Renewal process and answered questions.

Dirk Kuntscher provided input on the preliminary budget.

The budget will be approved and discussed in more detail in December, however, Mr. Flint asked if Council would endorse the current budget plan to increase revenues and decrease expenditures. There was discussion about where decreases in expenditures could be made, and how that would look for APEGA.

There was extensive discussion about the idea of a dues increase and agreement that a substantial dues increase (of \$25 - \$50/annually) may be warranted. Mr. Flint confirmed that there would be a sound communication plan moving forward with members.

There was a roundtable discussion to gain Councillor insights on whether there should be: a fee increase; money taken out of the investment account; a reduction in expenditures; or a combination of all three (Appendix A).

MOTION 14-44

MOVED by Steve Hrudey, and seconded, THAT APEGA will not pay approximately \$540,000 towards the defined pension plan contributions as budgeted. Council approves that this money be re-allocated towards ongoing operations for 2014.

There was discussion.

Motion 14-44 put to vote. Majority in favour. ADOPTED

7.2.2 New Issues (Business Arising between September 5 – 18, 2014)

Item deferred

7.3 Executive Committee Report

Mr. Gilliland presented his written report.

7.4 Governance Committee Report

Item deferred

Information will be posted to the Council website.

7.4.1 Running for Executive Positions

Item deferred

7.4.2 Appointing a Vice President

Item deferred

7.4.3 Roles of Executive Members

Item deferred

7.5 Nominating Committee Report

Item deferred

7.6 Audit Committee

Item deferred

7.7 Engineers Canada Report

Dick Walters, Engineers Canada Director, provided a brief verbal report. Mr. Flint brought up some connectivity issues that are related to the internal construction of Engineers Canada.

7.8 Geoscientists Canada Report

George Eynon, Geoscientists Canada President-Elect, presented a brief verbal report.

7.9 Branch Chairs Report

Spencer Torrie, Medicine Hat Branch Chair, provided a verbal report. There was discussion about the roles of the branches in the legislative review. There was discussion about some of the feedback from the Ipsos Reid survey and the impacts on CASL.

8.0 NEXT MEETING

December 4, 2014 (Edmonton)

9.0 ADJOURNMENT

Meeting Adjourned at 4:06 PM



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APPENDIX A - ROUNDTABLE BUDGET PLANNING DISCUSSION

1. Engineers have the lowest dues of all the professions, and APEGA has one of the lowest annual dues of all the CA's. Why would Council be cheap, and not give the CEO the resources he needs to carry out his mandate in a good and reasonable way? Others around the table expressed agreement
2. There is definitely room to take money out of the investment account, and a substantial dues increase is warranted (\$25 - \$50)
3. A fee increase is not unreasonable, however, there is not enough information available to make a decision at this point
4. Blended approach. Attention must also be given to the investment account so that it does not make too much money
5. Money should be taken out of the investment account
6. Blended approach (money from investment approach, fee structure that is on par with the rest of Canada, shave expenses where possible)
7. Blended approach (\$1-2M out of investment and a modest fee increase, up to \$50). Registration fees should also be examined
8. Blended approach. Modest fee increase, but anything more than \$50 is too much for a one time increase
9. More information is required before a decision can be made
10. Blended approach. A careful and deliberate explanation to members is required as to why the dues are being increased
11. Any of the suggestions or a combination seems appropriate, and they are the only options we have. We need to manage our image especially with the building of a new office at the same time as a dues increase

12. Blended approach – members are interested in value for membership, and it is hard to validate an increase while there is still \$6M in reserve funds
13. APEGA represents the professions that are wealth generators for the province and they have not had a dues increase since 2011. An even split across the board seems reasonable, however, cutting expenses seems like the least favourable option.
14. Total cost recovery on Registration, spend all the additional reserve money first, and then increase dues
15. Most of these items are one time only costs. There appears to be a bubble here since we are doing some catch up work as an Association, and all these costs will not be the norm going forward