

RESPECT recognition leadership

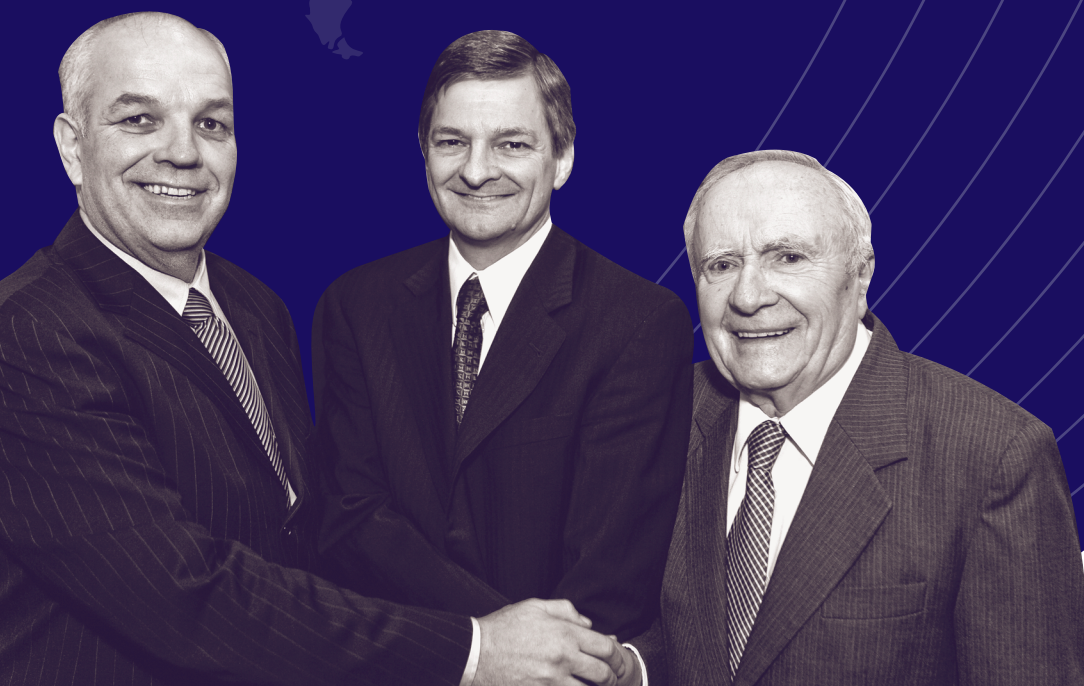
PARTNERSHIP policy



Professional Engineers
Ontario

PROGRESSIVE IDEAS FOR AN **INNOVATIVE** PROFESSION

2007 ANNUAL REVIEW



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COVER: Attorney General of Ontario Chris Bentley, LLB (centre) meets with PEO CEO/Registrar Kim Allen, P.Eng. (left) and 2007-2008 President Walter Bilanski, P.Eng.

PRESIDENT'S REPORT

As the year began, PEO was awaiting a verdict from the provincial court on its application for judicial review of the application to PEO licence holders of amendments to the *Ontario Building Code Act* that took effect January 1, 2006. The amendments purported to require professional engineers, as designers, to qualify and register under a Ministry of Municipal Affairs and Housing regime to continue to be able to undertake designs and reviews associated with building permit applications. PEO argued there had been no evidence produced to indicate its licences had been inadequate in protecting the public in matters under the *Ontario Building Code*.

In a momentous decision for the engineering profession's future, the Ontario Superior Court of Justice confirmed in May 2007 the authority of PEO to regulate the practice of the province's 75,000 professional engineers and Certificate of Authorization holders. This exclusive jurisdiction extends unequivocally to areas of building code compliance and activities relating to general review of construction.

This longstanding issue was the impetus for the creation of our Government Liaison Program (GLP) as a pilot in 2005, and signified a change in how the association both raises awareness of its status as a self-regulating profession and promotes its contributions to maintaining the highest level of professionalism among engineers working in the public interest.

Now integrated into PEO's everyday operations, the GLP is being used to aggressively increase our profile at Queen's Park. I believe we must continue to increase the contribution we make to policy formation in the province to make our organization more effective and relevant to both our membership and society in general.

In April, we played host to our second Engineering for Ontario Day reception, which provided the opportunity for GLP participants, Council members and staff to talk with their local government representatives—including 10 ministers and 19 other MPPs from all major political parties—about the importance of PEO's role in protecting the public interest.

Also in April, we staged our first-ever Engineering and Public Policy Conference, at which panels of experts representing academe and government offered suggestions and strategies on ways we can be seen as a positive force in the development of public policy.

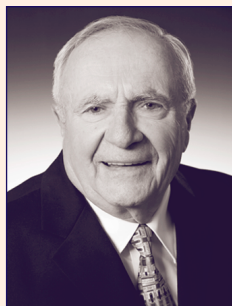
As I began this, my fourth, tenure as President last April, I did so with a commitment to review the academic requirements for the

licensing of professional engineers. It was my personal campaign to put the education of engineers on a more contemporary footing and to ensure they are equipped for 21st-century challenges. Both the European Union and the U.S. are working toward requiring five years of academic training to qualify for registration as a professional engineer.

Remarkably, there have been no major changes in the standards for registration in Ontario since PEO was founded 86 years ago. Academically, it has remained a four-year program, even though many new fields of engineering have emerged. During this same period, some of the other major professions increased the length of their educational requirements to five, or even six, years.

To address this point, I spearheaded a symposium in June to review possible changes to update engineering education and registration in Ontario. With speakers from England, the U.S., and Canada, the Future of Engineering Education and Licensure conference provided an opportunity to review the existing state of engineering education and to consider the adequacy of the four-year undergraduate degree in preparing future engineers for a changing engineering marketplace. It was an essential first step in our creating a plan that will maintain the public's confidence in our profession and in PEO as its regulator. The path to becoming a professional engineer must be—and must be seen to be—a progressive and rigorous one.

Now as I conclude my term as President, I am afforded the opportunity to reflect on my 35 years of volunteer service to PEO. During this time, I have seen a troubling decline in the interest in licensure by our graduating students. Gone are the days when applying for a P.Eng. licence was a given following completion of studies. Today, applying for a licence is the exception to the rule with only about one of every four qualified applicants actually applying. This needs to change. There must be a concerted effort to restore the value and relevance that a P.Eng. licence brings. I believe the first step to a solution is to update our education/registration requirements and I implore our future Councils to move forward with this in an effort to reverse this disturbing trend. The status of our profession depends on it.



A handwritten signature in dark ink that reads "Walter K. Bilanski P.Eng." The signature is fluid and cursive.

Walter K. Bilanski, PhD, P.Eng., President

REGISTRAR'S REPORT

With more than one-third of Ontario's 70,000 licensed engineers having been educated outside Canada, PEO can be proud of its work in assessing the credentials of international engineering graduates.

In fact, in our 86-year history, more than half of PEO's elected presidents were educated and trained outside Canada. A similar percentage of professional engineers educated elsewhere volunteer on PEO committees, including those that assess the academic and experience qualifications of licence applicants. So creating a level playing field for all engineers, regardless of where they received their engineering education, has always been a high priority.

PEO continued in its quest to lead all self-regulated professions in this regard by introducing two innovative programs in 2007 to further assure the accessibility of licensure. We removed potential economic hurdles to licensure application by introducing the Engineering Intern Training Financial Credit Program, under which graduates of engineering programs accredited by the Canadian Engineering Accreditation Board and international engineering graduates with bachelor of engineering or bachelor of applied science degrees may be eligible to apply for their professional engineer licence at no cost. Eligible candidates are also registered at no cost in the Engineering Intern Training program for the first year. We also collaborated with Ryerson University to launch the Internationally Educated Engineers Qualification

Bridging Program to provide international engineering graduates an opportunity to fast-track achievement of the academic requirements for licensure by taking courses at Ryerson instead of completing a PEO exam program.

This year marks the third consecutive year PEO has granted more licences to internationally trained applicants than to Canadian-trained ones, a testament to our continuous efforts to facilitate the licensing of internationally trained professionals, while maintaining high standards to protect the public.

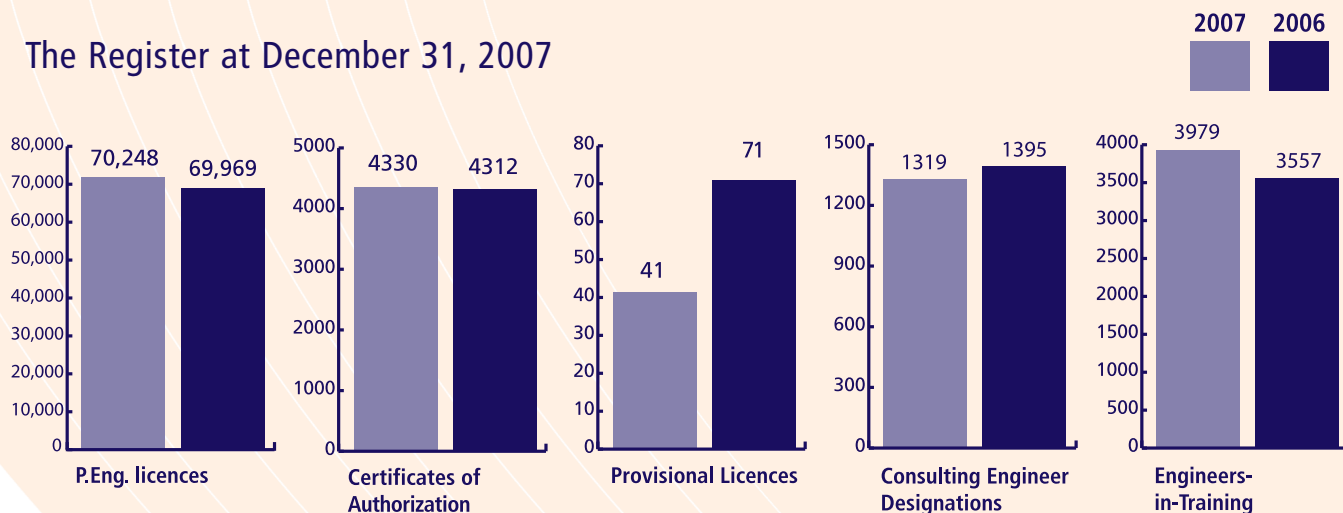


In all our activities—from licensing, to discipline and enforcement, to setting standards for admission and practice—PEO relies heavily on the ongoing support of the nearly 1000 volunteers who serve on Council, committees, task forces, chapter executives, the Engineering Internship Training program and the Government Liaison Program.

My thanks to all the dedicated volunteers and staff who have helped lead our profession during the year.

Kim Allen, P.Eng., MBA, CEO/Registrar

The Register at December 31, 2007



PEO COMMITTEE, TASK FORCE AND REGISTRAR REPORTS

Annual reports of PEO committees and task forces will be provided at the 2008 Annual General Meeting and posted on the PEO website at www.peo.on.ca. The quarterly Registrar Reports, which provide details of the ongoing operational activities of PEO, are also available on the website.

LICENSING AND REGISTRATION

Michael R. Price, P.Eng., MBA
Deputy Registrar,
Licensing and Registration



PEO's Licensing and Registration department grants professional engineer, temporary, limited and provisional licences. Licensing and Registration also issues all PEO's designations and certificates, including granting Certificates of Authorization and Consulting Engineer designations to qualified individuals or firms. Its preclicensing programs promote a seamless transition from engineering student to engineering intern to professional engineer and help licence applicants become integrated into the profession.

Licences issued

For the third consecutive year, the number of licences issued to applicants who did not graduate from programs accredited by the Canadian Engineering Accreditation Board (CEAB) exceeded the number of licences issued to graduates of CEAB-accredited programs, reaching an all-time high of 1235 in 2007. The number of P.Eng. licences issued to graduates of CEAB-accredited programs was 1011 in 2007.

In May, PEO launched a program to permit Canadian Engineering Accreditation Board (CEAB) applicants within six months following graduation and internationally trained engineering graduates within six months following landing in Canada to apply for the P.Eng. licence at no charge and to register in the first year of the EIT Program at no charge. In the first eight months of the new Engineering Intern Training Financial Credit Program (FCP), 1105 potential applicants entered information on-line with 834 of those applicants following up with the necessary signed documentation to start the application process. The program was promoted to those graduating in May and November from CEAB-accredited programs in Ontario. Of the 834 processed FCP applications, 694 are from graduates of CEAB-accredited programs and 140 are from international engineering graduates.

In total, 3849 individuals applied for the P.Eng. licence in 2007, a 15 per cent increase over 2006, and the highest number of people applying for licensure in any year since 1998, when the experience requirement for licensure was increased from three years to four years.

In addition, for the first time since 2000, more graduates of CEAB-accredited programs applied for licensing (2105) than those graduating from other programs (1744).

Prelicensing

ENGINEERING INTERNSHIP TRAINING (EIT)

This program:

- helps applicants understand the requirements for licensing, in particular the experience required to qualify for a P.Eng. licence;
- offers applicants an opportunity to obtain detailed, confidential, annual work experience reviews;
- helps applicants demonstrate to employers and supervisors their commitment to becoming licensed professional engineers; and
- encourages applicants to become involved in the profession, receive PEO publications, and participate in PEO chapter activities.

There were 1110 new registrants to the EIT Program in 2007.

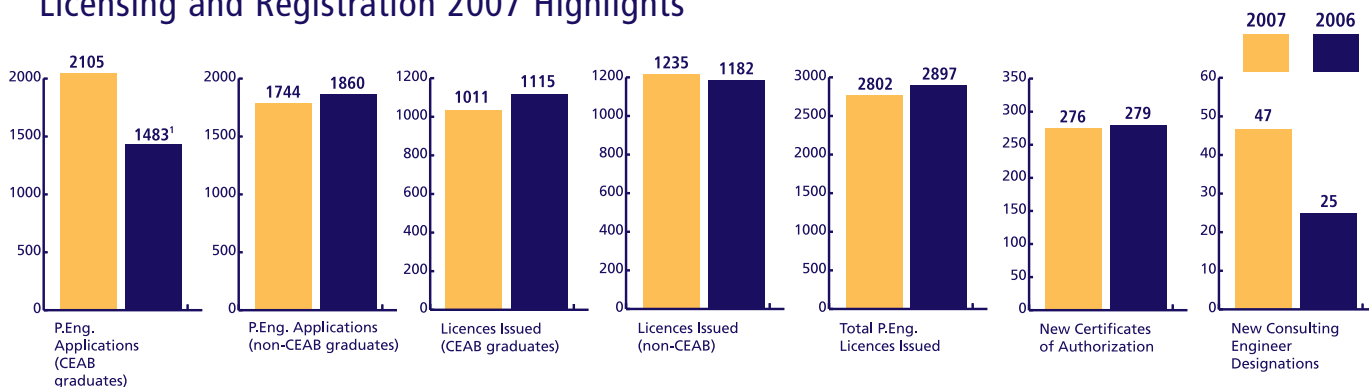
ENGINEERING STUDENT MEMBERSHIP PROGRAM (SMP)

The main objectives of the program are to:

- increase the level of professional knowledge among students;
- improve and strengthen communication links between students and the engineering community;
- standardize PEO's efforts relating to student activities and programs; and
- ensure a seamless transition for student members moving from school to work through the EIT program and, later, licensing as P.Engs.

In 2007, there were 1772 new registrants to the Student Membership Program.

Licensing and Registration 2007 Highlights



1. Canadian Engineering Accreditation Board. The CEAB accredits Canadian engineering programs. Accredited programs meet the academic qualifications for P.Eng. licensure.

REGULATORY COMPLIANCE

PEO's Regulatory Compliance committees and Councillors are legislated to help PEO provide the highest standards of professional regulation and fulfill its obligations as the regulatory body for the self-regulating engineering profession.

As part of PEO's mandate to serve and protect the public interest, the Regulatory Compliance department investigates complaints regarding the conduct of licence and Certificate of Authorization holders, and prosecutes matters related to both discipline and enforcement.

Complaints Committee

The Complaints Committee (COC) is mandated under section 24(1) of the *Professional Engineers Act* to investigate and consider complaints about the conduct or actions of licence holders and Certificate of Authorization holders. PEO staff investigate the complaints and gather relevant information for the COC to consider. The COC must consider all complaints filed with the Registrar and must make every reasonable effort to examine all records and other documents relating to the complaint prior to taking any action under section 24(2) of the Act. PEO investigation staff may not prevent a person from filing a complaint, and the COC must consider a duly filed complaint.

Comprising 14 members, the COC met eight times during 2007 to consider 47 complaints. The outcome of the complaints, with comparative statistics from the previous four years, is below.

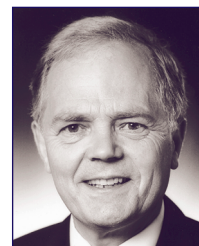
Activity	2007	2006	2005	2004	2003
Formal complaints	47	43	37	34	28
Referred to Discipline Committee directly	9	16	18	11	12
Referred to Discipline Committee via the Stipulated Order process	4	3	2	6	3
Not referred to discipline	34	23	17	17	13
Consideration deferred	—	1	—	—	—
Interviews conducted	—	1	1	1	—
Letters of Advice sent	10	8	6	5	5

Enforcement

One of the ways PEO serves and protects the public interest is by enforcing the licensing and title provisions of the *Professional Engineers Act*. Enforcement action is taken in situations where there is clear evidence that:

1. unlicensed people are practising professional engineering;
2. there is illegal use of a professional engineer's seal;
3. people or companies are offering or providing professional engineering services to the public without a Certificate of Authorization; and
4. the term "engineer" is used by unlicensed people, or in the names

Roger Barker, P.Eng.
Deputy Registrar,
Regulatory Compliance



of companies without Certificates of Authorization, in a way that has led the public to believe that these people or companies are qualified to practise professional engineering and offer professional engineering services.

PEO staff contacted or reviewed nearly 900 people and organizations during the year to investigate possible violations of the *Professional Engineers Act*, as summarized below.

Activity	2007	2006
Employment advertisers contacted	50	88
Yellow Pages advertisers contacted	117	39
Complaints received	90	118
Old business names reviewed	206	289
New business names contacted	42	50
Daily Commercial News listings contacted	18	33
Out-of-province engineers contacted	244	227
Self-employed engineers contacted	100	197
Internet title use contacted	5	6
Insurance certificate holders contacted	3	—
TOTAL	875	1047

Of all inquiries and complaints, 63 resulted in a file being opened to make further inquiries or to impose settlement terms on an alleged violator. In addition, one matter proceeded to court in 2007. A Vaughan-area home inspector was ordered not to refer to himself as a "professional engineer" or "engineer", not to use the word "engineers" in his promotional material, and not to provide opinions within the practice of professional engineering. In addition, he was ordered to pay PEO's costs in the amount of \$1,500.

LICENCE PLEASE!

PEO embarked on a special pilot project to encourage reporting of potential violations of the *Professional Engineers Act* to PEO staff, in an attempt to assess the extent of unlawful practice. A major part of the communication effort was development and ongoing use of an outreach CD-ROM entitled, *Licence Please!* Released in August, the multimedia presentation includes two case studies and interactive questions and answers. Over 5000 copies were initially ordered for distribution to Councillors, staff, committee members and chapter executives, engineering students, EITs, new licensees, members at large, and representatives of industry, government and human resource professionals at trade shows and as leave behinds at meetings. It is also available for downloading from PEO's website at www.peo.on.ca.

Council heard an interim report on the pilot in November, and a further report was provided in March 2008.

STANDARDS AND REGULATIONS

Standards and Regulations' core function is to provide expertise in interpreting the *Professional Engineers Act* (PEA). It supports the processes that lead to policy advice and receives directives from PEO Council. In addition, Standards and Regulations provides regulatory impact analysis to ensure PEO fulfils its legislative mandate to set the standards for admission and practice. Department staff coordinate revisions of the PEA and Regulation 941 with PEO legal counsel, and act as the liaison with the Ministry of the Attorney General.

Professional Standards Committee

In January, Council approved a plan for creating a software engineering specialization. The plan requires the Professional Standards Committee (PSC) to form a subcommittee to define the specialty and to provide standards of qualification and practice for designated practitioners. A PSC task group is preparing the Terms of Reference for this subcommittee.

During the year, work was completed on professional standards for preparing demolition plans and general review of demolition. These standards were presented for Council's information at its September meeting. Approval of the standards was delayed pending possible inclusion of recommendations from the inquest into the Uptown Theatre collapse. Work was also completed on a professional standard for general review of construction/demolition projects without permits. Standards for the following activities are being developed: delegating engineering work to and supervising work performed by non-engineers, and preparing assessment reports under the *Safe Water Drinking Act*.

PSC also provided comments on the Engineers Canada draft Definition of Engineering.

PROFESSIONAL PRACTICE GUIDELINES

A draft of a *Guideline for Use of Computer Software* was completed and will be submitted for Council approval in early 2008.

Work continued on several guidelines: *Engineering Services; Demolition; Temporary Works; Peer and Technical Review; Agreements for Engineering Services; and Expert Witness Guideline*. A subcommittee is forming to work on a guideline for professional engineers preparing water works reports under the *Ontario Water Resources Act*.

PRACTICE ADVISORY

Staff monitored and responded to amendments to O. Reg. 903/03 that, among other issues, deals with licensing requirements for well technicians. Some practitioners carry out such activities as part and parcel of the normal course of their engineering practice. As these practitioners are already suitably trained and aware of the health and safety concerns associated with this work, PEO had asked the Ministry of the Environment to exempt PEO licence holders from the certification requirements. The filed regulations have adopted PEO's suggestions and exempt holders of licences, limited licences and temporary licences.

Johnny Zuccon, P.Eng.
Deputy Registrar, Standards
and Regulations



Staff gave testimony at the inquest into the Uptown Theatre collapse about PEO's role, use of the professional engineer's seal, professional standards for demolition, the definition of an engineering plan, and other professional engineering practice issues.

Discipline Committee

The Discipline Committee (DIC) conducts hearings and makes disciplinary decisions. It also hears applications for reinstatement of a licence, removal of practice restrictions, and other motions. The DIC hears and determines all matters referred to it by Council, the Executive Committee, and the Complaints Committee, pursuant to the relevant sections of the PEA.

Activity	2007	2006	2005	2004	2003
Matters Referred to Discipline	13	19	20	17	15
Hearings Held	15	20	13	13	15
Stipulated Order Process	2	1	2	5	—
Matters Pending (Caseload)	10	18	20	15	16
Decisions Appealed to Divisional Court	2	0	0	2	1

Registration Committee

The Registration Committee conducts hearings at the request of an applicant, and makes orders to direct the Registrar to take certain actions regarding licensing applications and, in some cases, to direct the Registrar to place information on the Register. A party to proceedings before the Registration Committee may appeal to the Divisional Court from the decision or order of the Committee.

Activity	2007	2006
Requests For Hearings	2	12
Hearings Held	8	2
Matters Pending (Caseload)	4	10
Decisions Appealed to Divisional Court	0	0

Complaints Review Councillor

The Complaints Review Councillor (CRC) acts independently of the Complaints Committee. The CRC is appointed by and from among the non-P.Eng. members of Council appointed by the Lieutenant Governor-in-Council of the Province of Ontario.

Activity	2007	2006
Applications for Review	9	14
Dismissals	9	6
Decisions to Conduct a Review	0	1
Reviews	0	1
Files Pending	7	7

2007 HIGHLIGHTS

PEO wins court decision

PEO's long battle to clarify its exclusive authority to regulate engineers in areas of building code compliance finally paid dividends with the Ontario Superior Court ruling in PEO's favour on its legal challenge of certain of the housing ministry's *Ontario Building Code* reforms. PEO was also awarded \$75,000 in legal costs.

In a clear affirmation of PEO's right to regulate the qualifications and practice of members involved in the building design area, the court ruled in May that certain articles of the building code are invalid. It also held that certain provisions of the *Building Code Act* and the building code conflict with the exclusive regulatory jurisdiction of PEO and do not apply to any holder of any licence or certificate issued under the *Professional Engineers Act*. The amendments to the building code that came into effect on January 1, 2006 purported to require building design practitioners, including professional engineers, to participate in a housing ministry certification scheme. Practitioners who qualified were assigned a Building Code Identification Number that permitted them to engage in building-related design and to conduct general review of construction activities. In October 2006, PEO told the court the building code amendments duplicated, contradicted and otherwise interfered with its statutory role to license, discipline and regulate its members, and were not authorized by the *Ontario Building Code Act*, 1992.

ANOTHER VICTORY

On the heels of PEO's victory with the *Ontario Building Code* judicial review, it was announced in July that PEO licence holders would be exempt from a new class of licence created under an amendment to Ontario's Wells Regulation, which governs construction and ongoing operation of all wells in the province. The Ministry of the Environment responded favourably to a letter from PEO CEO/Registrar Kim Allen, P.Eng., in which he called on the ministry to consider exempting professional engineers from the licensing regime, stating that engineers trained in environmental, civil or geological engineering are already qualified under their existing licences to design, inspect and conduct geotechnical, geoenvironmental and hydro-geological drilling programs.

Engineering education conference

In response to ongoing changes in the global engineering environment, PEO hosted a conference in June to examine the Future of Engineering Education and Licensure in Canada and abroad. The event, kicked-off by Kitchener Centre MPP John Milloy, and closed by Ontario Fairness Commissioner Jean Augustine, brought together regulators, engineering educators, government officials, members of engineering societies and major employers of engineers for a wide-ranging discussion of the challenges and opportunities in the preparation of future engineers, including emerging disciplines, the integration of international engineering graduates and the adequacy of a four-year undergraduate degree.

Access to the Profession

ENGINEERING INTERN TRAINING FINANCIAL CREDIT PROGRAM

Furthering its commitment to ensuring all who are qualified have the opportunity to obtain their P.Eng., PEO launched a program to encourage graduates of accredited engineering programs and newcomers to Canada to apply for licensure as a professional engineer by removing any potential economic hurdles.

Under the Engineering Intern Training Financial Credit Program (FCP), graduates of engineering programs accredited by the Canadian Engineering Accreditation Board and international engineering graduates with a bachelor of engineering or bachelor of applied science degree may be eligible to apply for their professional engineer licence at no cost. If eligible, they will also be registered at no cost in the Engineering Intern Training program for the first year. It is estimated that the FCP could increase the annual number of applications from CEAB-accredited programs to 4000 and the annual number of international applicants to 5000, leading over time to almost 2000 additional professional engineers licensed annually over the current 2500. In the first eight months of the program, 1105 potential applicants entered information on line with 834 of them following up with the necessary signed documentation to start the application process. Of the 834 processed FCP applications, 694 are from graduates from CEAB-accredited programs and 140 are from international engineering graduates.



Mississauga Mayor Hazel McCallion was presented with PEO's first President's Award by 2006-2007 President Pat Quinn, P.Eng., at the 2007 Order of Honour Awards ceremony. The award recognizes non-engineers who have shown continuous support of, and made significant contributions to, advancing the engineering profession.

INTERNATIONALLY EDUCATED ENGINEERS QUALIFICATION PROGRAM

PEO collaborated with Ryerson University to launch a program that will provide international engineering graduates an opportunity to fast-track achievement of the academic requirements for licensing. The first students in the Internationally Educated Engineers Qualification Bridging Program started their studies at Ryerson in September.

The program enables applicants for P.Eng. licensure to demonstrate they meet the academic requirements for licensure by taking courses at Ryerson instead of completing PEO's Confirmatory Exam Program or Specific Exam Program.

New Regional Office

PEO opened a Western Regional Office in London in May, the second office of its kind in Ontario. Located in the University of Western Ontario's Spencer Engineering Building, and staffed by two engineering graduate students, the new office will help to educate the public about the engineering profession and serve as a central connection point for some 15,000 engineers and engineers-in-training across western Ontario. PEO's first regional office—serving the Northern Region—opened in 2003 at Lakehead University.

On-line payment

In 2007, PEO expanded its electronic payment options to include exam, registration and reprint fees. Payments can be made online at www.peo.on.ca by credit card and through PC banking, telephone banking and ATM banking. In addition, licence holders who supply their email addresses to PEO can receive their licence renewal reminders electronically instead of by mail. Members can also add or upgrade their email addresses using the change of address form on the PEO website. Almost half of the fee payments to PEO are now made through the online credit card system.

Honours

ORDER OF HONOUR

Twelve dedicated volunteers to the engineering profession were recognized at PEO's annual Order of Honour gala ceremony April 27 in Toronto. Recognized were: George R. Comrie, P.Eng. (Companion); Bruce E. Clarida, P.Eng. (Officer); Allen K. Lucas, P.Eng. (Officer); Anthony Bonney, P.Eng. (Member); Alberto De-Santis, P.Eng. (Member); Thomas A. Etches, P.Eng. (Member); Daniela E. Iliescu, P.Eng. (Member); Stephen G. Jack, P.Eng. (Member); Colin McLellan, P.Eng. (Member); Bryan J. Parkinson, P.Eng. (Member); William H. Veitch, P.Eng. (Member); Malgorzata S. Zywno, PhD, P.Eng. (Member).

ONTARIO PROFESSIONAL ENGINEERS AWARDS

Nine professional engineers were honoured for exceptional achievement at the annual Ontario Professional Engineers Awards on November 10 at The Carlu, Toronto. The awards gala was co-hosted by PEO and the Ontario Society of Professional Engineers. Honoured in 2007 were: Anne Sado, P.Eng., MBA (Professional Engineers Gold Medal); Howard Goodfellow, PhD, P.Eng., and George Liebermann, PhD, P.Eng., FCAE (Engineering Medal—Engineering Excellence); Jan Carr, PhD, P.Eng., and John Leggat, PhD, P.Eng., FCAE (Engineering Medal—Management); Peter Frise, PhD, P.Eng., FCAE (Engineering Medal—Research and Development); Michael Chan, P.Eng., Harvey Pellegrini, P.Eng., FASM, and Wayne Wood, P.Eng. (Citizenship Award).



Anna Sauer, Western Regional Office assistant; John Vieth, P.Eng., PEO Western Region Councillor and chair, Regional Councillors Committee; George Knopf, P.Eng., acting dean, Western Engineering; and Ernest Yanful, PhD, P.Eng., professor and chair, Western department of civil and environmental engineering, launch the Western Regional Office in London on May 25.

GOVERNMENT LIAISON PROGRAM (GLP)

In 2007, PEO increased its efforts to demonstrate how the engineering profession can contribute to policy making for the greater public interest.

Since the launch of the pilot Government Communications Program in January 2005, PEO has met with almost half of Ontario's MPPs and held informal discussions with many other legislators on issues having an impact on the regulation of professional engineering. The goal of the program is to have government view PEO as a partner, and understand and support PEO's policy direction, so that it continues to recognize the benefit to Ontario of a self-regulating engineering profession, in particular self-regulation's contribution to maintaining a high level of professionalism among engineers working in the public interest. The program's messages are:

1. PEO has a legislative mandate under the *Professional Engineers Act* to regulate the practice of professional engineering to protect and serve the public interest.

2. The self-regulating engineering profession has been successfully protecting the public for over 85 years.
3. PEO has unique knowledge and expertise and it is in the government's best interest to consult with it before considering any new policy directions that may have the potential to impact regulation of the practice of professional engineering.

To communicate these messages, engineer spokespeople from PEO chapters from across Ontario are continually recruited and trained to represent the association in meetings with local politicians. These meetings provide the opportunity to introduce public policy makers to PEO and to the engineering profession.

In April, PEO provided MPPs a break from their legislative duties by hosting the second Engineering for Ontario Day reception. The event was held at the Sutton Place Hotel's Stop 33 Ballroom, a short walk from Queen's Park, and provided the opportunity for GLP participants, Council members and staff to discuss the common priorities and interests of all PEO members with their provincial



Attorney General of Ontario Chris Bentley, LLB (centre) meets with PEO CEO/Registrar Kim Allen, P.Eng. (left) and 2007-2008 President Walter Bilanski, P.Eng.



Hon. Mike Colle, then minister of citizenship and immigration (left), presents 2006-2007 President Pat Quinn, P.Eng., a framed certificate honouring PEO's leadership in recognizing the skills and expertise of international engineering graduates.



Former Ontario premier Bob Rae addressed PEO's AGM Luncheon on April 28. His remarks focused on the legitimacy of professional organizations' self-interest as a basis for their efforts to influence public policy. "If you're not defending the interests of professional engineers, if you're not defending the interests that you have as individuals, don't expect anyone else to do it for you," Rae said.



Hon. Donna Cansfield, then minister of transportation (left), with PEO Vice President Diane Freeman, P.Eng.

government representatives. As master of ceremonies, PEO Vice President Diane Freeman, P.Eng., stressed to the guests—including 10 ministers and 19 other MPPs from all major political parties—the importance of PEO’s role in protecting the public interest as mandated by the *Professional Engineers Act*. The Hon. Mike Colle, then minister of citizenship and immigration, presented PEO a certificate of recognition for its innovative work with international engineering graduates.

Also in April, PEO staged its first-ever Engineering and Public Policy Conference. Panels of public policy experts representing academe and government offered suggestions and strategies on ways PEO and its licence holders can be seen as a positive force in the development of public policy. The next Engineering and Public Policy Conference will explore cross-border policy issues at PEO’s 2008 annual general meeting in Windsor.

During the lead-up to the October 10 provincial election, PEO encouraged licence holders to become more politically active. Early in September, members received an email blast encouraging them, as individual engineers, to get

involved in the electoral process, and PEO published details of upcoming political events, as provided by the candidates, on its GLP website. Engineers were encouraged to attend such events and to contribute, as a volunteer for the candidate of their choice or by making a financial donation.

The response was impressive. In fact, several chapters arranged meetings with local candidates to learn their parties’ views on matters relating to engineers and the engineering profession. For example, the Mississauga and Oakville chapters staged well-attended all-candidates meetings that saw would-be MPPs participate in question and answer discussions, as well as meet and greet sessions. In addition, the Grand River Chapter’s GLP subcommittee met successfully with four of the five local candidates.

In 2008, one of the program’s goals is to recruit at least one P.Eng. volunteer to be assigned to each politician at all three levels of government. To learn more about the program and to volunteer, contact your chapter chair or David Smith, Manager, Communications, at dsmith@peo.on.ca or (416) 840-1068.



Then Attorney General Michael Bryant, LLB, PEO Deputy Registrar, Standards and Regulations, Johnny Zuccon, P.Eng., and Daniel J. Young, P.Eng., then president and chair, Ontario Society of Professional Engineers, at PEO’s Engineering for Ontario day in April.



Oak Ridges MPP Frank Klees (left) and Mississauga-Streetsville MP Wajid Khan were among provincial and national politicians brought together to discuss access to self-regulated professions at a Mississauga Chapter town hall meeting in May. More than 200 attended the two-hour meeting hosted by Global Television’s Sean Mallen and featuring a keynote address from Ontario Fairness Commissioner Jean Augustine.



In September 2007, David Zimmer, LLB, MPP Willowdale, parliamentary assistant to the attorney general (right, pictured with PEO CEO and Registrar Kim Allen, P.Eng.), told a PEO group, “When I first took office, the Ministry of the Attorney General didn’t have much of a file on the engineering profession. Fast forward four years, and engineers are on the radar screen. You have engaged the profession in getting the government’s attention.”



Alourdes Sully, P.Eng., of the North Toronto Chapter, with Norm Sterling, P.Eng., MPP Lanark-Carleton.

2007 PEO ABBREVIATED FINANCIAL STATEMENTS

Balance Sheet

Year Ended December 31, 2007

Balance Sheet			2007	2006
Year Ended December 31, 2007				
ASSETS	CURRENT	Cash	\$ 674,572	\$ 1,097,649
		Investments (market value—as stated, 2006—\$17,272,814)	20,413,749	17,093,045
		Accounts receivable	565,149	557,182
		Prepaid expenses	280,905	309,361
			21,934,375	19,057,237
	CAPITAL ASSETS (Note 4)		599,809	660,048
		\$ 22,534,184	\$ 19,717,285	
LIABILITIES	CURRENT	Accounts payable and accrued liabilities	\$ 851,212	\$ 804,833
		Fees in advance and deposits	8,048,718	7,712,096
			8,899,930	8,516,929
	EMPLOYEE FUTURE BENEFITS (Note 5)		3,728,365	2,859,262
			12,628,295	11,376,191
OPERATING RESERVE	INVESTED IN CAPITAL ASSETS		599,809	660,048
	INTERNALLY RESTRICTED		9,306,080	7,681,046
			9,905,889	8,341,094
			\$ 22,534,184	\$ 19,717,285
On behalf of the Council: Member—Walter Bilanski, P.Eng.; Member—David Adams, P.Eng.				

On behalf of the Council: *Member—Walter Bilanski, P.Eng.; Member—David Adams, P.Eng.*

Statement of Changes in Operating Reserve

Year Ended December 31, 2007

							2006	
	COUNCIL INTERNALLY RESTRICTED FUNDS FOR LONG-TERM PURPOSES			MEMBERSHIP FEE STABILIZATION FUNDS			TOTAL	TOTAL
	INVESTED IN CAPITAL ASSETS	COUNCIL INTERNALLY RESTRICTED FUND	TOTAL	COUNCIL DISCRETIONARY RESERVE FUND	COUNCIL GENERAL FUND	TOTAL		
Balance, beginning of year	\$ 660,048	\$ 2,339,952	\$ 3,000,000	\$ 1,100,000	\$ 4,241,094	\$ 5,341,094	\$ 8,341,094	\$ 7,514,015
(Deficiency) Excess of revenue over expenses	(305,489)	—	(305,489)	(305,436)	1,889,867	1,584,431	1,278,942	827,079
Additions to capital assets	245,250	—	245,250	(245,250)	—	(245,250)	—	—
Change in fair value of assets classified as available for sale (Note 2b)	—	—	—	—	285,853	285,853	285,853	—
Internally imposed restrictions (Note 7)	—	760,239	760,239	(31,314)	(728,925)	(760,239)	—	—
Balance, end of year	\$ 599,809	\$ 3,100,191	\$ 3,700,000	\$ 518,000	\$ 5,687,889	\$ 6,205,889	\$ 9,905,889	\$ 8,341,094

Statement of Revenue and Expenses

Year Ended December 31, 2007

		2007			2006
		OPERATING FUNDS (NOTE 3)	DISCRETIONARY RESERVE FUND (NOTE 3)	TOTAL	TOTAL (NOTE 13)
REVENUE	P.Eng. revenue	\$ 11,877,724	\$ —	\$ 11,877,724	\$ 11,763,373
	Application, registration, examination and other fees	4,220,539	219,680	4,440,219	3,750,017
	EIT Financial Credit Program	—	(219,680)	(219,680)	—
	Investment income	767,704	—	767,704	510,677
	Advertising income	593,435	—	593,435	632,035
		17,459,402	—	17,459,402	16,656,102
EXPENSES	Full-time staff salaries and benefits (Note 6)	6,908,378	48,103	6,956,481	6,520,637
	Retiree and full-time staff future benefits	1,014,156	—	1,014,156	1,006,522
	Occupancy costs	1,272,542	—	1,272,542	1,294,898
	Purchased services	1,197,861	3,654	1,201,515	986,271
	Legal and tribunal	648,062	15,542	663,604	900,838
	CCPE	741,665	—	741,665	731,618
	Volunteer business expenses	628,972	41,717	670,689	660,191
	Contractors and temporary staff	429,245	—	429,245	462,127
	Chapters (Note 12)	509,558	—	509,558	435,560
	Postage and courier	485,130	445	485,575	462,054
	Consultants	229,006	172,630	401,636	426,398
	Amortization	305,489	—	305,489	335,927
	Computers and telephone	268,035	—	268,035	250,916
	Transaction fees and commission	371,162	—	371,162	360,605
	Insurance	123,572	—	123,572	118,223
	Advertisement	89,455	19,317	108,772	180,486
	Printing and photocopying	200,998	—	200,998	220,575
	Office supplies	140,043	—	140,043	121,457
	Staff business expenses	135,459	2,208	137,667	121,593
	Recognition, grants and awards	118,356	545	118,901	155,715
	Training and development	57,880	1,275	59,155	76,412
		15,875,024	305,436	16,180,460	15,829,023
Excess of revenue over expenses (expenses over revenue)		\$ 1,584,378	\$ (305,436)	\$ 1,278,942	\$ 827,079

* The above information is an abbreviated version of PEO's 2007 financial statements. The full audited report was published in the March/April 2008 issue of Engineering Dimensions.

CHAPTER OPERATIONS

PEO chapters are its local presence. Chapter Executives are professional engineers and engineering interns who want to develop the profession locally and who through mentoring might become the future leaders of the profession.

Through local presence and activities, PEO chapters aim to:

- facilitate participation and training of licence holders in the governance, succession planning for PEO leadership, and statutory duties of the profession;
- work to identify the value of the profession to future licence holders;
- promote and enhance understanding within society of the self-regulated engineering profession and the importance of licensure; and
- actively participate in PEO's policy development.

Under the theme of "Planting the Seed for a Bountiful Harvest", the 2007 Chapter Leaders Conference, held on November 9 and 10 at the Sutton Place Hotel in Toronto, provided the opportunity for sharing ideas on promoting participation in chapters and enhancing chapters' local presence through community initiatives and activities. Luncheon keynote speaker David H. Jacobson, PhD, director of technology advisory services, PrincewaterhouseCoopers LLP, highlighted some emerging technologies and their implications and prospects in the marketplace.



Councillor Chris Roney, P.Eng., leads participants through the "Are you Smarter than an Engineering Student?" game as part of the 2007 Chapter Leaders Conference.

As part of National Engineering Week in March, PEO members donated their time, energy and expertise to hundreds of activities staged by chapters across the province to promote awareness among grade school students of engineering as a career. The **Scarborough Chapter** held its fourth annual Bridge Building Competition, where over 300 students designed, built, and tested bridges made of Popsicle sticks. MPPs Mary Anne Chambers and Bas Balkissoon were on hand to encourage the volunteers and competitors.

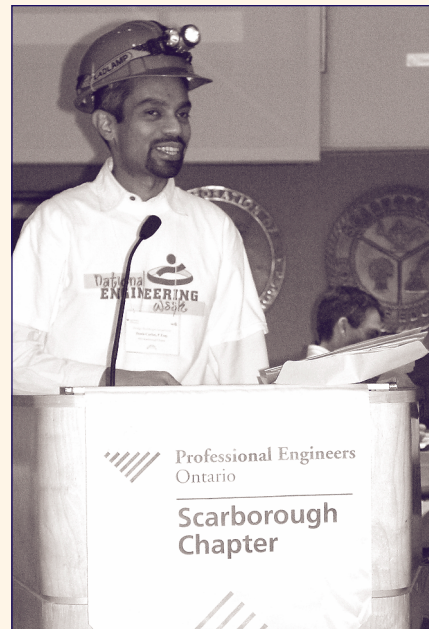
The **Ottawa Chapter** teamed up with the National Research Council and local teachers of grades 4 to 6 students to conduct the Engineering Challenge 2007. Students participated in a problem-solving activity in which student

"engineering" teams designed and constructed a Vehicle for Obstacle Bowling from readily available craft supplies and recycled materials. Over 40 members and guests attended the **Quinte Chapter's** Speakers' Night in Belleville in October. Guests heard from several speakers on the programs their companies have implemented to adopt sustainability in manufacturing in today's high-cost energy market and increasingly sensitive environment.

In September, the **Toronto-Humber, Etobicoke** and **North Toronto chapters** hosted an evening at Kinectrics Inc., renowned specialists in power generation, which featured a keynote address from Kinectrics CEO David Harris on "What Happened to Ontario Hydro Research?". Attendees were also treated to tours of Kinectrics' advanced technology, with the aim of increasing awareness in the broader engineering community of the high tech development work going on in the engineering profession.

More than 80 people attended a panel discussion, hosted by the **Windsor-Essex Chapter**, on aspects of Lean, a business model and methods that help eliminate waste while delivering quality products on time and at least cost.

Early in the year 2006/2007, then President Patrick J. Quinn, P.Eng., spent eight weeks touring several Ontario cities to lead town hall-style meetings aimed at soliciting input from licence holders to improve PEO operations. Meetings were held in Kingston, Ottawa, North Bay, Toronto, Markham and Kitchener. Where possible, they coincided with other high-profile events for the local engineering community and incorporated meetings with local politicians and media.



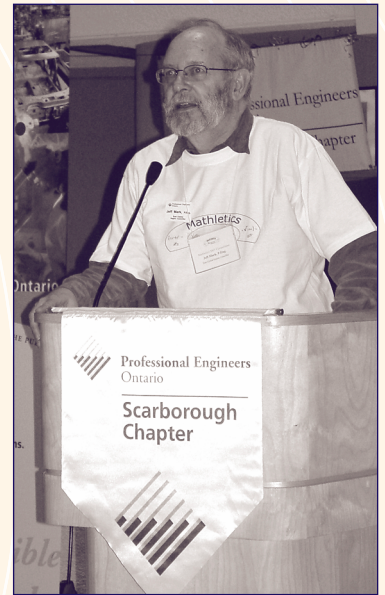
Scarborough Chapter Executive member Denis Carlos, P.Eng., participates in the chapter's annual Bridge Building Competition as part of National Engineering Week.



Members of the Toronto-Humber, Etobicoke and North Toronto chapters were treated to a tour of the Kinectrics' facilities.



Dong Sun, P.Eng., receives his licence certificate from Eastern Regional Councillor Cliff Knox, P.Eng., at a Quinte Chapter licensing ceremony



Then PEO Eastern Region Councillor Jeff Mark, P.Eng., helps to lead the Scarborough Chapter's 2007 Mathletics competition. The event was designed to create passion in applying mathematics to solve day-to-day scientific and engineering problems. Questions were presented to students to test their problem solving skills and their ability to reason under time constraints. The questions were intended to make students think about the way actual work problems are solved. Participants were encouraged by the Hon. Mary Anne Chambers, MPPs Brad Duguid and Bas Balkissoon, and city councillor Chin Lee.



A crowd looks on as a bridge is tested to destruction at the third annual Popsicle-Stick Bridge Building Contest finale organized by the Lambton Chapter.

REGIONS AND CHAPTERS

	2007-2008 Regional Councillors	Chapter	P.Engs	P.Engs+ EITs	EITs	Website
Eastern Region	Cliff L. Knox, P.Eng. Nicholas P. Colucci, P.Eng.	Peterborough	734	763	22	www.peterborough.peo.on.ca
		Thousand Islands	431	436	11	www.thousandislands.peo.on.ca
		Quinte	447	463	16	www.quinte.peo.on.ca
		Kingston	1066	1119	53	www.kingston.peo.on.ca
		Ottawa	7323	7632	309	www.ottawa.peo.on.ca
		Upper Canada	233	242	9	www.uppercanada.peo.on.ca
		Algonquin	313	333	20	www.algonquin.peo.on.ca
			10,548	10,988	440	
East Central Region	Thomas Chong, P.Eng. Corneliu Chisu, P.Eng.	East Toronto	2708	2944	236	www.easttoronto.peo.on.ca
		Scarborough	2217	2476	259	www.scarborough.peo.on.ca
		Willowdale/Thornhill	3613	3882	269	www.willowdalethornhill.peo.on.ca
		Lake Ontario	2526	2640	114	www.lakeontario.peo.on.ca
		York	5351	5668	317	www.york.peo.on.ca
		Simcoe Muskoka	1272	1327	55	www.simcoemuskoka.peo.on.ca
			17,234	18,937	1250	
Northern Region	Seimer Tsang, P.Eng. David Euler, P.Eng.	Lake-of-the-Woods	92	104	12	www.lakeofwoods.peo.on.ca
		North Bay	290	326	36	www.northbay.peo.on.ca
		Algoma	257	277	20	www.algoma.peo.on.ca
		Lakehead	471	525	54	www.lakehead.peo.on.ca
		Porcupine/Kapuskasing	181	202	21	www.porcupinekap.peo.on.ca
		Temiskaming	82	84	2	www.temiskaming.peo.on.ca
		Sudbury	900	986	86	www.sudbury.peo.on.ca
			2273	2504	231	
Western Region	John O. Vieth, P.Eng. Roydon Fraser, P.Eng.	Hamilton	3412	3600	188	www.hamilton.peo.on.ca
		Brantford	564	588	24	www.brantford.peo.on.ca
		Grand River	3416	3628	212	www.grandriver.peo.on.ca
		London	2078	2214	136	www.london.peo.on.ca
		Chatham-Kent	253	277	24	www.chathamkent.peo.on.ca
		Lambton	849	906	57	www.lambton.peo.on.ca
		Windsor-Essex	1282	1386	104	www.windsor.essex.peo.on.ca
		Georgian Bay	810	853	43	www.georgianbay.peo.on.ca
		Niagara	1480	1543	63	www.niagara.peo.on.ca
			14,144	14,995	851	
West Central Region	Philip Maka, P.Eng. Colin T. Moore, P.Eng.	Toronto Dufferin	1062	1191	129	www.todufferin.peo.on.ca
		Toronto-Humber	882	1000	118	www.tohumber.peo.on.ca
		North Toronto	1349	1421	72	www.northtoronto.peo.on.ca
		Kingsway	1233	1308	75	www.kingsway.peo.on.ca
		Etobicoke	1006	1047	41	www.etobicoke.peo.on.ca
		Mississauga	5004	5467	463	www.mississauga.peo.on.ca
		Oakville	2548	2653	105	www.oakville.peo.on.ca
		Brampton	2728	2972	244	www.brampton.peo.on.ca
			15,812	17,059	1247	



Professional Engineers Ontario relies on members' voluntary participation in both its governance and operation. In 2007, nearly 900 professional engineers, engineers-in-training and non-engineers volunteered their time to work on behalf of the association. This list includes those who have served on PEO committees and their subcommittees; task forces; chapter executives; the Engineers-in-Residence Program; the Government Liaison Program; and those who have represented PEO on external boards and advisory groups, and volunteered for chapter-sponsored programs. PEO Council gratefully recognizes and thanks all those who have served the profession in a wide variety of activities and events throughout the year. To participate in PEO, contact Tom Chessell, Manager, Volunteer Management.

A

Rouhollah Aalizadeh
Samuel Abd el Malek, P.Eng.
Mohamed S. Abdallah, EIT
Galal Abdelmessih, P.Eng.
Sarah F. Ackert Ferguson, P.Eng.
J. David Adams, P.Eng.
Joseph L. Adams, P.Eng.
Sudip Adhikari, P.Eng.
Jorge Adib, P.Eng.
Ali Afshar, P.Eng.
Syed Umar Afzaall, EIT
Amir Ajanovic, P.Eng.
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L. Carmen Aldea, P.Eng.
Nabil Alexan, P.Eng.
Philip H. Alexander, P.Eng.
Subhi Alsayed, P.Eng.
Nasser Aly, P.Eng.
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Ryszard J. Ambrozny, P.Eng.
Holly Anderson, P.Eng.
George Apostol, P.Eng.
Karen (Karine) Arciszewski, P.Eng.
Julie Argouin
Trevor Armstrong, P.Eng.
Prem Arora, P.Eng.
Narayana P. Asogan, EIT
Behrouz (Bruce) Atrie, P.Eng.
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Jasvinder Aulakh
Dave Auld, P.Eng.
Oscar Avila, P.Eng.
Arshad Azhar, P.Eng.
Edward M. Aziz, P.Eng.

B

David L. Babbs, P.Eng.
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Devinder S. Bagra, P.Eng.
John D. Bailes, P.Eng.
Jim Bailey, P.Eng.
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Sara Ballantyne
Adam Balogh, P.Eng.
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Chuck Barsony, P.Eng.

Magdy M. Barsoum, P.Eng.
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Guy Bastien, P.Eng.

Robert B. Bates, P.Eng.
Dave Bayly, P.Eng.
Bozena Bednarska, P.Eng.
Bill Bélanger, P.Eng.
Rodney P. Bell, P.Eng.
Samuel Bell, P.Eng.
Christian Bellini, P.Eng.
Don Belyea, P.Eng.
Mark Bendix, P.Eng.
J.E. (Tim) Benson, P.Eng.
Reynaldo Bernales, P.Eng.
Ben Bernstein, P.Eng.
Larry Betuzzi, P.Eng.
Sanjiwan D. Bhole, P.Eng.
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Betty Anne Butcher, P.Eng.

Bill Butuk, P.Eng.

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David B. Caryll, P.Eng.
Dan Castellan, P.Eng.
Carlo J. Cattarello, P.Eng.
Anselmo Cayetano, P.Eng.
A.A. (Tony) Cecutti, P.Eng.
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Lolita R. Chakravarti, P.Eng.
Mark Champion, P.Eng.
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Kam Chan, P.Eng.
Bernard Chan
Raju Chander, P.Eng.
Jian Ming (Jimmy) Chang, P.Eng.
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George Chelvanayagam, P.Eng.
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Ian Cheng, P.Eng.
Hugh G. Chesser, P.Eng.
Derek C.C. Cheung, P.Eng.
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Martin Chisholm, P.Eng.
Peter Chisholm, P.Eng.
Corneliu Chisu, P.Eng.
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Kin H. Chiu, P.Eng.
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Beverly Cox
Paul Cripwell, P.Eng.
Mike Crutchley, P.Eng.
Guy Cuerrier, P.Eng.
Andrew M. Cullen, P.Eng.
Mike Cunningham, P.Eng.
Peter Cushman, P.Eng.

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Bruno D'Arcangelo, P.Eng.
Bogdan Damjanovic, P.Eng.
Michael N.D. Dang, P.Eng.
Farid N.F. Danial, P.Eng.
Gordon Danson, P.Eng.
Bassam Daoud, P.Eng.
Tapan Das, P.Eng.
Humberto DaSilva, P.Eng.
Jean-Luc Daviau, P.Eng.
Jordan Davidson
Keith A. Davidson, P.Eng.
Alistair E. Davie, P.Eng.
Clayton Davies, P.Eng.
Linda Davies
S. Clayton Davis, P.Eng.
Bill Davison, P.Eng.
James J. Day, P.Eng.
Ingrid De Buda, P.Eng.
Benjamin R. de Haan, P.Eng.
J. Charles de la Riviere, P.Eng.
Tom Debevc, P.Eng.
Remon Delbario
Edmund D. Delsol, P.Eng.
Helen Derry
Alberto De-Santis, P.Eng.
John H. De Visser, P.Eng.
Peter M. DeVita, P.Eng.
Mervin J. Dewasha, P.Eng.
Deepak K. Dey, P.Eng.
Pankaj Dhawan, P.Eng.
Katherine Diep, EIT
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Paul DiNovo, P.Eng.
Levente L. Diosady, P.Eng.
Denis Dixon, P.Eng.
Robert D. Dony, P.Eng.
R. Craig Doran, P.Eng.

Ron Dorcas
Mircea I. Dreve, P.Eng.
Linda Drisdelle, P.Eng.
Jerry Dudzic, P.Eng.
Matt Dugalic, P.Eng.
Robert A. Dunn, P.Eng.
Sean Dunne, P.Eng.
Luc Duval, P.Eng.
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