

ANNUAL REPORT

PROCEEDINGS OF THE
ONE-HUNDRED AND THIRTY-FIRST MEETING
SINCE INCORPORATION
HELD AT THE SHERATON FALLSVIEW HOTEL
NIAGARA FALLS, ON, CANADA
MARCH 1, 2023-MARCH 3, 2023

No. 138

ANNUAL REPORT

of the

ASSOCIATION OF ONTARIO LAND SURVEYORS

Organized 1886,

Incorporated 1892

PROCEEDINGS OF THE ONE-HUNDRED AND THIRTY-FIRST
MEETING SINCE INCORPORATION
HELD AT THE SHERATON FALLSVIEW HOTEL
NIAGARA FALLS, ON, CANADA

MARCH 1, 2023-MARCH 3, 2023

Preface

To the members of the Association of Ontario Land Surveyors:

The minutes of the Association at its One-Hundred and Thirty-First Annual General Meeting are herewith presented.

Sincerely,
Al Jeraj, O.LS.
Executive Director
March 2023

Association of Ontario Land Surveyors
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Copies of the annual report for some of the past years can be obtained by applying to the Association office.

Views and opinions in Addresses, Presentations and Reports are not official expressions of the Association's policies unless so stated.

RECIPIENTS OF AOLS AWARDS

PROFESSIONAL RECOGNITION AWARD

JOHN EDWIN JACKSON	1968
WILLIAM FREDERICK WEAVER	1971
EDWIN PERCY ARGALL PHILLIPS	1972
FREDERICK JOHN SIDNEY PEARCE	1973
JOHN GOURLAY PIERCE	1976
HERBERTHARVEYTODGHAM	1980
JOHN DONALD BARBER	1984
HAROLD STEWART HOWDEN	1991
NANCY LORRAINE PETZOLD	1992
MOIR NEIL SIMPSON	2000
JACK KEITH YOUNG	2004
WAYNE BRUBACHER	2005
DAVID WITFIELD LAMBDEN	2006
MICHAEL J. O'SULLIVAN	2007
BRIAN MALONEY	2011
PAUL CHURCH	2015
IZAAK DE RIJCKE	2016

FELLOWSHIP AWARD

HARRY DOUGLAS GIBSON CURRIE	1979
MAURICE HEWITT	1979
JOHN DUNCAN BARNES	1982
RALPH ANGUS SMITH	1992
ANDREW GIBSON	1993
DARSHANCHANDERKAPOOR	1993
ROBERT ALFRED FOWLER	1999
BOB HALLIDAY	2014
CRYSTAL CRANCH	2014
MICHAEL MARLATT	2017
BRUCE BAKER	2019
MICHAEL POWER	2019
BLAIN MARTIN	2020
MICHAEL CHAPMAN	2020

CENTENARY AWARD

DANIEL ALPHONSE CYBULSKI	1992
BRYAN THOMAS DAVIES	1992
RONALD JAMES EMO	1992
SYDNEY GRENVILLE HANCOCK	1992
DAVID WHITFIELD LAMBDEN	1992
KENNETH HARVEY McCONNELL	1992
THOMAS EDWARD MERRIMAN	1992
WILLIAM CHARLES YATES	1992
JAMES NEIL GARDINER	1993
JAMES L. HILL	2009
JOHN GOLTZ	2010
ROBERT GUNN	2010
RON BERG	2011
JAMES FERGUSON	2013
DESMOND R. RASCH	2018
ANTHONY F. ROBERTS	2018
HENRIETTE J. VERHOEFF (posthumous)	2018

PRESIDENT'S AWARD

BOB AARON	2014
CHARLIE WILKINS	2017
WILLIAM D. BUCK	2019

LIFE MEMBER AWARD

ERIC ANSELL	2019

HONORARY MEMBER AWARD

DR. BRIAN BALLANTYNE	2021

ASSOCIATION OF ONTARIO LAND SURVEYORS

Organized February 23, 1886 Incorporated 1892

PAST PRESIDENTS

1886 G.B. Kirkpatrick
1886 G. B. Kirkpatrick
1888 A. Niven
1888 A. Niven
1890 V. Sankey
1891 V. Sankey
1892 E. Stewart
1893 E. Stewart
1894 M.J. Butler
1895 M.Gaviller
1896 W. Chipman
1897 T.H. Jones
1898 P.S. Gibson
1899 H.J. Bowman
1900 G. Ross
1901 J. Dickson
1902 W.R. Aylsworth
1903 W.R. Alysworth
1904 C.A. Jones
1905 J.W. Tyrrel
1906 O.J. Klotz
1907 T. Fawcett
1908 A.J. van Nostrand
1909 L. Bolton
1910 H.W. Selby
1911 J.F. Whitson
1912 T. B. Speight
1913 J.S. Dobie
1914 J.W. Fitzgerald
1915 E.T. Wilkie
1916 C.J. Murphy
1917 J.J. MacKay
1918 H.J. Beatty
1919 C.F. Aylsworth
1920 T.D. leMay
1921 G.A. McCubbin
1922 G. Hogarth
1923 H.T. Routly
1924 W.G. McGeorge
1925 L.V. Rorke
1926 N.B. MacRostie
1927 H.W. Sutcliffe
1928 J.J. Newman
1929 A.T. Ward
1930 R.M. Lee
1931 J. van Nostrand
1932 J.W. Pierce
1933 J.M. Empey
1934 R.M. Anderson
1935 E.G. MacKay
1936 H.M. Anderson
1937 E. Cavell
1938 R.S. Kirkup
1939 F.W. Beatty
1940 G.L. Berkeley
1941 N.A. Burwash
1942 E.L. Moore
1943 N.D. Wilson
1944 W.J. Fulton
1945 C.H. Fullerton
1946 E.W. Neelands
1947 J.K. Benner
1948 H.G. Rose
1949 W.F. Weaver
1950 S.W. Archibald
1951 C.G.R. Armstrong
1952 A.L.S. Nash
1953 A. Gillies
1954 W.G. Ure
1955 J.E. Jackson
1956 W.J. Baird
1957 W.H. Williams
1958 R. B. Erwin
1959 R.F. Mucklestone
1960 H.D.G. Currie
1961 M.Hewett
1962 J.G. Pierce
1963 E.C. Brisco
1964 M.J. McAlpine
1965 R.W. Brotherhood
1966 W.J.G.Wadsworth
1967 R.R. Smith
1968 F.J.S. Pearce
1969 M.N. Simpson
1970 D.T. Humphries
1971 J.C. Kirkup
1972 S.G. Hancock
1973 E.W. Petzold
1974 J.D. Dearden
1975 G.T. Rogers
1976 J.D. Barber
1977 M.J.M. Maughan
1978 D.W. Endlem
1979 T.E. Lyons
1980 G.J. Zubek
1981 D.F.Yates
1982 H.M. Graham
1983 B.T. Davies
1984 W.D. Brubacher
1985 R. J. Meisner
1986 H.R. Whale
1987 L.U. Maughan
1988 J.K. Young
1989 M.J. O'Sullivan
1990 T.E. Rody
1991 J.W. Nicholson
1992 S.J. Statham
1993 P.C. Wyman
1994 D.A. Simmonds
1995 J.D. Annable
1996 B. Maloney
1997 P.J. Stringer
1998 J.H. O'Donnell
1999 D.S. Urso
2000 C.M Fraser
2001 M.P. Allen
2002 R.C. Dixon
2003 D.D. Blais
2004 T.A. Bunker
2005 P.L. Church
2006 D.E. Culham
2007 J.G. Boyd
2008 K.H. Campbell
2009 A.J. Worobec
2010 W.Kowalenko
2011 D.M. Brubacher
2012 P.J. Benedict
2013 E.I. Ansell
2014 D. Page
2015 T. Hartwick
2016 T. M. Purcell
2017 J.R. Hogan
2018 D. Dzaldov
2019 A. Jeraj
2020 A. Mantha
2021 G. Lawrence
2022 A. Shelp

ASSOCIATION OF ONTARIO LAND SURVEYORS

Organized February 23, 1886 Incorporated 1892

PAST SECRETARY-TREASURERS

Arthur J. van Nostrand	1891-1900
Villiers Sankey	1900-1902
Capt. Killaly Gamble	1902-1912
Louis Valentine Rorke	1912-1923
Tracy Deavin leMay	1924-1936
Louis Valentine Rorke	1936-1943
Ralph Mackenzie Anderson	1943-1947
Charles Herbert Fullerton	1948-1954
Albert Victor Chase	1954-1955
Vernon Russell Davies	1955-1956
Russell Reeves Grant	1956-1957
Herbert McEwen Anderson	1957-1958
Wilmot Johnston Baird	1958-1963
Dr. Alexander Campbell McEwen	1963-1965
John Norris Emberson Bradbury	1965-1969
Albert Francis Allman	1969-1972

PAST SECRETARIES

A Francis Allman	1972-1976
N. Lorraine Setterington	1976-1981

PAST EXECUTIVE DIRECTOR-TREASURER

N. Lorraine Setterington	1981-1982
N. Lorraine Petzold	1982-1988

PAST SECRETARY-REGISTRAR

John Boyd	1987-1989

PAST EXECUTIVE DIRECTOR-TREASURER-SECRETARY

N. Lorraine Petzold	1988-1989

PAST EXECUTIVE DIRECTOR-TREASURER

N.L. Petzold	1989-1992
E. Peter Jacobs	1992-1993
Carl J. Rooth	1993-2000
Murray J. Legris	2000-2006
S. James Statham	2006-2009
Blain. W. Martin	2009-2019
Brian Maloney	2019-2023
Al Jeraj	2023-present

OFFICERS OF THE ASSOCIATION 2022-2023

HONORARY MEMBERS

John. D. Bogart, Q.C.	Toronto
Dr. Gordon Gracie	Mississauga
N. Lorraine Petzold	Toronto
George Wortman	Richmond Hill
Eric J. Bungard	Toronto
Dr. Brian Ballantyne	Edmonton

PRESIDENT AND CHAIRMAN OF COUNCIL

Andrew Shelp	Nepean

VICE-PRESIDENT

David Kovacs	Thunder Bay

MEMBERS OF COUNCIL

Gavin Lawrence Past President	Newmarket

	Term Ending
Amar Loai	2023
Simon Kasprzak	2023
Saša Krcmar	2024
Ron Berg	2024
Natalie Vibert	2025
Sophie-Rose Cote	2025

W. Bruce Clark, Surveyor General	Peterborough

Martha Geoarge, Lay Councillor	Cambridge
James Hunt, Lay Councillor	Port Hope
Peter Meerveld, Lay Councillor	Guelph
Brian Maloney, Executive Director/Treasurer	North Kawartha
Kevin Whaba, Registrar (2022)	Woodbridge
Penny Connors, Registrar (2022-present)	Vaughan
Maureen V. Mountjoy, Deputy Registrar	Brampton

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John. D. Bogart, Q.C.	Toronto
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George Wortman	Richmond Hill
Eric J. Bungard	Toronto
Dr. Brian Ballantyne	Edmonton

PRESIDENT AND CHAIRMAN OF COUNCIL

David Kovacs	Thunder Bay

VICE-PRESIDENT

Amar Loai	Toronto

MEMBERS OF COUNCIL

Andrew Shelp Past President	Nepean
	Term Ending
Sasa Krcmar	2024
Ron Berg	2024
Natalie Vibert	2025
Sophie-Rose Cote	2025
Robin Fleguel	2026
Daniel Gautron	2026
W. Bruce Clark, Surveyor General	Peterborough
Martha Geoarge, Lay Councillor	Cambridge
James Hunt, Lay Councillor	Port Hope
Peter Meerveld, Lay Councillor	Guelph
Brian Maloney, Executive Director/Treasurer	North Kawartha
Kevin Whaba, Registrar (2022)	Woodbridge
Penny Connors, Registrar (2022-present)	Vaughan
Maureen V. Mountjoy, Deputy Registrar	Brampton

ACADEMIC & EXPERIENCE REQUIREMENTS COMMITTEE

2023-2024

Al Buckle, Presiding Officer

Brian Campbell
Shawn Hodgson
Mel Truchon
Jason Wilband
Kevin R.D. Smith
Saeid Sedaghat
Yifan Zhang
Gavin Lawrence
Amar Loai, Council Liaison
Martha George, Lay Councillor
Michael A. Chapman, Toronto Metropolitan University Liaison
Sunil Bisnath, York University Liaison
Penny Connors, Registrar
Maureen V. Mountjoy, Deputy Registrar

Assistants

R. Berg
P.W. Chitty
J.A. Cole
S. Dalziel
T.W. Del Bosco
R. L. Fleguel
N.J. Grozelle
E.H Herweyer
P. Hofmann
H.Hyde
D.A. Lamont
N.A. Legrow
A. S. Mantha
R.M. McDermott
P.A. Miller
G.W. Phillips
D. Quinlan
R.J. Reid
A. P. Sani
A. D. Sankey
S. Sinnis
D. B. Stringer
P.S. Swift
G.B. Vanderveen
M.D. Verdun

REGIONAL GROUP CHAIRS
2022-2023

SOUTH WESTERN
Juan Zapata

EASTERN
Simon Kasprzak

GEORGIAN BAY
Neil Milne

HAMILTON & DISTRICT
Brent L. Larocque

KAWARTHA-HALIBURTON
Morgan Goadsby

NORTH EASTERN
Riley Chapple

NORTH WESTERN
Natalie Vibert

SOUTH CENTRAL
Vicky Kumar

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Archival & Historical Committee BeSpatial Ontario

Brandt Cansel CartoCanada Inc.

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Leica Geosystems

Logan Wealth Management Measur

MicroSurvey Software Inc. Northway/Photomap/Remote Sensing Ltd. Phoenix Measurement Solutions Inc. SolidCAD

Tekmet

Tulloch Engineering Volatus Aerospace

131st ANNUAL GENERAL MEETING
of the Association of Ontario Land Surveyors

CHALLENGES PRESENT OPPORTUNTIES

MARCH 1- MARCH 3, 2023

Sheraton on the Falls
5875 Falls Ave, Niagara Falls, ON L2G 3K7



PROGRAMME: 2023 ANNUAL MEETING

TUESDAY, FEBRUARY 28, 2023
Council/Senate Roast Dinner
Meet and greet for all members

WEDNESDAY, MARCH 1, 2023
Opening Ceremonies and Plenary Session
Keynote Address presented by Warren Macdonald
Alberta's Professional Governance Act, presented by Brian Munday Insurance Claims
Findings presented by Mark Sampson
Proposals for the Modernizing of the Surveyors Act I FARPACTA Response
presented by Brian Maloney
Open Forum Part 1
Veterans' Dinner
Exhibitors' Welcoming Party

THURSDAY, MARCH 2, 2023
Municipal Surveyors' Meeting
ACLS Meeting
Ontario Provincial Surveyors' Meeting
Survey Review Department Meeting

THURSDAY, MARCH 2, 2023 (cont.)

Accompanying Persons' Program (throughout the day)
Convocation Lunch
Concurrent Sessions:
Strata Plans, presented by Phil Hofmann and Dan Quinlan
Modernizing Vertical Datums, the New International Great Lakes Datum presented by Dr. Michael Craymer
Historic Research presented by Ron Stewart
Hockey
President's Dinner with Comedian Jeff McEnery

FRIDAY, MARCH 3, 2023

Annual Women Surveyors' Breakfast
Accompanying Person's Breakfast
AOLS Business Session
Open Forum Part 2
Closing Ceremony

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President Andy Shelp and Tanis Browning-Shelp

The following proceedings, transcribed by Minutes Solutions, have been edited for publication.

(A full transcript of the proceedings of the annual meeting can be obtained through the AOLS office.)

Wednesday, March 1, 2023 – Niagara Falls, Ontario

OPENING CEREMONIES AND PLENARY SESSION
Upon commencing on Wednesday, March 1, 2023, at 9:00 a.m.

The proceedings opened as follows:

With no objections noted, Andy Shelp, President, presided as Chair of the meeting. All present were welcomed to the 131st annual general meeting of the Association of Ontario Land Surveyors.

ANDY SHELP: Welcome everyone. This is our first meeting in person in three years, right? The first meeting I went to after was B.C., so our last year meeting was virtual. Got on a plane, flew across the country, everybody was wearing masks. I got to B.C., a little less people but the familiarity of the faces remained the same. I recognized Paul Wyman in that guy. Scary, but I recognized Paul Wyman in that guy. There was Jamie Goldblum there. I was going to say Ed Herweyer but there wasn't an Ed Herweyer there. It was interesting. I will keep going.

My script says it is good to see all of you. Those who do not know, there's a script. They give you this book and you're supposed to follow it. For those who know me, I don't take direction very well and I can't read. Those two things combined create a bit of a problem. What we're going to find is that there are some scripted things that I will do my best to wander through, and there are some unscripted things that I will do my best not to offend anyone. If you are offended, I'm sorry, too bad, you know where the doors are, it's a little too late to impeach me. But knock your socks off, right?

So, big crowd. Look out into the crowd and a couple things come to mind. COVID. It's been tough on some of you, really tough on some of you. Just a straw poll. After three years, how many people reached into their closet and grabbed the suit they wore last time? How many people tried that suit on, and it still fit? How many of you turned to your spouse and said, does this make me look fat? Don't blame the suit. It is not the suit's fault.

The meeting is about challenge providing opportunity. COVID-19 has provided you with a challenge. Well, it's provided you with a whole bunch of things: the suit that doesn't fit, your inability to have social interaction with people on a meaningful level. There's an opportunity there. Get your ass back to the gym. Start there, right? If you are one of those people where your clothes just don't fit and you've managed to struggle your way into your clothes and you're feeling a little bit like you're going to pass out, I've instructed new councillor's Dan and Robin to assist you, so if you're finding yourself feeling a little

bit lightheaded and you're feeling like maybe you're just not going to make it through the rest of the meeting despite what I'm talking about, just put your hand up. There's no fear. There's no embarrassment there. I'm going to say there's no judgment – well, there is judgment because I'll see you – but feel safe in the fact that you now have an opportunity. Your clothes don't fit, you can buy new ones. That's what I did. Just don't be embarrassed. Just put your hand up, it's okay, you're not alone. Just from a quick safety perspective, that being one, if you do feel like you're going to pass out, just put your hands up, someone will assist you. Al in particular, I point out Al because Al was saying his clothes don't fit. But yes, so there's that. Just from a quick safety perspective, doors are there. If there's a problem, leave. Out there. I don't know where you go, but out those doors.

I also struggled with the fact that somebody thought it was a good idea to put me in front of a microphone for three days. I'm not sure if there was a lapse in judgment or if it was actually, you know, challenges provide opportunities. My challenge is to stick to the script. So far I'm on line one. So, we'll do our best. Good? All right, let's get it on.

(Dave Horwood led participants in the singing of the national anthem.)

ANNOUNCEMENT OF QUORUM AND CALL TO ORDER

ANDY SHELP: Welcome, fellow surveyors and guests. I'm Andy Shelp, President of our Association, and I will be chairing this year's annual general meeting. Will the 131st annual general meeting of the Association of Ontario Land Surveyors please come to order. Thank you. Proper notice has been given. The meeting has been scheduled within the terms of our governing legislation, the Surveyors Act, RSO 1990, and a quorum of at least 15 members as defined by the AOLS Bylaw 2004-1 are present.

LAND ACKNOWLEDGMENT

ANDY SHELP: I would like to start by acknowledging that despite being from various areas of Ontario and even across Canada, we are gathered on the traditional territory of the Haudenosaunee and the Anishinaabe peoples, many of whom continue to live and work here. This territory is covered by Upper Canada treaties and is within the land protected by the Dish with One Spoon wampum agreement. Today, this gathering place is the home to many First Nations, Metis, and Inuit people, and acknowledging reminds us that our great standard of living is directly related to the resources and friendships of Indigenous people.

PRESENTATION OF THE STANDARD MEASURE

ANDY SHELP: Symbolic of our annual general meetings is the original brass Standard Measure used to control the accuracy of surveys in Upper Canada. This Standard Measure was adopted in 1851 with the Board of Examiners in Toronto. Engraved on the plaque on which the Standard Measure is kept is the following creed: "May the presence of this ancient standard be a continuous measure of our deliberations and achievements, a perpetual symbol of truth, honesty, and accuracy." It is a treasured artifact of our Association and traditionally signals the commencement of our annual general meeting. The Standard Measure will be set out at the call-to- order of each session. Our Sergeant of – well, okay, off script – our Sergeant/General-at-Arms (he wants to be referred to as a

general, call him whatever you will) for this meeting is Ed Herweyer.

Ed is taking on the persona of a well-dressed professional surveyor. There are no historical figures, there are no Star Wars characters. This is what you should dress like. As many of you know, Ed and his partners have one of the most successful surveying firms in Ontario, Annis O'Sullivan Vollebekk, which might sound a little biased, but I said, "one of," so I did capitulate a little bit.

Although a great surveyor and professional, his real strengths lie in finding innovative ways to impose fines during AGMs for self-regulators. Whether it's being a fashion icon, providing advice to anyone who is in need of fashion inspiration, or any other tune-up he sees fit, he will gladly let you know of your shortcomings. The responsibility of the Sergeant/General-at- Arms is to maintain the schedule and decorum of this meeting. Ed will use his power to ensure mobile devices or excessively loud talking do not interrupt the meeting, in addition to any other infraction he sees fit. This is the deviation from what we normally do. Normally it's a cell phone thing, but he just might not like your shoes. So be prepared. Just be prepared and just cough it up. Come on.

Where was I on the script? Here we do recognize that, on our Pheedloop application, we'll be sending out notices via your email, but we ask that you pay attention to our deliberations and ensure your phones are silenced. It is also Ed's duty to present and guard the Standard Measure.

Sergeant/General-at-Arms, do you have the Standard Measure to present to this meeting? I believe it says, "I do, Mr. President."

ED HERWEYER: I do.

ANDY SHELP: Thank you. So, from that perspective, if you don't know Ed and I work together, this is one of very few times I can actually tell him what to do and he'll listen. So, this is good. Can you say, "I do, Mr. President"?

ED HERWEYER: I do, Mr. President.

ANDY SHELP: There you go. Excellent. Perfect. Thank you. Ladies and gentlemen, please stand while the Sergeant-at-Arms presents the Standard Measure. Ed, would you like to address the crowd? (Like that was a question.)

(The Sergeant-at-Arms presented the Standard Measure.)

ED HERWEYER: For clarity, Brian Maloney is the Executive Director or the other Ed. I am the Ed that's going to just act as your Sergeant-at-Arms, Private-at-Arms, Andy's whipping guy. Whatever. You know, whatever role I need to play, I'll do so. I'll reiterate the idea that it's awesome that we're here live. What a concept. I mean, last night's live event was just fun and more of the same, so definitely looking forward to that. I will refer to my notes, otherwise I'll ramble on forever.

So, I'm here as the Sergeant-at-Arms. You can call me SAM, I suppose. Also here in our group is our platinum sponsor, so I'll get my two bits in on that as well, but I think my primary role is to make this meeting efficient, make it memorable, and I invite you all to

go big. Be involved, ask some hard questions. We have a few Open Forums. Be involved. Learn lots. How's this – socialize joyfully. I like that. Support our exhibitors, enjoy our speakers and the various presentations that were going to see and partake in today and in the next two days as well. The other role I have speaks to my heart in a fundraising sort of way, and Andy's alluded to it – sorry, excuse me – President Andy has alluded to the idea that, you know, if your phone buzzes I'm probably not going to chase you down. Just walk over to the desk. Lena's got some forms. You know, you're going to sign off a couple hundred bucks. Get over it. You want me to chase you? That Standard Measure looks pretty blunt, it would be a good tool to use. You know and think about it if your phone buzzes, fess up to it. Let's go. It's two hundred bucks; by the time you pay the government taxes on two hundred bucks, you're really only donating fifty bucks. So, get over it. And as Andy said, you know, if you're wearing a bad pair of shoes as compared to a really sick pair of shoes, you know, maybe there could be a fine for that.

One of the things I mentioned to Brian Maloney, to his chagrin, was that anybody in my cohort at Erindale '79 to '82, we're going to work on that group pretty heavily. I'm not going to throw a number out there, but I want to be bigger than what I'm thinking about so let's see where that takes us.

In a more serious way, I mean, this group has faced adversity, crisis, and mercifully many good years over the last number of years. Fundraising for the Educational Foundation is an important element in creating connections with educational institutions or new surveyors. We need talented surveyors, we all know this, and it will benefit every single person in this room. And I don't really care if you're in a public/government role or in private practice. This is important for all of us. I look forward to meeting as many of you as possible, and if it happens to be with a beer in hand, even better, but on the other hand, through the meeting I will be fluttering about and moving the meeting along, but also working my fundraising angle. Certainly, at tonight's welcoming event, Lena and I will be doing some damage. Just a warning, just so you know. And, last thought, truly, providing funding is a lifestyle process, which simply means it's here to stay. If you gave money 30 years ago, fantastic. Let's do it again. Thank you.

ANDY SHELP: Thanks, Ed. As I was looking out, I was thinking, wow, this is a very obedient crowd. Ed came in and you stood for his entire talk. You're either incredibly obedient or need instruction. Please be seated if you don't mind. When I walked up, you just sat down. It's a respect thing, I think, because he's over six feet tall. Huh, go figure.

RULES OF ORDER AND AGENDA

As with all official meetings, certain rules will apply. This meeting will be conducted in accordance with the Sturgis Standard Code of Parliamentary Procedure. Past President and newly appointed Executive Director Al Jeraj (please stand, Al, if you're able). So, you got that right, newly appointed Executive Director. So that also means that there's a newly rejected Executive Director. What's the opposite of appointed? Rejected? Sure. We'll go with that. We'll act as parliamentarian, and we shall abide by his interpretation of the code should the need arise.

I am wearing the presidential chain of office, which everyone says is really heavy. So

again, challenges provide opportunity – if you are the incoming President, get to the gym (it's really not that heavy). This is the official symbol of the authority of the President. The new chain was donated by the AOLS Senate and was first worn six years ago by Past President Murray Purcell at our 125th AGM. It replaces the older chains that are kept in the archive. Today, sitting down there in our Association, the first chain of office was presented on February 14, 1967, by Bill Pocklington to the Association of Ontario Land Surveyors to be worn by the president. In memory of his father, Bill assembled every piece of this chain. It includes his father's compass, magnifying glass, and plum bob. Our second, more elaborate chain of office was first worn by Past President Harry Whale in 1986 and was used until 2015, when it was worn by the Past President last to wear it. (Sorry, it says here Travis Hartwick, but I have a problem with that. It was last worn by Travis Hartwick because apparently that will be said forever as long as this Association is here.)

I would like to review some guidelines for the meeting. The business portion of our presentations are being recorded and in order for the minutes and proceedings of this meeting to be properly transcribed, I ask that anyone wishing to speak during the course of this meeting please approach a floor microphone and wait to be recognized by the Chair. After being recognized – and this is very important – please state your name, hometown, or affiliation, and if your clothes still fit before speaking. Failure to do this might mean a visit from Ed. Although we welcome you to engage in conversations, the Chair may find it necessary to restrict speakers to one appearance on any subject. All motions presented during this meeting must be in writing and signed legibly by the mover and the seconder and forwarded to the Resolutions Committee and Chair before discussions. The Resolutions Committee includes the two newly acclaimed junior councillor's, Daniel Gautron and Robin Fleguel. So not only will they help you if your pants are too tight, they'll help you do that. The chair has determined the method of voting this year will be by the raising of hands. I would remind you that at this time only active, licensed, registered, and retired members of the Association are entitled to vote. Scrutineers other than members of Council will be assigned if the need arises.

Our theme for the meeting this year is Challenges Present Opportunities. With all that we've got going on in recent years, it's more fitting now than ever that we celebrate our community of professionals and our importance to the communities in which we live and work. As we continue to evolve as a profession, we must ensure we are focused on the ongoing inclusion and diversity of our membership. We cannot individually exist as a member of this great Association without the existence of the rest of the membership. I believe our speakers and sessions this year exemplify the importance of inclusion and diversity, as well as the value of membership working as a professional community, now and in the future.

We will continue to use the same event system we've used in the recent year: Pheedloop. All event tickets for which you registered will appear on your mobile device as long as you're connected to the Pheedloop app. Make sure you're connected to the app before you enter an event to get your ticket, otherwise you'll be dealing with Ed, who will determine a sufficient penalty for the infraction. You may also show your tickets using those sent to you by email. Additionally, through the app, members can connect with each other and

send warm, heartfelt messages during the meeting. An example of this might be: “isn’t Andy a great guy?” (might be, more than likely not); “Andy’s the best president we’ve ever had” (that’s more likely); or “wow, has he ever aged during his presidency” (I was 37 when I started being president, wow).

I would encourage you to keep the app on during the entire meeting to get updates from the staff on events. Our webmaster, Penny Anderson (everybody knows Penny), will be pushing notifications through on upcoming events to help us get the most out of this meeting. I’d like to extend a special welcome to our out-of-province guests. I sincerely hope that you enjoy Niagara Falls and all it has to offer. I encourage you to take part in our meetings and contribute your thoughts and opinions (but not as much as I did at yours, because that’s just rude). We’ll provide introductions later in the meeting this morning. We’ll hear from our keynote speaker, Warren Macdonald, who will share his inspiring story to help empower audiences to turn challenges into change and seek opportunity to overcome obstacles. This will take us into lunch, after which we will hear from Brian Munday, Executive Director of the Alberta

Land Surveyors Association, on the Professional Governance Act and what that could mean to self-regulating professions in Ontario. Brian will be followed by Mark Sampson, Senior Vice-President, Commercial Insurance with Gallagher, whom I believe most of you know. Mark will, as always, provide us with his amusing take on the world of insurance (or not). Following that, we’ll hear about changes to FARPACTA, which is, if you don’t know that, it’s the Fair Access to Regulated Professions and Compulsory Trades Act. Brian Maloney will update us on work we’ve done in response to directives set by the Fairness Commissioner. That will segue into the proposed changes to modernize the Surveyors Act, which will lead us into our first Open Forum.

The topics covered today were designed to promote civil discourse and dialogue at our first open session. There are a lot of challenges we face, which I trust will present future opportunities. Thursday is our education day, with three different events to choose from. This will provide an opportunity for you to attend each event. Phil Hofmann and Dan Quinlan will present best practices for strata plans, Dr. Michael Craymer will provide a talk on modernizing vertical datums and the new international Great Lakes datum and, last but not least, Ron Stewart will present something we all like to talk about – research. At this year’s convocation luncheon, you will be introduced to the new surveyors being sworn in this last year, as well. Many of you will have the opportunity to meet our new Registrar, Penny Connors. Penny’s new to the world of surveying, but she comes from an incredible background in dealing with regulatory bodies. She’s doing incredible work on your behalf, and she’s been a pleasure to work with for the past – has it been six months? Seven months. If you haven’t had the opportunity to meet Penny, please take the opportunity. She’s extremely knowledgeable about regulatory stuff. She’s learning about surveying, but yeah, she’s got the whole package except the surveying side. So, she will make a fantastic Registrar.

INTRODUCTION OF THE COUNCIL

ANDY SHELP: It’s now my pleasure to introduce your current AOLS Council:

Andy Shelp	President
David Kovacs	Vice President
Gavin Lawrence	Past President
Amar Loai	Senior Councillor
Simon Kasprzak	Senior Councillor
Saša Krcmar	Intermediate Councillor
Ron Berg	Intermediate Councillor
Natalie Vibert	Junior Councillor
Sophie-Rose Côté	Junior Councillor
Bruce Clark	Surveyor General
Peter Meerveld	Lay Councillor
James Hunt	Lay Councillor
Martha George	Lay Councillor
Brian Maloney	Executive Director
Penny Connors	Registrar

INTRODUCTION OF GUESTS FROM OTHER PROVINCIAL ASSOCIATIONS

ANDY SHELP: Also joining us over the course of our meeting are a number of guests representing other provincial associations. I'd like to introduce our guests and invite them to participate in our meeting and provide us with some input. Their insights and experiences will prove invaluable as we move forward. I encourage them to participate (I don't need to tell them that). When your president (you all know this), you tour across the country. It's called the president's tour. So, I've affectionately called it the "drunk, fat tour." Because imagine doing this ten times. Like I said, I was 37 and weighed like 110 when I started this last year. So, you know, Dave, incoming President, if you haven't started training already, you're going to be in trouble. So, the drunk, fat tour, it kind of has a ring to it, hopefully it carries on.

Mike Thomson	Vice-President, Association of British Columbia Land Surveyors
Kevin Swabey	President, Alberta Land Surveyors' Association
Heather Bennett	President, Association of Saskatchewan Land Surveyors
Vince Sward	President, Association of Manitoba Land Surveyors
Orlando Rodriguez	President, Ordre des arpenteurs-géomètres du Québec
Brandon Macdonald	President, Association of New Brunswick Land Surveyors
Raymond Pottier	President, Association of Nova Scotia Land Surveyors
Bob Halliday	President, Association of Canada Lands Surveyors
John Mantha	President, Association of Prince Edward Island Land Surveyors
Bill Roberton	Executive Director, Professional Surveyors Canada

These are our delegates from across the country. Please make them feel welcome. Please talk to them about your issues. Because you know what?

Their issues are the same as your issues, except they don't have the president that you have, but yeah. So please reach out to them. And I encourage them to be part of our meeting, but also to get into the crowd to meet you guys because, like I said, there is a Paul Wyman everywhere – good or bad.

This year, we've invited students, articling students, and retired members to participate in our meeting. I encourage you to seek out our students to share your experiences and stories that highlight what a wonderful profession surveying is. This is also an excellent opportunity for you to share and to serve as a source of reference or support for them as they begin their journey.

IN MEMORIAM

ANDY SHELP: Unfortunately, there are Ontario land surveyors who can no longer attend our meetings. I will now read the names of those members who have passed away since our last annual general meeting.

Charles Corbett, #753	February 23, 2022
Kenneth M. Wiseman, #783	May 10, 2022
G. Milton Farrow, #843	September 23, 2020
H. Curry Bishop, #934	November 21, 2022
Colin D. Hadfield, #941	March 4, 2022
Hugh J. Martin, #948	September 23, 2022
Ross I. Burton #1034	December 25, 2022
Frank Charles Wilson, #1043	June 28, 2022
William V. Blackie, #1048	June 24, 2022
Raymond A. Schan, #1090	December 17, 2022
Harvey Morris Smith, #1091	February 1, 2023
John F. Mantle, #1105	August 19, 2022
Robert B. Parr, #1182	July 17, 2022
Christopher E. Dotterill, #1222	November 26, 2022
Douglas R. Bruce, #1230	April 21, 202
J. Don MacMillan, #1246	December 28, 2022
Douglas K. Campbell, #1289	November 22, 2022
John F.G. Young, #1493	July 26, 2022
Peter J. Homer, #1750	April 15, 2022
Roxana M. Niculae, #1833	November 26, 2022
Djordje Petrovic, #1970	March 25, 2022
Paul F. Mrstik, #CR45	July 6, 2022
Henry Flim #1006	February 28, 2023

INTRODUCTION OF SPONSORS

ANDY SHELP: Again, this year we have a number of sponsors who have contributed

greatly to help offset the cost of running our meeting. We want to thank our sponsors for their tremendous support:

Event Sponsor: Arthur J. Gallagher Canada Limited

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President's Dinner Sponsors:
- Annis O'Sullivan Vollebekk Ltd. And Dearden and Stanton Limited

Coffee Sponsors:
- Georgian Bay Regional Group, North Eastern Regional Group, South Central Regional Group, Schaeffer Dzaldov Purcell Ltd., and Van Harten Surveying Inc.

In total, these sponsorships contributed over $31,000 to the success of our AGM. The AOLS thanks all sponsors for their generosity.

INTRODUCTION OF NEW COUNCIL MEMBERS

ANDY SHELP: Okay, welcome back. Hopefully, everyone enjoyed their lunch. I'm not sure it's part of my responsibility or my ability to do this, but I'm going to fine the Sergeant-at-Arms $200 for not getting people back into the room in a timely fashion. So again, being an autocratic situation - I deem that my responsibility. Okay, we'll make sure he knows this when he comes back.

So, we introduced the two new councillor's, Robin, and Daniel, they had an opportunity to speak. I unfortunately spoke on behalf of Robin. I've invited Robin back to come up

for just a quick note on his being a new councillor. So, Robin.

ROBIN FLEGUEL: So, I don't know how many of you are aware, but there's a top-secret Council ritual that happens at this time of year. I'm going to tell you all about it – It involves scotch. When Brian gave me the heads-up a couple of weeks ago that we were going to have this ritual, I informed him that, in an attempt to lose some weight, I was doing a dry Q1 which took me to the beginning of March, and he said "no, you're not." Bottom line is, I went into that ritual without the benefit of any recent training and that's probably a point to note for some of the younger OLSs in the crowd in training.

In any event, I'm excited to be joining the Council. I'd like to thank everyone who voted for me. I think that amounts to just Dave Urso. And if somebody could tell him I was acclaimed, I'd appreciate that. He is pretty proud of the fact that he voted for me. The first meeting was enjoyable. These are some fantastic people to be working with, really engaging, but there are some pressing issues to address. I look forward to embarking on that journey and I encourage any of you who want to reach out for discussion, to complain, or to tell me a joke – my ears are open. Just reach out. Thanks very much.

ANDY SHELP: Thanks, Robin. I keep going off script and I apologize for that. Well actually I don't, but just another safety issue. We all know where the doors are. You've just had lunch. If your clothes are feeling a little extra tight now – COVID lunch. Feel free to loosen your shirt, loosen your belt. No one's going to judge you. Dan and Robin are here at your beck and call if you happen to feel a little woozy. And I see Herweyer is on his phone. So not only that, oh he's reading. Okay, alright. Excellent.

BRIAN MUNDAY, EXECUTIVE DIRECTOR OF ALBERTA LAND SURVEYORS' ASSOCIATION

ANDY SHELP: Our next speaker is Brian Munday. Brian is the Executive Director of the Alberta Land Surveyors Association. Brian has been with AOLS since 1997. He's widely known across the country, probably because he's the longest-serving Executive Director of any surveying Association. He not only has the best mustache but is also widely respected for the work that he does. Ontario can take pride as Brian started his regulatory career with our Association and continues to do great work for Alberta. Brian will speak about Alberta's on-again, off- again experience with modernizing provincial legislation and what that could mean for other regulators. He will touch on society's changing expectations on what it means to protect the public interest. Please welcome Brian Munday.

BRIAN MUNDAY: Thank you very much for allowing me to be here today to speak to you. It's been 10 years since I'd been at my last AOLS conference and 15 years since the one before that. As mentioned, I worked at the AOLS office for five years in the early to mid-1990s and, in some ways, I liken that to my articling period, where I learned so much under then Executive Director Carl Rooth, the staff there, and the land surveyors there at the time. I learned a lot about the land surveying profession (because I'm not a land surveyor) but I also learned a lot about what it means to be part of the professional regulatory world.

Now what's the one thing that you tell every former articling student as they pass their final exam, as they get that certificate, and their professional career is about to begin? You've said it, we've all said it: your education is about to begin. And in the case of me, when I moved out to Alberta, that was certainly the case. I learned a lot here about what it meant to be part of the professional regulatory world. But as I moved into Alberta and started to see things happen there, that education continued. And in the last year, as we've seen, things happened with what we call the Professional Governance Act (or PGA, because everything has to have an acronym) and that education has certainly continued. So, what I'd like to do over the next 45 minutes or so is to give you some information about what we and Alberta have learned about the changing world of professional regulation. And how it continued to change and evolve with the introduction of this PGA last spring.

In my presentation, I want to provide what I call Nine Lessons about Professional Regulation, and perhaps use the legislation as an example. But then I want to move on and highlight some of the specific aspects of this Professional Governance Act that have caught our attention, things that are perhaps a little bit different, a little bit changing, from the way we've always done them. As you're thinking about your Surveyors Act here in Ontario and how you may want to see it changed, these are just some things for you to think about and how you may want to learn from us or learn what to avoid. If all goes well, that'll give us a little bit of time for some questions and, who knows, maybe even some answers.

The first bit of advice I'd like to provide is to pay attention to our surroundings. I understand for the average land surveyor trying to run a business and make a living, the whole notion of professional regulation – what the AOLS should or shouldn't be doing, what it means to be a regulatory body or an association – may seem like a foreign concept or may seem like something that's come up out of the blue. But for us professional regulation geeks, it's something that's been brewing for a long time.

Let me give you some examples cut from the headlines:

- Globe and Mail from 2018: Self-regulating professions must regulate in the public interest or else.
- Patient complaints about Canadian doctors on the rise, complaints about doctors rarely lead to formal discipline (that was CBC, 2016).
- The whole system needs to be overhauled, was another headline.
- 2016 again, the Globe and Mail: BC puts an end to real estate self-regulation.
- Quebec doesn't trust engineers to regulate themselves. Also 2016.
- There have also been a number of reports that have come out of the College of Dental Surgeons in BC and the Health Professions Act in 2018 that certainly led to lots of discussion and changes in legislation there.
- In Alberta in 2019, there was the KPMG consultant's report into the Real Estate Council of Alberta, as requested by the Minister, and one of their major findings was Council was not exercising adequate oversight.

And in case you think this is all old news, I'll give you some more recent headlines. Some of you may have heard in Alberta that the Law Society has a requirement that you have to

take continuing professional development specifically around Indigenous issues (there was a course they had to take). There were some lawyers who said, "you can't tell us what we need to take as far as CPD goes, we're not going to take that." So, they put it to a bylaw vote and made headlines and in the end, they decided to keep it – it was part of the National Truth and Reconciliation recommendations. But it certainly made headlines.

And then our premier, who has a weekly call-in show, had somebody call in and say, "Premier, what do you think about all of that?" and she provided her comment and then the next day in the papers it said: "Premier concerned about mission creep by professional regulators." That was less than a week ago. That headline appeared, saying that regulators should really be focusing on what it means to be a regulator, meaning discipline, unprofessional conduct, those sorts of things, not – in the Alberta premier's words – anything around mandatory CPD and specific courses.

Now, I'm not here to argue for or against any of those things, but they have caught the public's attention. They have caught the attention of the politicians. And when they feel compelled to do something, all professions, including the land surveying profession, is going to be included and caught up in all that, even though those headlines I read out to you, not one of them had anything to do with land surveying. So, my advice is to pay attention to the world around you and be prepared to get out in front of those issues.

Let me give you one more example. There's been a great deal of discussion amongst the health professions about whether a doctor or a dentist should be able to treat their own family members. Should a doctor be able to treat their own child, their own spouse? And does that relationship create a conflict of interest? Well, the health professions have come under a lot of scrutiny around that topic and in many cases have put rules in. So that led to a discussion within the Alberta Land Surveyors' Association about whether it's ever appropriate for a land surveyor to survey their own property or the property of a close family member. And should that be included in what we call our Rules of Professional Conduct as guidance to practitioners and offering a measure of reassurance to the public? That can be a whole discussion in itself, and Council – shall I say – had a very spirited debate about where that should go and how we should treat that. This is an example of getting in front of some of these issues and examining what other regulators are dealing with.

I want to talk about professional oversight. In any professional legislation we are going to have to expect that there is going to be a demand for greater oversight of the profession. In the case of Alberta's Professional Governance Act, the legislation allows for the appointment of a professional governance officer who can make inquiries for the purpose of determining whether a regulator is actually complying with the Act and regulations. And if the regulatory organization is meeting the requirements, I don't think there's going to be anything for us to worry about. But if those darned architects are dismissing every complaint, and if those biologists are acting in their own interest rather than the public interest, well then, I think that puts all professions in a bad light. And if a professional governance officer, this government person under this new PGA, can get them on the right track, I think it will make everybody better. Some people might focus on other sections of the Act where this professional governance officer has the right to decide on

applications for being included as a regulatory body, or whether they should be merged with another body or perhaps disbanded as a regulatory body altogether. Again, I don't think that should scare us. I don't think that should be the focus of what we're talking about here. If it's done right – and I certainly recognize that it's a big "if" – it will only make us better.

The idea, however, of greater government oversight of regulatory bodies needs to be accepted, as that's just the way it's going to be in the health professions. In Alberta, there's an oversight body; the health and non- health professions in BC each have their own oversight secretariat; here in Ontario there are government departments who monitor professions. How are you dealing with labour mobility and foreign credential recognition, which I understand will come up a little bit later this afternoon. Professions also need to understand that the decisions they make can be reviewed by an ombudsman. Under this new act in Alberta, they will have the power to rehear any matter, reconsider any decision or recommendation of that person or body, and quash, confirm, or vary the decision of the recommendation. That is a pretty broad power, and it means that the professions, decisions, whatever they are, and whatever committee or group is involved needs to have their reasoning well thought out and explained in a manner that will be able to be understood by somebody who is not a land surveyor. And, quite honestly, that's not a skill that we are typically good at, but we will have to get better at it.

The purpose of Alberta's Professional Governance Act (and I'll read it out): "protect the public interest and the interests of public safety by safeguarding 1) life, health, and the environment and 2) property and economic interests of the public." This section is kind of interesting for me because for the first time it specifically spells out that the role of the regulator is to protect the public interest. I think we've always known that, and we've always accepted it, but for the first time it's actually spelled out in the legislation.

But what does it mean to protect the public interest? I've heard all sorts of ideas on this one. One of our honorary life members has written academic articles on the land surveyor as a public officer. The land surveyor protects the public by establishing and reestablishing boundaries. In an unbiased manner, regardless of who the client is, the land surveyor protects the public by preserving the survey fabric for future generations. The land surveyor association helps the land surveyor protect the public by providing continuing education courses, facilitating conversations – like a number of conversations we had at lunch today – and the Association can also protect the public by encouraging the public out there to get surveys done so that they know where their boundaries are, and everyone can enjoy the peaceful and orderly development of the land.

But when it comes to professional regulation and protecting the public, none of what I said matters as far as governments are concerned, the role of the regulatory body protecting the public interest means keeping the public safe from you. Some of you may be unskilled, maybe you shouldn't be practicing, and it's the job of the regulator to keep you from being let loose on the public. That's why we have things like academic experience requirements, complaints and discipline, practice review, continuing competency review. Is that harsh? Yes. Is that controversial? Yes. But that's what protecting the public has come to mean, and we are going to have to – as Warren Macdonald talked about earlier – change our

perception, change the way we are looking at things and understand that what we might have typically understood public protection to mean has changed. That definition, that perspective has changed.

It's not our legislation. What do I mean by that one? Well, I've heard it said before that the government wants to add this section into the Act or into the regulation and the membership says "no, no, we don't need that, that's not for us, we're special, that's really not applicable to us." Somebody stands up with the microphone and says, "go back and tell the government it's not for us, we don't need it." And that's when the government stands up forcefully and rightfully says it's not your legislation, it's the government's legislation and what the government wants. Yeah, the government gets subject to a vote in the legislature. So, understand as you work toward a new Surveyors Act in Ontario, your new legislation might include things that you say. Why is that in there? We didn't ask for that. Can we just say no? No, we're not going to have that. But recognize it's not your legislation and really in the end it's the MPPs, not you, who get the final say of whether it's in or out.

Somewhat related to that, why does this government insist on putting those sections in the Act in the first place? Well, because governments often try to use legislation to solve other people's problems. Example: in the Land Surveyors Act, in our current Act in Alberta, we are required to consult with the Minister of Advanced Education if we want to change our academic or training requirements. Why? Well, because another profession a number of years ago changed its requirements, and one of the universities didn't like it, and they complained to the Minister. Now the Minister said, "okay, well, we're changing all professional legislation to include this requirement to consult with the minister." Similarly, there are several sections in this new PGA that are solely there to, shall I say, address the difficult relationship between professional engineers and engineering technologists in Alberta. And it's not that Alberta land surveyors created any of those problems, but the government says just in case you might, we are going to put this in the legislation, and it will apply to everyone.

In Ontario, they're called lay members, but in Alberta, we call them public members. And for the last 20 years we've done this strange dance with the public member process in the positions. It used to be that governments would appoint one of their own elected people to be a public member, but they never showed up because they were appointed to so many different agencies, boards, and commissions they couldn't attend. So, then the regulator became responsible for finding their own public member, and many of them – including us – would find an ex-cabinet minister to be our public member and in some ways act as an unofficial lobbyist for us. The government didn't like that, so they reviewed the appointment process so that they could make their own patronage appointment process. Then the New Democrats came to power (you may have heard of that one, that was about eight years ago) and they reviewed the public member process yet again, figuring that all the previous public members were conservative cronies, and so we have to review the process, everything gets delayed, and you know then they appoint their own people as public members. Now, four years ago, the New Democrats are out of power, Conservatives come back into power and of course, we have to have another review

process because we have to get rid of all the so-called New Democrat public member appointments, review all that, and, you know, appoint our own again.

So, lots and lots of delays. And of course, the obvious solution to all of this is to appoint more public members. That's not entirely true, depending on how old the legislation is, but it's certain that we are going to see more public members and a bigger role for them. Health professions in Alberta have 50% public member appointments. Half are public members. With the new Professional Governance Act, public members are required for the governing body and the complaints and appeal tribunals. But what's really curious in my mind is that the Minister determines the number of public members or lay members that's going to be on each governing body. So maybe the engineers need five, we need three, and the foresters need one. It's going to be up to the Minister, and there's nothing in the legislation that would dictate the reasoning for who gets how many, and I think that might be kind of interesting as we move forward if the Minister decides they don't like a particular regulatory body and wants to, you know, stack the deck.

But one of the things I do like about the new legislation that I think is a big move forward for us is that it does spell out what the role of the public member actually is.

Our current legislation is silent on that and public members who've come on board all of them have a slightly different interpretation of what their role is supposed to be. So let me again read part of this out: "the public member must ensure the professional regulatory organization is protecting and serving the public interest and the interests of public safety by representing the values and interests of Albertans and monitoring the professional regulatory organization's ability to act fairly and transparently in adhering to its statutory requirements."

Think about that one for a little bit. Our legislation is old, over 40 years old, and one of the legacies of such old legislation is that the Act is quite specific that discipline hearings are held on camera, that is, in private. Under the new legislation, we will enter the modern world and discipline hearings and appeal hearings will now be open to the public. But the legislation also goes on to say that all meetings of a governing body – i.e., the Council – must be open to the membership – that is both regulated and non-regulated members – unless, of course, you're dealing with something that is public security or personal or a confidential matter. They aren't, curiously enough, open to the public, although in Alberta we have recently decided to open up our Council meetings to the public – not that they've attended, but anybody who does want to attend is certainly welcome to do that. There is some confusion, I think, in the legislation, however, about whether other statutory committees like practice review or what we call our Registration Committee must also be open to the membership.

Volunteers are the lifeblood of any association. We say that at every one of our annual general meetings and we mean it and I suspect we'll probably hear something very similar here this weekend. Volunteers are especially important for smaller organizations like ours. We can't have teams of people reporting to an assistant manager who reports to a manager, who then eventually reports to the CEO. We require volunteers who spend a lot of their time and effort to give back to the profession for no money and little recognition.

But the nature of volunteerism is changing within regulatory organizations. Volunteering is great for your industry organization, your kid's hockey team, or air cadet squadron. The thing, however, is that professional regulatory organization these days – as I'm seeing it – are needing to act more like a professional hockey team than your kids' hockey team. To carry on with that analogy a little bit, regulators these days are expected to have professional coaches, trainers, and support staff. We're supposed to have moved on from "who knows how to work the score clock in the arena?" We're expected to be at a different level these days.

And what does that mean? In practical terms, for the regulator, well, it means there's a serious movement afoot that nominations for a governing body are supposed to be competency-based and not just based on who we could convince to run. It means that members of the Discipline Committee need to be trained in the principles of natural justice and administrative law. It means that a registration committee needs to be trained in making fair decisions, administering fair exams, and understanding legislation like FARPACTA and labour mobility. The commitment to being a volunteer has just increased significantly and a volunteer will be held accountable for the decisions they make like never before.

In a similar sort of way, not only is the role of the volunteer changing, but the role of Council is changing as well. Under our legislation and, I suspect yours is somewhat similar, Council has a statutory role to play, and around the Council table there's always discussions on some surveying matter.

You know, what happens with pipeline surveys and Crown land or land titles changing. However, based on what we're seeing in the world of professional governance, Council will almost exclusively in the future be a strategic body. That is, they'll set the strategic direction of the organization, ensure that the right people are in place and that the right funds are in place. Council will need to ensure that the people on the Council, on the governing body, maybe need to be HR pros or finance experts or strategic thinkers. It'll almost be that it doesn't matter whether you're a good surveyor or not, what you will be asked to do is render your experience in other areas like HR, finance, and strategy. Think of a Fortune 500 company and who they want to have on their board of directors. That's the sort of thing that we're talking about there.

So those are my nine things about general principles about professional regulation these days. Now I want to move into some specifics about Alberta's proposed Professional Governance Act.

Let's start with the context. Currently in Alberta, there are a bunch of health professions, doctors, dentists, chiropodists who are all under one act: the Health Professions Act. Then there are 22 non-health professions governed by a variety of acts – the Land Surveyors Act in our case. And all of that was at the time under Alberta Labour and Immigration. Teachers and lawyers are different, they are special, and we will leave them aside for the moment. What we had happen is that some of you may know that former Alberta Premier Jason Kenney, campaigning under the Conservative banner, replaced former NDP Premier Rachel Notley. When they were on the campaign trail, Kenney, the Conservative,

said, “We are going to cut red tape in Alberta by one third.” He wins the election, and he gives a mandate to all his ministers. All the departments cut red tape by one third. So, governments did what governments do, and they set up commissions and they got teams of people together to look at all of the legislation and count up all the musts and the mays and the shalls in every act, and totaled all that up and said, okay, we are going to cut that by one- third.

Now on the labour and immigration side of things, the professional side of things, that’s a little more difficult to do. You can’t just simply take out the discipline provisions out of an act and say you’ve cut red tape. So, what government decided to do, at least under labour and immigration, is that they were going to take the 22nd non-health professions and bring them together under one act: the Professional Governance Act. And we knew this was coming because we were paying attention to our surroundings (which I talked about earlier) and, last spring, the government introduced Bill 23. Now it’s important to note that in our current legislation there are 73 sections in the Land Surveyors Act and of course, to cut red tape, the PGA is now 268 sections. So obviously we’ve cut red tape. You can do math, you’re good at math – we’ve gone from 73 to 268.

So, there are four components to this Professional Governance Act, and I’ll just briefly go over that with you. The first is the Act itself and all 268 sections. The second part is going to be the regulation, and the regulation will provide more detail about the powers and duties and role of the oversight body, and that’s where the focus is going to be. The third component is going to be the schedules, and this is really important, particularly for us. We’ve been told that each schedule will outline the profession’s scope of practice, its titles, its designations, and what type of regulator it is, meaning: is the regulator an exclusive-scope-of-practice regulator like we are now or is it a restricted title regulator like the foresters are? Both types of regulators are included in this Act. Finally, there’s the bylaws, and I’ll talk about this in a moment or two, but the intent here is that anything that’s not in the Act or in the regulation is going to be pushed down into the bylaws. The intent is to make the Act and regulations so generic that they don’t need to be amended that often. And that will mean more changes to our bylaws, but I think overall this is a positive change for us, not having to go to the Minister every so often and saying, “please Minister, may we have a change of regulation?” and they say, “no, stand in line after 21 other professions want to see their acts changed.”

Next: new terminology. There’s a bunch of new terminology in the Professional Governance Act. Council is no longer a Council, it’s a governing body. There is a distinction between practice review and continuing competency review. There is something called rules of professional conduct and practice standards instead of our manual of standard practice. But there are two changes I do want to highlight. First, a member is no longer a member, they are registrants, and we will have individual registrants and business registrants. Now the idea here, the concept around this, is that a person who has a stake in the organization can vote on a motion, and if everybody’s in favour, the majority of the members are in favour of it, it takes effect. In essence, the Council is beholden to the membership. What you vote is what you get. But in the professional regulatory world, a governing body is responsible to the public and not to the members. So, we have a change in terminology to “registrants.”

Now there's a question in here that may be unique to the land surveying profession, and that is, is an articling student a "registrant." They may be because there's a statutory requirement that they go through the articling process and, if that's the case, then is an articling student also subject to discipline, practice review, and the code of ethics. It's a question that I've got a number of different answers to, but it's an important one, and it all hinges on what that one term means and how it's defined: who is a registrant?

The other term I want to spend a little bit of time on, and we're not going to dwell on it a whole lot, is that the President is no longer the President – the President will now be the Chair. What's the big deal behind that? Well, the idea is that the President is presumably first elected Vice-President and then becomes President, and there will be the grand changeover, and then later on in a couple of days, there'll be the speech. You know, here's my vision for moving forward for the next year. The idea now will be that it is Council who will get together (presumably after the annual meeting, maybe before) and decide amongst themselves who's going to be the Chair, who's going to lead the Council, who's going to go to the BCLS meeting next week. That will be a decision amongst the governing body and not something that the registrants will be deciding on. Some will say that's not democratic or that's not the way things should be done, but that's part of what we are seeing as a change in the regulatory world – that focuses on being responsive to the public and less of a democratic vote by the membership.

Okay, temporary registration. Changing subjects, a little bit here. I think this one has prompted a lot of questions internally about how we handle it, and what is temporary registration all about anyway? So, say you're a professional engineer from Alberta and you have a project here in Ontario. How do you get to work on that project? Well, it's pretty simple. You call up PEO and you say, "I'm an engineer from Alberta, I've got this project, give me a licence to work in Ontario for the next three months." Here you go, off you go, and do the work and complete the project. Now the same concept is going to apply to all professions, including the land surveying profession. Now, for temporary registration to apply, it must be project- specific, intended to last less than one year, and it applies only to people who are registered as (in our case) land surveyors in Canada.

But how is this actually going to work and how are we going to protect the public? Well, this is what we've come up with anyway. We are going to require that the person pass what we call a modified jurisdictional examination. So, if you're a land surveyor here in Ontario or you're one in Alberta (I've seen a few Alberta land surveyors here come back to Ontario). What do you have to do to get your licence? Under labour mobility requirements, you'd have to pass what we call a jurisdictional exam. We're now going to propose a modified jurisdictional exam that, if your project is coming to Alberta, if you're going to be doing Crown land work in northern Alberta, we're not going to ask you about evidence assessment questions in an urban setting in downtown Calgary, it'll be project specific. Also, as we go through that, our fees will be the same as anyone else. The registrant will be subject to discipline and probably practice review. I think with some of that, we will still get some pushback on it, but that's the approach we are taking to again being focused on protecting the public and still allowing temporary registration.

Mental illness is a disease that, unfortunately, many of us are becoming more familiar

with. We probably know someone who's been diagnosed with depression. Each of us probably knows or has had a loved one who has been ravaged by the effects of dementia. Under our current act, if someone is incapacitated, the only recourse we have is the complaints and discipline process and that's not a good way of handling a situation like this. We had a situation a number of years ago now where a senior land surveyor was running his own operation and, you know, he would show up at the office, forget to turn his car off, leave the car door open, and walk into the office and think he was ready to start the day. The staff who relied on him to keep the company going kept that hidden because they relied on him for a paycheque. So, what was our recourse? Well, it's complaints, it's discipline, and on average it takes 18 to 24 months from the time a complaint is made until the time a decision is reached. That's 18 to 24 months that that practitioner is still practicing and unfortunately, sadly, the effects of dementia are only getting worse. So, in the Professional Governance Act, there's now a new section to address incapacity. If the Complaints Inquiry Secretary has reasonable grounds to believe a registrant is incapacitated, then the Secretary must notify the Complaints Inquiry Committee and go through a process.

The bottom line is that there is an ability, if there are reasonable grounds, to be able to require that practitioner to go see an individual or a mental health professional and get a report from them and see whether there is a reason that they should be suspended from practice, practice with conditions, or hopefully be able to carry on. This will take mental health issues out of the complaints and discipline world, and I think that's a far better thing. It still does leave open the question of what reasonable grounds are, and we are going to have to try to define that and put some scope around that so that a member of the public doesn't try to say: "they're not agreeing with me so obviously they must not be of sound mind." We will need to have a process to be able to handle that.

As I've said before, we currently have 73 sections in our Land Surveyors Act, and that's red tape reduced to 268. By far the biggest section in this Professional Governance Act at 62 sections is everything to do with appeals, complaints, and discipline. And it's not really surprising given that that's the part of the Act that the lawyers are going to fight over more than any other. And it's the one section that can be used to take somebody's licence, their livelihood, away from them. In our case, it's a good thing. It's a very good thing. Everyone agrees that our discipline process is in desperate need of an overhaul and with the PGA that would finally take place.

The best advice that I can offer to you and even to myself in this is to get legal counsel involved very early on in the process to understand what the changes are. Make sure that you don't assume that you understand what that process is all about, or what those terms mean, or then you are facing a disciplinary hearing and you're trying to argue something that even your own lawyer can't abide by, because that's not the way lawyers interpret the legislation. More important than that, however, is training for your committee volunteers about what's new in the Act and a very intense process to unlearn what is currently in the legislation. Let me give you an example of that one. Back when I first started with the Alberta Land Surveyors Association, we had a discipline case, and the panel was made up of a number of senior land surveyors who were more familiar with the 1962 Act then the

1982 Act. So, they heard the case, there was a hearing, and they found the practitioner guilty of conduct unbecoming. Only problem was there was nothing in the 1982 Act called "conduct unbecoming." Our Discipline Committee found a practitioner guilty of something that doesn't exist. A little embarrassing. Even more embarrassing if the practitioner had actually appealed that decision. That's a case of where they were familiar with an older piece of legislation, they had just assumed had carried on, and it hadn't. It didn't burn us in that case, but it is something you very much want to be aware of as you move forward.

Appeal tribunal. When the Discipline Committee makes a decision, you don't like, what do you do? Well, you appeal it, of course. And under the Professional Governance Act, there is an ability for an appeal tribunal. And what's interesting here is that it's not just discipline decisions that can be appealed, it's also registration, practice, and review decisions that can be appealed. The Appeal Tribunal must be made up of at least three people and at least 25% must be made up of public or lay members. What's interesting here, at least from my perspective, is that the government's going to create a roster of appeal tribunal public members. So, you could have a public member sitting on a veterinarian's discipline appeal one day and a land surveyor's practice review appeal the next week. The PGA creates another new position, something called the Appeal Tribunal List Chair, whose responsibility it is to convene that panel and make sure that everything moves forward. One of the things that that I really like about the appeal is that it does take the role of Council out of all of that and again refocuses Council on being the strategic body.

A couple more here before we close things up. Duty to report: this is an interesting one. A registrant who has reasonable grounds to believe that another registrant has engaged in unprofessional conduct or conduct that may pose a significant risk or harm to the environment or the public – again, environment and the public first and foremost – but also somebody who's been charged with an indictable offence must report their belief to the regulator. I think most of us have something like this already; for us, it's in the code of ethics, but it's interesting that the government felt compelled to put this in the legislation. I think it's also interesting that the onus includes an indictable offence. And how do we deal with that if that indictable offence really has nothing to do with the practice of land surveying? Get charged with possessing an illegal firearm? I'm no expert by any means, but I think that's an indictable offence. Well, that needs to be reported to us, the regulator, and then how do we handle that? What are we going to do with that information when that is completely unrelated (I think) to being a land surveyor? What's also interesting in a situation like this is, what are the repercussions if a registrant doesn't report that the land surveyor has been charged with something? What if the registrant fails to self-report that they've been charged with an indictable offence? The Act is silent on those two questions, something we'll have to figure out.

Bylaws. I said I would come back to this one. There's going to be a lot of stuff that goes into bylaws. That's kind of what how the PGA goes – from the Act to the regulation, and a lot of stuff is going to devolve into regulations. Now, when I was first talking to the government about this, I thought, "easy, take everything that's currently in our regulation and kind of plunk it into a new set of bylaws." I was wrong, I realized, when I read the

Act. Two hundred twenty-nine references to bylaws about what must or may be in the Professional Governance Act. When I did an essay to Council in September, I said "what I did on my summer vacation, I read bylaws." And I read is this a "must make" bylaw? Is this a "may make" bylaw? I read through our current bylaws and said, "why did we ever make this bylaw in the first place? Is it still relevant?" That's an exercise that we are going to have to continue on and see what happens. The thing here that I do want to point out is that the bylaw-making responsibility, the bylaw-making duty, is now going to fall to Council – the governing body – not the membership. So, there is an obligation to consult with the membership about bylaw changes, but at the end of the day, it's not whether a majority of the membership is in favour or against it. It's a matter of taking that feedback into account, and the Council, with the public members on board, keeping all that in mind, protecting the public interest and saying, "is it in or is it out?" I think at the same time this will also change the ability to change the bylaws quicker. Now if you need to change something on the fly, you have to have a special meeting, a mail-in ballot, wait until the annual meeting for discussion on it. We will be able to do that much quicker and be more responsive. And I think that again will be a good thing.

After all the rumours that the bill was going to be introduced in 2022 and then was finally introduced last spring, after attending technical sessions with government about what's in the bill, what's not in there, talking to other regulators about how they are approaching all of this, poring over the bill to see what's needed, what we need to do, what we need to amend, trying to read between the lines, figure out interpretation and intent – the bill goes through first and second reading and then our Premier steps down. We have a leadership vote, and we have a new leader of the Conservative Party, as it turns out, who doesn't have a seat in the legislature. So, the legislature gets prorogued, meaning Bill 23, Professional Governance Act – done. Stopped dead in its tracks. We're back to square one.

Now the Premier does appoint a new cabinet, she gets a seat in the legislature, appoints a new cabinet, and new Minister of Skilled Trades and Professions. So, we've gone from labour and immigration to skilled trades and professions. This is the first time that professions have specifically been named as a cabinet title as being something of importance that is catching their attention. So again, paying attention to your surroundings – the professions, the view of that has now been elevated. So, we've got a new Minister of Skilled Trades and Professions and one of his mandates is to reintroduce the Professional Governance Act.

Now there is an election this spring in Alberta. We're less than 100 days out from that. But I did have an opportunity to speak with the Minister last week and I said very nicely, "Minister, what's going to happen?" He said, "this Professional Governance Act. The i's weren't dotted, the t's weren't crossed." So, it's going to be held back. The plan is, depending on an election, if they get re-elected, that it would be reintroduced in the fall. And I say, "okay, great, but what about the regulations? Is it going to be another two years before that comes in?" And he says "no, the intent is that is also going to be introduced in the fall. So, if that happens, we need to be prepared. We need to start rewriting bylaws and doing a whole bunch of work to be ready for this new Act, which the government may say will come in the fall." And I firmly believe that even if there's a change in power, goes

from the Conservatives to the New Democrats, that we are still going to have a Professional Governance Act. They'll change it up a little bit to say they introduced something better than the Conservatives did, but I still firmly believe we are going to have it happen and we are going to see it sooner rather than later.

But in the meantime, like the opening scene from 1942 Casablanca, we wait, and wait, and wait. And since we have some time and I'm waiting for this new Act to be introduced, there is an opportunity, I hope, for some questions. And if anybody has any questions, I'd be happy to answer them, or I can make some up and answer those ones. So go ahead, have away at it. Where's Bruce Clark? Bruce wants to ask a question. Correct me if I'm wrong, but Bruce wants to ask, at the end of the day, do I actually want to see this legislation come forward? Is this a good thing? And I will say yes, I believe it is a good thing. The legislation is 40 years old. There are lots of things that need to be changed and where we've always been is that, well, once the engineers get their act updated, then it'll be the architects' turn and once their Act has changed, then it'll be the land surveyors' turn. And it's never been our turn after 40 some-odd years, so overall I am looking forward to it being changed. Thanks so much for your question, Bruce, really appreciate it.

DAVID WILEY: I must admit I'm having a bit of hard time wrapping my head around your presentation. The significance of it is mind-boggling to how we do things. But there's one thing that at the very beginning of your presentation when you discussed continuing professional development and the attitudes on how the Professional Governance Act will view that. What we have considered the mandate of the Council, to present those options, are now no longer part of that. It seems like our framework is promoting protection of the public through education and making sure that people are knowledgeable to do good surveys, as opposed to what the Professional Governance Act is proposing: the protection of the government by punishing bad surveys. So instead of promoting good surveys, just a punish a bad survey. And I'm having difficulty reconciling that sort of view of things.

BRIAN MUNDAY: Okay, thank you. I'm glad that I'm challenging you and that you're having a difficult time to get your head wrapped around it because that's the intent of this. There is a lot to get your head wrapped around. I don't quite view it the same way. There is a lot of emphasis on punishment and things like that. But there is also a requirement in there for mandatory continuing professional development, and I think there is certainly a role in there for education. And again, overall, I think that's a good thing. The thing with the lawyers was, mandating that you had to take a specific course. That was certainly one that was challenged by some lawyers in Alberta. I think there's also another challenge in terms of what do we do as a regulator. Let me pose perhaps a couple of difficult questions (and hopefully Andy doesn't kick me off the stage here): if you have sponsorship of the AGM, that's great, but is somebody going to potentially look at that and go after somebody for unauthorized practice because one of the exhibitors out there with drones is now practicing land surveying? So, is there now a conflict there? Do I really believe it? No. But is there an ability to be challenged on that? Yes. Again, in Alberta, we've got a Historical and Biographical Committee that collects a bunch of things and puts museum exhibits together. They do a wonderful job, but we do have to ask ourselves, where does

that fit in in terms of protecting the public interest? Challenging questions and having to look at things very differently than the way we've traditionally done.

BRUCE CLARK: You talked about the temporary licence. That has implications right across Canada with the MRA, you're talking about modified jurisdictional exam. How close is ALSA to making that reality?

BRIAN MUNDAY: We need our Registrar to start working on the examination and we need the legislation. We are trying to get ahead of the curve so that when the legislation is enacted, we're ready to go on that. So, I think once we have the ability to do it, we'll be ready to go on it. One of the other interesting things in the Act is they talk about temporary registration, but there's also a number of references to classes and categories of membership. And I thought I knew what that was talking about – a retired member, an honoree, a life member, or something like that. But as I looked through it, what's the difference between a class and a category and thinking, there might also be an opportunity for a specialization. So maybe you have a veterinarian who's specializing in equine dentistry, or you might have some practitioners who are specialists in Water Act applications and that may be an interesting place for us to go with some of that as well.

HUGH COUTTS: The idea of governance and having knowledgeable people reviewing the activities of the profession I think is an excellent idea, but I'm concerned with (if I can use this term) the woke generation coming along and having no idea about what a profession is supposed to be doing, making the rules as to what the profession will do, and how they'll do it. And so, how do we address that? How do people that have no knowledge of a profession tell the professionals how to do their job?

BRIAN MUNDAY: A good question and I think it is one that we are going to be forever on the tightrope with, and sometimes we may fall off the tightrope one way or the other. I think the best way for me to answer that is to say that, when I started in this world, I knew a lot more about land surveying than I did about professional governance. And over time I've learned about that. And I think land surveyors, when you got your Commission, you knew a lot about land surveying and you started to learn about the profession and the governance side of things in the Council, the bylaws, and all those administrative things. And I think it's going to be a cross-pollination with the government people who don't understand professions and then us learning about the governance side of things.

HUGH COUTTS: Just a follow-up on that. You look at how long it took us to get the education, to get a good profession. And then we've got governments that are changing maybe every four years. So, we get this constant turnover and inmates start running the asylum. And because you've got new people, I just don't see how the ignorant legislators (and I mean that in the very technical sense of the term), unlearned, are trying to teach the learned what to do.

BRIAN MUNDAY: I appreciate the comment and I know we're running out of time. I think it's certainly something that all of us, Alberta, Ontario, BC across the country and we're going to have to struggle with and try to address.

ANDY SHELP: So, thanks, Brian, enlightening for sure. So, if you're thinking, it's

Alberta, who cares? It's not really true. It's happening in BC, it's happening in Alberta, in Ontario. We have FARPACTA, we've done the Steinecke review. So back to Dave's point about CPD and all those other things. One of the things that my understanding – and I'm not sure if Brian touched on it or not – is the separation of regulatory versus membership services. So, I attended the APO annual general meeting. It has 30,000 members and it was two hours online. So, there will be changes coming. We're trying to get ahead of it, and Brian will speak to this later on. We can maybe circumvent the PGA just to get ahead of it. That was what the Steinecke report was. If you read it, that's what FARPACTA is all about. That's what the Fairness Commissioner is all about. So, a lot of those things that that Brian was talking about, Council has been working on in the background to try to get ahead of it because, rest assured, it's coming. Because BC was supposed to be there, they're not there yet. Alberta was supposed to be there, they're not there yet, but it's coming. I did key in on one thing that Brian said: competency-based Council. So, thank goodness that wasn't in place when I went on Council.

MARK SAMPSON – INSURANCE

ANDY SHELP: Next on stage, Mark Sampson. Mark requires no introduction. And he doesn't require any introduction to what he's speaking about. If any member doesn't know who Mark is, I think Ed can find an appropriate amount for you to donate to the Educational Foundation. Always a colourful speaker, this time wearing pants, please join me in welcoming Mark to the stage. Perfect. Thank you.

MARK SAMPSON: We're back in person here talking insurance, right? We're out of COVID, we're talking insurance. This is awesome, I know. I'm here to talk about insurance. I did ask for four hours to speak with you today, I was given a half hour. Brian unfortunately took 20 minutes of that so I'm down to 10 minutes. Thanks Brian, good job. No, just joking. I still have half an hour, right? Okay, perfect. What I'm going to focus on todayis, we're going to talk a little bit about stats of where the insurance program is, the professional liability insurance program is. I'm going to give you a bit of an overview of the current program. We're going to talk about why you love insurance, of course. But really, I want to bring your attention to some large loss claims trends that we're seeing, and we're going to talk about some best practices and then closing thoughts. So, I'm going to move along pretty quickly. I'm going to turn to Brian and he's going to talk a little bit about some insurance claims and statistics that we have right now.

BRIAN MALONEY: We started tracking these back about three years ago. As you may or may not be aware, every insurance claim that comes in comes across my desk. As the Executive Director, it goes nowhere else in the Association, I'm the only member of the Association that sees the claim when it comes in. And then the Insurance Advisory Committee sees it and they don't sit on any other committee. Just to be clear, this information is not shared across with anybody else in the office.

When I see them, I start tracking them. Some of these are pretty easy statistics in terms of what's there, the initial estimate of the claim. I must say that these are sometimes well-founded when they're construction claims, but if they're a legal claim, then often the amount is really unclear. The protection is not necessarily appropriate, but there's a guess.

And you'll see that coming in here. If you look at the last year, 2022, and I've highlighted that with the big red circle, you can see the trend. And Mark's going to talk to that. And so that's a piece of it. We do track the number of claims. You'll see the numbers are kind of the same level, but it's the value that's the issue. We do see about 20% that are reported out of an abundance of caution. It's unlikely that it's going to materialize, but you're better off to report it than not in case it does turn into something. Just report it, not a big deal.

And then we break down the claims and you can see the largest chunk is construction there and certainly that's where the valuation is as well. And then we do break it down in terms of layout, you'll notice within the construction side, the layout is the largest source of errors. People are laying stuff out and it's not put in the right place, so bad things happen. And this is just a little bit in terms of how we come across it and how we've broken it up. When you actually look at it, I can't even read the slide from here, but you can see where those errors come from and in some cases, it is calculation. A lot of it is communication and in communication we've talked about version control. Often, it's version control in terms of documentation, either externally there's a change in the construction drawings, or there's a change that doesn't flow down to the party chief who's doing the layout. We consider both of those communication claims, and that's an important piece.

We haven't put everything in the checks. Theoretically there should be checks to catch anything. But we do try to categorize it if it's a field error – if it was something the party chief calculated on site and laid it out incorrectly, you'll see it there. And we did break down the differences between horizontal and vertical and a little bit on the construction data collection, which is really the topographic surveying leading up to it. Those things are all on the dashboard. I encourage you to go back and look at them and think about them a little bit. And then this is the legal side and again communication becomes a bit of an issue and certainly research falls in there and it's sometimes no observable error.

Before I sit down, I'm going to say one last thing – when the adjuster does talk to you, feed them the information, they're on your side. They're trying to help you and so it's best that you provide it. That grey box, the no observable area, that's okay, but the unknown one, that kind of dark brown or whatever it is up at the top, that's a bad one. That means we don't even know why the error occurred. If we don't know why, we can't learn from it. One of the reasons we started tracking these statistics is so that we can change standards, so we can provide continuing education, we can get in front of the problem and hope to solve it. If you don't report to us, we don't know how to fix it. I'd really encourage you to fill those forms out and report back. And I think it's now your turn.

MARK SAMPSON: What? Insurance is boring, I've got to make it interesting. I've got to wake you up. We're talking about stats; we're talking about boring stuff. Now we're talking insurance. We've got to have some fun here. I'm not going to get in too much detail since everyone knows about the program. We know about the coverage, pricing, retirement coverage, claims expertise. As Brian mentioned. You know Maltman's, John Breese has been doing this for 30 years. We have Graham Holland. They're on your side. They work for the insurance company, but they also work to defend you. So, if you do have a claim, open book, they have to understand the problem and they have to

understand what's wrong if they're going to defend you and try to mitigate the claim as much as possible.

What I do want to talk about briefly is the self-insured retention and the profit sharing, and the premium surcharge. We have something for the AOLS program called a self-insured retention, and I've talked about this before, but it's been a couple of years and it's basically a deductible, so the Association will self-insure up to $550,000. The way that works is, let's just say the insurance company charges a $1,000,000 premium, we collect $550,000 from everyone in the room. So basically, we collect $1,555,000 that becomes the premium contribution. We pay the $1,000,000 to the insurance company. We retain the $550,000, so the first $550,000 of every claim of every year is paid by everyone here. We're basically self- insurance. All right. And the advantage to that, and we've seen significant advantages, 1) is that if in any one year the number of claims paid out is less than $550,000, we give that money back, and 2) is that the Association, we collect the $550,000 and we put it in the bank and invest it. And the Association has done great investing that money because it takes four, five, six, seven, maybe eight years until all the claims are settled. The difference is that the Association is actually earning investment income on that amount each year instead of the insurance company. That's a big feature of this program, which I'm going to give you a bit of a history on what the advantages that we've had over the last three years.

In addition, there's a profit-sharing endorsement. Basically, it says the insurance company has a right to make profit. They're a company. They're not doing this for charity. They're not a non-profit, they have a right to make profit. But what I've done is we put in this clause that basically says you can make profit, but if you're making exceptional profit, you have to share some of that back with the Association. The other thing I want to bring up is the claim surcharge formula and this is something that this is not insurance-company-driven, this is AOLS-driven, the insurance committee. Basically, everyone has a claims-free discount and those that have claims actually get a claim surcharge equal to 15% of the value of the indemnity payment, not the defence. So basically, if the claim was $105,000, and let's say there was $15,000 in legal fees, you pay a $5,000 deductible. But really, the surcharge is $105,000 less your $5000 deductible that you paid is $100,000 x 15% is a $15,000 premium surcharge. And then that $15,000 is payable over three years. And therefore, you're paying $5,000 a year for extra and premium surcharge for five years. That's the fairest way that we could determine from a program those that are having claims that are making errors are paying more premium than those firms that aren't having the errors. So, let's talk about why you love insurance.

So, let's talk a bit about the history. In 2009, we had a minimal number of claims. So that basically triggered returning the self-insured retention amount, part of it, as well as the profit sharing (you guys probably, well, hopefully remember that because in 2015 we actually refunded $150,000 to the members). I gave out cheques, it was at Deerhurst, I don't really remember because I had so many beers bought for me, so it was a good time. But that was a direct result of having minimal losses.

In 2017, we refunded another $20,000 of profit sharing and that self- insured retention refund that I mentioned was refunded once again with cheques back to the members back

in Ottawa. In 2020, the last time we were all together in person, once again, we refunded another $130,000 from the self-insured retention back to all the members. I had cheques, I got tequila bought for me that time, it was a good time. We've got to go back to Deerhurst, I think. That was a good, good time.

You probably don't remember because it's all a blur, but here I am to remind everyone in the 2020-2021 policy year, I talked about the self- insured retention that we collect the $550,000 over years the AOLS invested. We had enough money in that investment account that we were able to pay the self-insured retention for one year, which effectively reduced the premium for everyone in the room by 25%. We couldn't directly refund it to the members in cheques because we're a nonprofit, but basically, we absorbed the self-insured retention. I didn't have to collect the self-insured retention, so everyone got a 25% overall reduction in premium total costs.

In the 2021-2022 policy year, same thing. We still had enough money; the investment was doing great. We refunded it – Council approved, the insurance committee recommended, another $550,000. For two years in a row, everyone's premium cost, I'm sure you remember that I didn't get many calls. I get them when they're 5% up, 2% up, but not when they're down 25%. Anyway, we did, so that's two years in a row. Then once again last year we still had some money, and this is the big advantage of the self- insured retention fund. Why do we do this. Because we had three years in a row. Council approved $320,000 of reduction and that that equaled to 14% premium savings last year. So total since 2015, we refunded from the AOLS professional liability program $1,785,000. Sorry, did you guys hear that? Was that good? Come on, give me some love. That's why you love insurance, right?

Remember that because now you're going to hate insurance. Remember that applause, okay? Because we're going to have a problem here and this is why I'm on stage today. For the past few years, we're seeing an increase in the trend of large losses. And you're going to see in 2019, we've had five claims over $100,000 (right now that's just budgeted for) and one claim over $400,000. Right now, these are all still open results, so when they're still open like that, normally the quantum is just going to go up. In 2020, we have three claims over $200,000, two out of the three are still open. In 2021, we have one claim over 500,000, that was closed, 500,000 paid where a surveyor was negligent. And this is the big nut. This past year, 2022, we've had two claims: one claim over $3.5 million paid, and we have another claim over $5 million that's going to be paid.

So, we have a significant large claim and we're seeing this trend. I've personally been doing this for 18 years. My firm's been doing it for 35 years. I do the programs across Canada. We are seeing an increased trend in claims costs as well, but this is the first time that I've seen some significant claims activity. So, the insurer that we have, they've lost a boatload of money – the profit that they would have made over seven years, they've lost in one year. The premium is a correlation between the claims paid and the premium charge. So once again, remember, you still love insurance. Remember? You cheered me. Do that on playback because this year, unfortunately, we are going to have an increase of premium. Over the last several years, we've had 1%, 2% increases where the rest of the market's been huge. The performance on the AOLS program has been written very well.

The insurer's making a decent profit. The premiums are competitive. However, this year we blew them out of the water and with those significant claims it's going to hurt. A lot of its delay costs – the one big claim that's over $5 million where they're talking about $1,000,000 a month in delay costs alone. So that's coming.

The scary part is every one of these claims could all be avoided. And it's about checking and doing your work. So, I went back to some of my prior presentations, and I looked at the best practices and checked my office. I'm not going to read the entire slide, but using a checklist as quality control, we're getting tons of claims on layout work. And I sit there, you know Brian sat in the meeting, the insurance committee sat in the meeting, and we look and we're like, oh, another error. It's not like you've done it wrong – it's been silly errors and normally almost every single time the error could be caught in the office or should have been caught. All layout work or calculations done in the office should be checked by a second set of eyes as well. Any layout by a field crew should be checked by the office the next morning.

I can tell you right now that the claims that we're having are not the new articling students coming in or the recently licensed. They're the senior people that haven't really followed the procedure, thinking they know what to do. It's maddening to see that the claims occurring – and not the same claim but the same type – where it just wasn't checked in the office. You know, often it's categorized as a redundant chore but it's not. These errors, I can't stress enough, can be avoided. Transposing numbers, putting figures into a GPS versus uploading the file directly – you can catch them and you're going to have a direct lower premium as a result. And with these huge losses that we've just had, I don't have any ammunition to go back to the insured.

So unfortunately, we are going to have an increase in premium. I don't know what the total amount will be, but you know we've had a good couple of years and unfortunately there will be sort of a correction, unfortunately. But please, you know the AOLS has checklists on their website that you can look at. Really pay close attention to construction- related work. That's where 80% of the claims are. Normally we know about the issue right away. We do have a cadastral one that's been in the courts for many years and right now they've budgeted about $1,000,000 to pay out on that, including the legal fees. That's not included in this recent trend as that was a while ago, so cadastral-related does take a while to settle, but it will. It will eventually settle, but you're talking tons of money on legal fees.

So, closing message: I know not everyone likes Eminem. Looking at the age demographic, I thought I'd slow it down, have a little calming music. So really, closing message 1) it's up to you. The performance of the program is a direct result on how you guys do your work. How you perform in the field, how you perform in the office, and following your procedures. Look at your limits of insurance – many people are still only carrying $1,000,000 you might have to start looking at that. I listened to Warren today and I even said this too: you have one opportunity to do a good job for your client. Well, I kind of disagree now; the more I think about it, you have several opportunities to do a good job. Surveyors are one of the only ones that have several opportunities: in the field, in the office, back in the field doing redundant checks, you know you have lots of

opportunities not to make a mistake. 2) Make sure your staff are doing their jobs in the office. Make sure they're following the procedures. That's why they're there. They're following procedures so you don't have these losses and the public overall is protected. Thank you.

ANDY SHELP: Thanks, Mark. Always enlightening and thank you for the pants. I appreciate that. We've made a donation on your behalf. See what happens when I'm not in charge. We're slightly overtime.

Q1: I can understand $2,000, $20,000, these insurance claims. I saw the $5 million, the $2 million claims. I know you can't give us the scenario, but can you give us a sample scenario of what would cause this? Just so that everybody understands the perspective of how important a small little error could go, you know how high it could go.

MARK SAMPSON: Yeah, at this stage, I can't give you the claims. They're open, and they're probably going to be litigious, so I can't give you specifics on the larger claims. It's definitely layout work and construction work. And once again if there's construction work and there's delay costs. If you're doing a big subdivision or something like that, there's big delay cost. That's where we're finding significant increased cost in the actual claim and that's the hidden cost and they're going to claim tons, right? The contractor, the GC, they might say our delay cost is $500,000 and really, it's $300,000. I'm not at liberty right now to talk about that, but it's all construction-related and every claim could be avoided. It's not like the surveyor didn't know what he or she was doing, they just made a blunder, and they didn't have the checks.

PAUL WYMAN: A very quick question for you and that's the amount that a surveyor pays for each claim has remained the same amount for a couple of decades, probably. I'm wondering if you think we need to rethink that amount. I hate to say that some survey firms are rather cavalier about it, but they kind of look at just that small payment as a cost of doing business and it perhaps allows you to be a little more careless than you should be.

MARK SAMPSON: Fair enough. I can tell you that we have, through the insurance committee, been adjusting the claim surcharge. You wouldn't know this but originally when I took over if you had a claim over $100,000 you paid 12% of the total claim and you could play that over 12 years. We didn't have claims over $100,000, 18 years ago. For me to track that over 12 years was a freaking nightmare. So, we changed that to any claim over $100,000 you pay over six years and we changed that again because surveyors would call me and say, "you're still charging me for that claim six years ago?" The Insurance Committee said, We're going to change it to payable over three years and increased the percentage from 12% of the total indemnity payment to 15%. Trust me, if you've had claims and you're paying $5,000 a premium and all of a sudden you get a bill for $10,000, there is significant impact. And also, one more thing: the firms that have multiple claims we're increasing deductibles on, so they don't all get the same $5,000 deductible. We're asking them to provide more information. Firms that have multiple claims and multiple surcharges are paying more and we're trying to get more attention to them.

JOSEPH YOUNG: I'm also on the Insurance Advisory Committee. To answer the question on quantum: we only have to have $1,000,000 insurance right now ($500,000 is

the requirement but the Committee recommends $1,000,000, and anybody in the right mind will have five times that). A single house foundation used to cost $15,000, now it's $100,000. There's a lot more delay costs there on top of that, now that never existed before. You could be laying out a simple plaza in Thunder Bay or Windsor and it's 3, 4, 5 million dollars we're seeing on claims so members really should consider getting higher levels because this can be a career-ending event if something goes wrong with the current levels of insurance.

MARK SAMPSON: I'll just add to that, and Joe's right, because you know we've been kind of lucky that normally some of these foundation issues or pile issues we catch earlier but cottages up in Muskoka, you screw up a foundation there and there's delay and the homes are expensive up there. The other thing I'll just say is everyone has the same OLS licence. Not every OLS can take on the same work. It's the same in insurance, we're very much parallel – I have an insurance license, I can do home insurance, or I can do huge corporate insurance. There's no distinction. It's kind of similar with surveyors that just because you have an OLS licence, if you don't have experience doing an industrial factory, even though it might be a big revenue source for you, don't bid on it because we also have seen some of the claims are coming from firms that mainly do cadastral surveying and they get one construction job and they "eff" it up because they're not used to doing it. So, I know it's tempting. If you don't know water boundaries, don't take on a water boundary survey. If you don't know they're specific.

So please be careful on which jobs you bid on and make sure you have the capability, and if it is a real difficult job, don't just check once, check twice, check three times, do extra redundancies. If it's complex, do it again because it's a direct result on your premium.

ALISTER SANKEY: I'm also on the Insurance Advisory Committee and Mark, there are these two claims. The worst one – can you just quantify that surcharge that those surveyors would be paying? So that everybody in here can know what that is going to be?

MARK SAMPSON: Well, I mean it's a lot. Over the span of three years, it's going to be almost $1,000,000 . . . $300,000 a year. It is an extreme case, you know, it's going to be significant, and we'll have to see what happens, but the formula applies. Firms that are having the large claims are getting the large surcharges. It's horrible. I literally feel sick. We all felt sick when we reviewed it and, to this day, I'm shaken up that this could affect this firm. But I have 200 firms across Ontario that I've got to worry about, I can't just worry about one. But that's why I'm here passionately talking to everyone in this room. Please, please, please, please. The difficult jobs. Just follow your procedures. Follow the things you've been trained on, and you won't have these claims. And if you do, we're here for you, but they can be avoided.

BRIAN MALONEY – MODERNIZING THE SURVEYORS ACT

ANDY SHELP: Our next speaker also needs no introduction. Brian has been our Executive Director for the past four years and has been operating at a fast and furious pace ever since. He's moved the AOLS forward on a number of fronts, including responding to the directives of the Fairness Commissioner – which we'll hear more about – and developing policy in many areas of our operation. He has provided us with a well

thought out path forward where we can address challenges head on. As many of you know, Brian has announced his retirement and plans to stay busy starting a woodworking business and working through Bernadette's never ending to- do list. I've never known Brian to waste any time on anything and in true fashion, he's literally leaving on Saturday for a well-deserved vacation. Brian will talk about the Fair Access to Regulated Professions and Compulsory Trades Act (FARPACTA) – which many of you have heard or haven't heard about, but you will – and what that means for us going forward, as well as take us through some of the proposed Act changes. Please welcome Brian Maloney.

BRIAN MALONEY: Well, thanks Andy. I'm glad to see that Brandt doubled their sponsorship because they took double their time and cut into mine. I've got four hours of material and I've got 40 minutes or less to do it in, so this is a challenge.

I wanted to start a little bit by the policy decision framework; in case you think Council just pulls this stuff out of the air and makes decisions, that's not the case. And so, here's a list of all of the things that we do for every one of these little policies that I'm going to speak to as we move forward this afternoon.

It includes a jurisdictional scan – we obviously look across what other regulators are doing across the country, within Ontario, or leading regulators in a particular area. We obviously look at several options and analyze each of those. We look at impact and members' impact to the public and obviously come up with recommendations. At the end of the day, we try to do a bit of a risk assessment in terms of what could go wrong. And ultimately try to establish a monitoring plan for many of these as well, so that if we implement them, we make sure they're going to work. If we don't, we have a change plan.

There are a number of things I'm going to talk to you this afternoon about around policy – and I'll call it policy because that's truly what it is. When Brian Munday spoke earlier about government oversight; this is part of our government oversight. We have a piece of legislation, FARPACTA, and it's basically driven by the Fairness Commissioner. It's been around for a while now. We've had it maybe 10–12 years and it does look at all of the non-health (and health for that matter) regulators and really trying to ensure that our practices in terms of registration are transparent, objective, impartial, and fair. And that's the goal that we're trying to hit. Our goals are aligned. I mean, we want the same thing: we want more members. So, we're actually in a pretty good place.

They did identify a number of weaknesses. They took a look at the work we were doing, and we've been working on those now for several years and I must admit, we have ramped it up in the last four years. And more recently, we've established a registration project, and that particular project has five stages. One was reviewing our academic requirements and we were glad to do that in partnership with our colleagues across the country in terms of updating the CBEPS syllabus. We're building on that, which is something that Ontario hasn't done in the past. We've kind of done our own thing, and I personally believe we're too small of a profession to be doing our own thing 10 or 11 times across the board.

We're reviewing our experience requirements. That's underway right now. Anne Cole is acting as a project manager on that and she's reviewing all of the EAKs, the essential

areas of knowledge. I expect they're going to be called something different – core competencies – and that is close to being complete. That's going to then start us into development of a blueprint. You think of a blueprint as a way of looking at how we decide to test on each of these requirements to understand that a candidate has actually achieved what they said they were supposed to achieve. It's really the design of the examination process. It'll look down at what are the most important components, what we need to test on, what weight should be applied to each of those. That's been a piece that we've been missing, although to be honest with you, I think AERC has done that intuitively. Now we're really trying to demonstrate to the Fairness Commissioner that we've thought this through, so that we can ensure that we're doing it properly.

It's going to involve the review of our examination questions to make sure that it maps back to the blueprint and that we've got the right set of challenge tests. And lastly, we're going to be developing policies to ensure that exams are to a consistent level, and it's certainly been a concern when we have a set of students go through and all of a sudden you have a 75% failure rate or 75% pass rate. It makes you ask the question, have we set a fair, consistent test? And so that is a challenge for us because we're a small profession. We don't have a lot of students going through so some of the statistical tests that the larger regulators use are going to be a bit of a challenge for us.

Changes to FARPACTA: there have been a few changes that have happened in the last year and a half. The first one relates to time. There's a push for us to be able to ensure that we get people through the process. They've really focused more on international folks, internationally trained candidates coming in, but they're also looking at it in terms of interprovincial as well, so, our agreement on internal trade.

I think the time frame for most things we have no problem meeting. We were involved in some of the conversation when they were establishing the regulations around this, and it really wasn't too much of a problem. But there's an overarching piece that is concerning, which is, their expectation in the longer term is that we move to one year from the time of application to becoming a professional. Obviously, that's a challenge with the process that we use today. I think we're going to be challenged on that. We'll likely end up like the engineers, who just announced theirs last week. You may have seen it in the news. They basically said that's fine, we'll just take the experience requirements out of it, you can apply for registration. Once you've met your four years of experience, there you go. We'll get you there in six months. I'm not sure that's where we want to go.

The biggest one is 10.2, which says a regulated profession cannot require mandatory Canadian experience as part of our process. "Mandatory" is the keyword. It doesn't mean we change what we're doing in terms of our articling processes today, but if somebody comes in and says, "no, I don't want to do that, I want to get my licence without that," then we've got to find a way of making that happen, and that's a challenge for us. If you look at what we do right now, we rely on our surveyors to provide an awful lot of the experience requirements that they get. A lot of the education is actually done through the firms out there, employing people. So that would be a challenge for us, to say the least.

There are a few other things. They had some consistency on language requirements – it's

something I think that AERC will be looking at in the next year. We've got really no issues on that front. And the last one is a requirement for an emergency registration plan and in fact Council approved that just yesterday. And so, we've got that complete, we can tick that one off and it's done.

So, demographics. And I'm throwing two pieces in here because they're going to come together. That big batch at the bottom, which represents me, that big bar: 60 to 69. There are many of us in the room that fall into that. It's likely a third of us and that's a problem. And I know Blain started on this years ago. We've been talking about it, but we really haven't made the kind of progress you need to make. This is just another chart. This one shows a bit of progress, so if you look at that orange piece at the bottom, we actually have been increasing in terms of younger members coming in, which is positive, and we've been holding our own for the last several years. The problem is we've still got this big blimp working its way through the process.

Coming back to this FARPACTA challenge in terms of Canadian experience. We've got till December 1, 2023, to have this problem solved. At that point in time, there's magic that says any requirement that requires Canadian experience is null and void, thank you. We've got a time clock running big time in terms of us.

We looked at a number of options. We've been looking at this for over a year now and at the end of the day, we've landed on looking at a limited licence. I'm going to talk more about that and we're going to talk more about it on Friday as well. And there's some rationale for it, which is twofold: one, we've got a shortage of surveyors coming up in a big hurry, and two, if we move to a limited licence, it allows us to move forward with less qualifications but with very strict limitations on what somebody can do. By doing that, it then allows us to reduce the requirements in terms of that experience they would have gained through the articling process and move it downstream. I'm going to come back to this again further on when I start talking about some of the proposed changes for the Surveyors Act.

Brian Munday hit on a lot of this stuff, so I'm not going to spend a lot of time given where I'm at here with the clock. But we know there are changes in government expectations that technology is changing dramatically as we start talking about AI and all of the rest of this stuff that's coming along in terms of being able to look through a set of glasses and see a boundary potentially. It has a significant impact on us, so there's certainly need for change. The Act hasn't been significantly updated since 1987. We had some changes around some of the discipline processes in the early 1990s, but really, it's 1987. It's a pretty old act. In terms of process, I've spoken to you about this before. We did two external reviews. We brought Richard Steinecke in, a lawyer who specializes in regulatory legislation, reviews, and legal activities, and he did a very comprehensive review for us, and we've been marching through all of his recommendations. I think he had 32 recommendations. I think we've gone through somewhere in the neighbourhood of about 20 now, and we continue to work through those. We also had a psychometric review of our registration practices, which helped drive this registration project that I mentioned earlier.

We did take a look at all of the regulatory documentation that's out there. There's been a pile of reviews across the country, whether they be in British Columbia, the engineers in Ontario here, etc. We've likely got a library of about a couple thousand pages. I don't know, James, you've read it all, I'm sure. And so, we've looked at a lot of these reviews and they point to best practices, and they're based on stuff from the UK, from New Zealand, etc. But the regulatory world is changing and it's changing right across the world, not just within Canada. PGAs are an outcome of that, and they're really building on some of those changes that are being expected by governments and the public for that. We did do a bit of outreach and we did a pretty comprehensive jurisdictional scan for each of the policy pieces that we're putting forward.

We looked at technology and how it might impact the profession, and we've looked at a number of administrative challenges that we've had. And so, we're still working through this. It's a work in progress. We're not done, but we've got a lot of the pieces in place.

I've highlighted the ones in bold here because I'm going to speak more to those things later on. We've been talking about moving to a one-licence model for some time now. I think it goes back to our strategic plan from at least five years ago. We're finally making some progress on that. We've got some things around modernizing the definitions of surveying, and I'll speak more about that. We are looking at this notion of introducing a limited licence, and just to be really clear, this is not short-circuiting what it will take to become a full surveyor – and I will speak more about this on Friday – but it really is looking at a set of very specialized skills that could be done by someone with a limited licence, with somewhat less experience. There are a couple of paths, and we'll talk about that on Friday.

We looked at modernizing survey firms and office operations, and I'll come back and speak a little bit more to this. It's about the notion of operating in the Zoom world with cloud computing and all the rest of it. Do you need to have a surveyor sitting in an office or can you work remotely? Can you have satellite offices in those communities that are underserved in Northern Ontario, where we're having a challenge getting surveyors? There are some things to think about there.

Enhanced accountability of business is really a relatively short one right now. The Act has three levels of accountability: it has a Certificate of Authorization (C of A), it has a managing surveyor, and it has the signing surveyor who's responsible. We're looking at simplifying that and essentially not worrying about the supervising surveyor, making the C of A holder completely responsible for the firm, whether they have one layer or 10 layers is immaterial. They're responsible if they've got the C of A, they're the person who's on the hook. If something goes sideways in terms of the practice, we know who to go put a finger on. And vice versa obviously, there's still responsibility for the signing surveyor to do their work.

That's a bit of a challenge that we've had, and we've had some mishaps in terms of disciplinary actions. I'll say mishaps. They were challenged in terms of pointing at who was actually responsible, so we're trying to clean that up as we move forward. We are looking at simplifying the complaints process and it's really removing fees mediation as

part of it (and I will come back to that a little bit more). And then we're looking specifically at allowing the Discipline Panel to suspend or revoke Certificates of Authorization. Theoretically, they don't have that power today because it's not in the Act. They've done it, interestingly enough, and it was part of the recommendations that Richard Steinecke had for us.

We've looked at Council involvement on committees. And as Brian mentioned earlier this afternoon about the need for training, it's becoming much more challenging for committees to do their job effectively. The law is changing pretty dramatically, particularly in terms of Complaints and Discipline, and the bar has been raised in terms of what the review by the courts can have now. We spent a lot of time training our committees. I would say that pretty much all of our statutory committees have had anywhere from four to six hours of meeting with a lawyer that we brought in or some other specialist to come in and bring them through. The councillors don't have that. It's really tough for them to come in and parachute into a position. They typically sit on a committee for one year, and then they're off to another committee because we're trying to give them some experience as they roll through. The challenge is, should they really have an ability to sway that committee in terms of decision-making? We think not. Our recommendation is they will move, we still want to keep them there from a communication vehicle, but we're going to move them to a non-voting, ex officio member. And so that will change the game a little bit.

We're looking at removing Council from the disciplinary processes and specifically allowing the Complaints Committee to mediate complaints, and I think I've got some more information on that as well, so I'll come back to that one. We're looking at right now, Council has the ability to reinstate a revoked licence. I don't think we've ever used it, but it's actually in competition with the Registration Committee, which has the same power. The only place that Council would do that is if somebody came to us and asked to have their licence reinstated that was revoked within a two-year period. I personally can't imagine we'd ever want to do that, but that's my own thought. If you had your licence revoked, you've earned it. And I don't think you should be coming back in two years, maybe not ever.

Move the compensation application to the Complaints Committee. So, this was another recommendation that came from Richard Steinecke. Right now, we have a compensation fund, as I'm sure you're aware, sits at about $150,000. It rarely gets used. We get maybe one complaint every year or two years. I'd say success is at 50%, maybe less. And basically, it's where the surveyor either was incompetent or was guilty of professional misconduct; you have to pass that bar before we would ever consider giving any funds out. We have done it where a surveyor has been found guilty of professional misconduct, and you'll look at the situation and the client needs another survey or whatever, we just paid for the other survey, etc. But the question is, should that remain with Council or not? We've decided we're going to recommend that that be moved over to the Complaints Committee, who have training in terms of dealing with some of these issues.

I'm going to jump into definition, in terms of our current definition of cadastral surveying. It speaks to the act of surveying and that's caused us some challenges in terms

of unauthorized practice. We had an organization called Cottage Maps a couple of years ago, they were putting out a terrible product – it was essentially a GIS polygon. They grabbed some parcel mapping, overlaid some orthophotography, and it was lousy ortho on top of that, and they sold it to the public for between $75 and $300. So, Tom Packowski ordered it in our office. We looked at it and thought, this is a terrible product, this shouldn't be allowed. We sent them a cease-and-desist order and their lawyer sent us back a note saying, "have a nice life, we're not breaking the Act." And they were right because they weren't surveying. They were still doing what we all thought was something that was in our domain, which was establishing boundaries. But we really couldn't do anything and it really kind of upset us, that I can tell you, that's one of the things that is driving some of this change. Fortunately, ACLS had a much stronger definition. They were doing this across the country and so therefore ACLS was able to get them shut down. It worked out at the end of the day, but it certainly was an eye opener for us, that we need to think about what our definition looks like.

Additionally, if you put your mind forward and look, you know you put an act in place, it's going to be here for another 10 to 20 years before we get it opened again, likely. What's surveying going to look like in 10 or 20 years and what's the focus going to be and what's the product going to look like? Is it going to be the boundary that sits in augmented reality that the back code oversees? I bet it could be. I'm not going to be surprised by that. So, what is the product we're giving, and do you want to have to link that back to a survey to be able to declare somebody of doing unauthorized practice? I think the answer is not. So, we wanted to move the definition to a boundary.

Here is the proposed definition. This was actually refined a bit yesterday at Council. And what it really does is it moves us to looking at boundaries, and I think we'll make this available on the website someplace so you can take another look at this. This will not be final wording – this is something that we're proposing. It's going to go to Legislative Council (assuming it moves forward) and Legislative Council ultimately drafts the language. But we're trying to give them the notion of what we're looking for.

Another thing that we've done here is we've really narrowed the definition of professional surveying. The Certificate of Registration will be gone under this proposal. We even toyed with removing "professional surveying" altogether in the definition, but we've got a shared exclusive mandate with the engineers and professional geoscientists, and I think there would be a bit of a war if we got rid of it altogether, but it's certainly very narrow now. It really got shrunk down because we couldn't justify it, and I have several slides around some of it that talk about why we couldn't justify it. We spent a lot of time with the Expanded Professions Task Force looking at this and we spent time with the Legislation and Regulations Task Force looking. At the end of the day, we've really narrowed it.

We've thrown a proposed definition of boundary in there. We limit it to those things that are related to legal interests in land. We toyed around going broader and looking at things like floodplain mapping and all kinds of other things, and actually, as part of our consultation, we did have some people saying, "well, why aren't you doing that?" And we're saying we can still, as surveyors, do things that are not an exclusive domain, but we

were just concerned that it became more difficult to draw and define that line between unauthorized practice and what was a licensed responsibility.

We've tightened this up pretty close. The other thing we have done, and I think there's still need for more conversation in the language (and I'm sure we'll do that as it gets to Legislative Council) around the geodetic georeferencing component – we focused it on boundaries because we can't control all the geodetic referencing that's going on. Everybody's coordinating everything these days. We clearly can't control the world, so we've related it back to those boundaries again, those legal interests. But clearly, coordinates are becoming more and more important to what we do, and we know they will be. So, I think it is important that that be a licensed activity. We stole that one from, I think, BC. We obviously looked at some of the other definitions as we did this.

In terms of modernizing firm and office operations, we looked at a number of things and said, "These are good things, we're going to leave them." The requirement for a Certificate of Authorization remains – we still believe it's important to deal with registering a firm, because they ultimately provide the services to the public – and we agree with the current requirement of 50% of the Board of Directors being Ontario Land Surveyors. We also agree with professional liability insurance, it clearly protects the public.

We did change the requirement for the primary function of a survey firm to be professional surveying. We backed that off to basically saying that the survey firm must be engaged in cadastral surveying. Obviously, they have to have an Ontario Land Surveyor (that goes without saying) but it allows more flexibility in terms of how a company operates. So that if cadastral surveying represents perhaps 40% or 30% of your business, and you're doing construction work, or you're doing whatever else you're doing, that certainly still works. Because as we narrowed the definition of professional surveying, the previous definition just couldn't work and wouldn't allow us to do that.

The second thing it does is it allows the opening of potentially vertical markets. I think it will improve service for the public at some point in time.

We did recommend changing the clause in terms of the five years, practising within the last five years. And that's been a clause of which there have been various interpretations by various registrars over the years. And I know that we've had conversations with some of the younger surveyors in the room saying, "Well, I have to have five years of surveying, or I've got to go to the Registration Committee to get approval to get a C of A." We're recommending that that be changed to: the Registrar is of the opinion, upon reasonable, probable grounds, that the member does not have sufficient knowledge or experience to operate a professional business, i.e., you can operate a business unless there are issues now.

We did, at Council, about four months ago, put together a set of recommendations in terms of what we thought that looked like for the Registrar to be able to assess a candidate coming forward looking for a C of A. That's another significant change, I believe.

The last set are all related to regulations. These will be dealt with when we get to the regulations. But we're looking at moving away from the prescriptive office requirements

in favour of clear standards of practice. It's about how you provide services to the public, not about how you do it. We don't really care. You know whether you're running your office, providing proper services to the client, ensuring you understand their needs, giving them the right products delivered on time, professionally. All the rest of those things, it doesn't matter if you're sitting there and having to do a handshake with them because most people since COVID-19 aren't even meeting with the clients. The complaints process I've already . . . I spoke about removing fees mediation.

Removing fees mediation – we have two processes in Ontario. One is when a complaint comes in, it can go down the fees mediation road, which are strictly fees-related, or if it's a problem that looks like professional misconduct, even related to fees, it can go down the Complaints Committee road. And often we have competing interests on those things and competing outcomes, at the end of the day. So, if the member of the public hinks, "I've been mistreated and I think if I go down this road of fees mediation, I can maybe get some money or get a reduced bill" or whatever the case may be, they may go down that path. Whereas to be honest with you, it may in fact be professional misconduct, you know, it's a bait-and-switch.

There are things that we need to look at. We're one of the few professions that still have fees mediation, most have gotten rid of this. This came from the old model Act back in the 1980s. There are three of us left that still have it and one of them doesn't even advertise it as a service to the public.

There's really only two of us that still have it. We're recommending, if you want to solve your fees: if it's a misconduct issue, bring forward a complaint and we'll consider it from that perspective. Otherwise, go to the courts. Solve it like everybody else does. We're looking at removing Council from the disciplinary process. Right now, when there's a complaint that comes in, if Complaints decides that it warrants disciplinary action, it goes to Council. Council puts a second set of eyes on it, and if they decide, they can either choose to dismiss it, to send it to mediation, or they can send it to Discipline. And to be honest with you, it puts a redundant piece in the equation, and I'm not convinced that Council has added as much value, and councillors will argue about this. I know there are some councillors that believe they provide tremendous value in it, but from my perspective, if you have two people doing the same thing, you may not be putting enough effort into it in the first place. We're looking at, in favour of this, taking Council right out of the equation and ensuring that our Complaints Committee have the right tools and training to make the decision right in the first place. If they decide mediation is an appropriate process, they can mediate it there and try to find resolution to the complaint. Or, failing that, if it ultimately has to go to Discipline, then they send it to Discipline.

The way it goes, there's a future piece of work here that's still required, which is looking at potentially adding additional tools to the Complaints Committees toolkit. But that hasn't been figured out yet, and that has to come with an appropriate appeals process. Those two have to go hand in hand. That's future work that's not part of where we're at. We haven't made a decision on that point yet. I know the Complaints Committee are doing good work right now. They received more training and they're currently developing a new set of tools to ensure consistency in their decisions: decision trees and rubrics to

figure out what the risk to the public is, and therefore figure out whether it warrants discipline or not. As I said, the future, in terms of enhanced process, will be downstream.

We have a number of items that are yet for consideration. Lay member appointment – there are two levels to that: one is on Council, and one is on committees, and to be honest with you, I think, and this is my own personal opinion, I think we're in pretty good shape. We have five lay councillors on Council. And we have six elected – Vice-President, President, and past President, and the Surveyor General, who is also appointed. I think we've actually got a pretty good balance. We've been looking around at other jurisdictions and, even in the leading jurisdictions, the highest is 50% and typically even – the new health act that came out in BC, which we thought was pretty leading-edge legislation – ranges between 30% and 50%, so we're already in the right market, and I think we're likely close there. Where we've got a challenge or, in some of our statutory committees that I think we need to consider what we do there, especially if we're not putting Council members on there, it means we need additional lay members. That's going to come with a cost. I doubt government's going to pick that up. So, we're going to do that. It's likely something for the Association to consider, but that we haven't made any decisions on.

Increase the power of Council to approve bylaws and regulations without member ratification – Brian mentioned this in terms of the PGA and Alberta in terms of moving forward, and there's a couple of good reasons for doing this. One is, right now our practice standards all sit in regulation. If we want to go in and change a regulation, we're typically looking at a couple of years. We're bugging government to go do it. We've got to run it through their process. We really can't keep up with changing technology, changing client expectations, all the rest of it. There are a couple of ways that this can be dealt: one is, move some of those practice standards into bylaws and allow us to deal with them there or take some other approach. I'm a fan of moving a lot of this stuff down into bylaws, which I think is what I'm hearing Alberta's going to do, and I think that makes sense.

The other challenge is, in terms of Council, which does the approving right now, is, whether it's a regulation or a bylaw, it has to be ratified by the membership. The challenge is, and I'm just going to be honest with you: Does a member always look out for the public interest in their decision- making or their vote, or do they look at what it does for their company and what their profit line is? And you know by human nature you're going to look at that, so I think there is a need for that body that's trying to protect the public to have more authority in terms of doing that. And that really is what's happening with other regulators – if you look at the Law Society, they've had that power for years. So, it's a changing environment in terms of regulation.

Lastly, improved ability to increase regulatory practice to be shared by surveying regulators across Canada. This is something, again, that hasn't been considered yet. We've talked about it at the CAO Executive Directors Forum, which meets quarterly. But the notion here is that we could never move our legislation all at the same speed. It's just impossible. The thought process here is that, maybe, instead of requiring an Ontario Land Surveyor to sit on the Discipline Committee, maybe we require a Canadian land surveyor to sit on the Discipline Committee. So, over time, if we had other jurisdictions that move into that same model, we could move to perhaps one or two discipline committees. I

mean, I look at Prince Edward Island, you know, with what, 21 surveyors. How do they handle that disciplinary practice? They all know each other; they all have conflicts of interest with each other. To me, I think it's a way forward for us to work across and it's an easy change. All we do is not require an arterial answer, require a licensed Canadian surveyor to sit there. Over time, if we can each change our legislation in that regard, then we can come to the point of perhaps kind of moving together. Certainly, with Zoom and all the rest of it today, I think it's easy enough to have those kinds of meetings. So that's a piece yet for consideration.

This next one – I talked about it briefly already – the Complaints Committee would be given authority to impose mandatory remediation directions. This would be things like where we've gone in and assigned a monitor to look at a firm. And right now, they could still kind of go down that road if there's a willingness. We did get a legal review by a lawyer this last year. They could do that if there was agreement by the Complaints Committee and the surveying firm, whatever the case may be, they could actually move down that road. We're saying maybe there's a requirement that they be able to do it in a mandatory fashion. It wouldn't be considered disciplinary. It wouldn't likely go on the record or be on the register online, but they would have some authority to be able to do that. But if you do that, you need an appropriate appeal process of some kind, and so that needs to be worked out hand in hand. So, this is a complicated issue if we go down this road. I don't know whether we will or not, to be quite honest with you, but it's one that needs to be given consideration. It was something that Steinecke recommended in his review, but it is a tough one.

Complaints review process. Right now, we have a Complaints Review Councillor that is essentially the reviewer of a complaint. If somebody's not happy with the outcome of a complaint, they could take it to the Complaints Review Councillor, but the Complaints Review Councillor can only review the process, not the substance, of the actual decision that was made. That really doesn't cut it. If you're going to give them more authority, I think you need to have a stronger appeals process.

This last one I threw in here, I know Bruce hates it, but I think it needs to be considered, which is adding an additional object addressing the need to increase the number, or consider the number, of members required to meet public needs. This is something that currently is not in our Act and it's currently not in most legislation for most professional regulators. But we're seeing an increasing drive by governments to say: you need to be thinking about the number of members you have to be able to meet the needs of the public. Certainly, seeing it in Ontario here, with the nursing situation, they're really pushing hard on the nurses to make sure they've got enough nurses in there. It's a challenge, and we're going to talk about it Friday morning. We have PSC coming to talk to us and Andy's going to have a few opening remarks about us having to review our services. So, what's regulatory and what's a member service? What should we not be in? And we've seen that move. If I look at the health profession in Alberta, they've come out with very strict guidelines in terms of what's in and what's out, like they've been really clear about what's a member service and what's a regulator role.

The challenge for us is we don't have enough surveyors, and if we don't do something in

terms of marketing, we're not going to change that situation. And that's not good for us as a profession, and is not good for the public, so should we be doing something in that regard? But on the extreme hand, you know, if we get out and we start marketing surveying business and become an advocate for it, then we're over the edge. It's a really big ugly grey zone in there. It's something else to be considered.

And the last one is more an administrative matter. Andy Cameron, you're the guy who's got this. Addressing provisions to reissue licenses to retired members. Our Act isn't very clear on that process and what it's got to go through and there's a bunch of luckiness, to be quite honest with you, in there. And I think we need to think our way through and clean that up and make sure we understand how that happens.

In conclusion, certainly we've been busy considering changes to modernizing the Act. We think we actually have an opportunity to open it up, potentially this year. We're not sure, but it looks positive. We did have some conversations with the Minister's office. We likely can't get all these changes done – we don't have them all figured out yet. We've got work to do in terms of moving forward, but we certainly are optimistic that we'll get some of these changes through, and what they are, who knows. We'll see where it goes. And I think I'll stop there.

PAUL WYMAN: My question is around the new definition of surveying. Currently, the definitions and the acts in general suggest that AOLS also be the home for the four other related geomatics professions. Do you think narrowing the definition to what is now being suggested makes it less likely or less inducive to people who practice in those related geomatics professions to not see AOLS as a place for them to be licensed?

BRIAN MALONEY: I definitely think that is more of a challenge, for sure. There's absolutely no doubt about that. If you look at our numbers, we had, I think, somewhere in the neighbourhood of about 140 registered surveyors, if I go back into 2010 or thereabouts, and that's just been on a steady decline. We're sitting at 20 registered surveyors right now. It's hard to say that we're properly regulating those areas with 20 surveyors. We know there's much broader practice than that. I'm proud of the registered members we have, we have really good registered members that are left with us that do great work, and it would be a shame to lose them. But it will be a challenge and we did talk about what we do when we move to this level, and I think that's a bridge that we'll have to cross as we move forward. My recommendation to Council was that we just grandfather them in and give them licenses and expect they'll operate within their lane because, you know, the 20 that we've got left, there are folks that have been with us for the last 20 years or more. Hopefully they would see fit to stick around and work.

What we haven't done is get into the discipline side. The new definition really doesn't deal with any disciplines. But obviously, if you're locating features with respect to a boundary, you're going to use a variety of disciplines. And because we're still talking about land underwater, we actually added water yesterday. You're still talking about a lot of those other kinds of disciplines being involved to some degree. The geodetic piece, we've actually specifically mentioned that because we believe it's important. So, I don't know Paul, they may choose to leave. I hope not. But you know, we can't defend in a

licensed model that broader set of disciplines, because if you put it into a licence, then we have to defend it and say you can't practice in this area if you're not licensed. If you look at geographic information management, it was impossible to define that boundary. You know that GIS is being used by a variety of people for a variety of things today. We looked at hydrographic survey and said, we're not even the best people to regulate that – a CLS is much better at doing that, and they have a more appropriate role there, so we backed out of that one. This was part of the testing that we looked at.

We looked at the photogrammetric mapping, LiDAR, etc. Again, it's becoming increasingly difficult to narrow that field and say what's in scope or out of scope. I mean, my God, cars are running around with LiDAR all over the place on them. If they happen to generate maps (which they will at some point in the near future, I expect) are we going to say you can't do that without a surveyor driving that car? I don't think so. It becomes really difficult.

COLE RAIKES: My question is, what is the specific purpose for Council's consideration of changing the C of A requirement? Like the definition that you have on there. What's the reason for the change? Is it to make it an easier process? Is it to make it a quicker process?

BRIAN MALONEY: It's to make it a more appropriate process. Any requirement that's purely time-based. I think that you should talk to the Fairness Commission. At the end of the day, just because you've been a surveyor for three years or five years or 50 years may not qualify you to run a business, and I think we need to look at what it takes to run a business. It's really about saying, do you have the qualifications to do it? You might have it in two years. We've got engineers that have been running a business all of a sudden get their licence as a land surveyor. They've been running a business, and I'm sure they can run a business even though they had a licence in one year. I think we have to be reasonable. It's about getting away from the timeframe nonsense.

OPEN FORUM – PART ONE

ANDY SHELP: I hope you enjoyed the speakers we had today. I think there's been a common theme. Insurance is definitely one. I mean, Mark wasn't here. Then I talked about insurance. And Mark came back and talked about insurance. Bob just talked about insurance. I want to talk about insurance. Yeah, so hopefully you've enjoyed what we've brought to you today. It's certainly thought-provoking. Some of it's a little bit of a, you know, internal look at yourself: resilient, not resilient. So, I'll read from the script now. Ladies and gentlemen, we will now have part one of the Open Forum. We will end this session at five or before. This is an opportunity to bring ideas forward for open discussion with the membership. Please be respectful of others and consider your words. If you believe a resolution is in order, please find a seconder and provide your resolution to one of either Daniel Gautron or Robin Fleguel or bring it to the registration desk and they can have it typed up for you. Resolutions will be addressed Friday morning. The mover will be given the opportunity to speak to the resolution. I now open the floor for Open Forum session number one. If you do wish to address the membership – I was going to say congregation, but that's not right – the membership, please come to the mic, announce

who you are and what your issues are. If you want to continue asking Brian questions, that's great. If you'd like to just have me fill empty space, I can do that. Three years, and this is what you came up with. You've had three years to sit on your hands and think about questions. Okay, okay.

DOUG MCMORRAN: I've been on the Monument Protection Committee. What I'm asking is, this year we had a letter written by Al Jeraj from February of 2022. It's very eloquently stated the best practices in protecting survey monuments. I think that letter would be best coming from the Association to the municipalities. If that's not possible, then have a copy of it, and the members here all sign it. And the Association then just forwards that letter on our behalf. It's not from the Association's point of view. If you could make that letter available for the members to read. That was his letter dated February 22, 2022.

ANDY SHELP: Okay, full disclosure. Brian just informed me that we did send the letter to the municipalities. We did. Yeah. So, we did. There you go. Open

Forum number one. First issue resolved. I love this thing. You know, they give you this when you graduate from being President, right? Like, so on my way out on Friday, or whatever it is, I get one of these. I think you should you get one when you start. But anyway, sir?

JAMES FERGUSON: I don't really have an issue. But I just wanted to say, as the – I'm not sure if I'm the past chair, or current chair of the Expanded Profession Task Force, I don't know if it exists anymore – but we had our last meetings last year, and I just wanted to speak a little bit about what Brian talked about in terms of the one-licence model, and also the redefinition of professional surveying. And how we get in as one licence, that's kind of a secondary issue. You know, geodesy, as they say, is the second oldest profession. And I think it is probably fundamentally key to everything we do, whether it's related to boundaries, or anything. And I think, you know, the theme of the conference is challenges breed opportunities. And I think the challenge we have is to, we focus on cadastral, and I think it's great, boundary surveys, but we do need to focus back on a lot of the fundamentals of surveying. Geodesy is one of them. Whether it's Paul Francis and his photogrammetric practice or others doing, you know, fundamental geographic information modeling, so on so forth. Hydrography is another one, although we don't really have too many hydrographers. And I think that, for us to maintain our reputation in Ontario and in the marketplace, as the ones who understand this, we have to really put a heavy focus on it. You know, there's maybe half a dozen of us grey-haired guys who do some of the specific stuff that I do, in terms of micro-surveys for subway lines, rails, and highways and all that kind of stuff. And it's a unique practice, and it takes experience, and it takes education. And I think that, as a proud member of this Association – I think I got sworn in, in 1990, so it's 33 years ago – I've been willing to participate in, add into however I can, and I think now that it's kind of a new opportunity with the mantle kind of moving a little bit forward. But I think we really have to embrace that in terms of how we manage that and how we educate our members and how we monitor and peer review, however we do it, I think it's a really big challenge. And I think we have to take it very seriously. So that's all I want to say.

ANDY SHELP: Yeah, excellent comment. You know, it's all been driven by technology. Now we're doing things that like, everybody's doing things that they probably do, not just in this room, but with GPS and with drones, and you know, all of those other things. And Brian had mentioned the inability for us to pull all that stuff back in, like, the horse is out of the barn, as they say, but you know, one of the things that we do talk about is that never-ending public awareness, right? And the conception or the misconception that because you have the technology, you know what you're doing. So that becomes an edification piece, whether it's within our own Association – and this is where we start to head down these lanes of, similar to the engineers, ethically based sort of things. Like, do the things that you do, do them well, know what you don't know. Right? I think that's kind of what you're alluding to, James? Yeah. Sorry. Unless I misinterpreted, which I often do, because usually I'm just talking.

JAMES FERGUSON: Yeah, no, I'd say that. Yeah, for sure. Know what you don't know. But I think more to that as being proactive and actually understanding and getting to know what you don't know. Because we're looking at, you know, I see these $3.5 to $5 million lawsuits, I'm guessing nine times out of 10 those are because someone f**ked up the coordinates. Sorry for my language. But when we're dealing with some of these programs where you've got 12 different coordinate systems over the city of Toronto, as an example, all interfacing and butting up, and you're trying to figure out complex transformations and how things fit together and how many times have I surveyed, you know, USRC, because it's been, it's just one of those fundamental things that people get themselves in trouble because they don't know. And I think if we're going to have surveyors who are going to do this kind of stuff, I think it behooves us somehow to maintain that expertise and to educate our people.

ANDY SHELP: A hundred percent. I'll just, I'll say something to you that I said to my wife when our kids were young. We don't use that word.

JAMES FERGUSON: Sorry. Do I get a fine for that? I just wanted to pay some money to the Education Fund. I got 20 bucks.

ANDY SHELP: Brian's going to speak more intelligently about this than I would.

BRIAN MALONEY: I'm not going to speak more intelligently. But I did want to let you know, James, and I don't know that you were involved, but I know that we had some people involved. We have looked at the georeferencing EAK, which was just terrible, to be quite honest with you, and we have updated it dramatically. So, from a core competency, that's the first step, what should you know as a surveyor, and we had it way too light. And to be honest with you, we were getting surveyors coming through the system, including existing surveyors, that really didn't have a solid enough understanding. So, I agree with you wholeheartedly. And we're trying to rectify that.

ALISTER SANKEY: We're always trying to maintain our standards for cadastral work, right? Cadastral work being all the fine surveys that we do: reference plan, subdivisions. And I think it's time now that we really think about getting that level of confidence in layout. I think, in the last 12 months, we've all learned that we need to be more cognizant of, we need to get everybody comfortable with accepting the fact that we have to spend

more time doing the checks and certifying those checks.

ANDY SHELP: Right. It's an interesting question, or a statement, because it's one of the biggest, obviously, insurance liabilities that the Association has, and it's not anywhere near our legislation. Our legislation has nothing to do with construction layout. You don't have to be an OLS to do construction layout. So that's been a question around the Council table for years now. It's the biggest insurance liability but how do we control it? Or how do we stop it from happening? And the answer to that is: we can't. That's kind of the answer. We can put out bulletins, we can put out all kinds of things, unless we can get to the point where the SRD is actually going to come in and check your construction layout type stuff. So how do we get there? Let me ask you the question. How do we get there? We just agree to agree.

ALISTER SANKEY: How many hundreds of people in this room? We can all put our heads together and . . .

ANDY SHELP: We can but is it a regulatory thing? We don't have regulatory authority, I don't think. We do? Under the current act? Okay, so I'm just completely full of something that we also don't say in front of the children.

PAUL WYMAN: I just wanted to comment on this, that there's a certain irony here, that we as an Association, self-insured, essentially – we run our own insurance program – if we didn't have an insurance program, would we be having this discussion? We wouldn't care if there were $5 million construction claims, because it didn't have anything to do with us. So, I think it demonstrates . . . the Steinecke report sort of questioned whether or not an association, regulatory body, should be running an insurance program for its own members, or for its profession. And I think this issue is one of the things that you have to consider that, you know, we can't regulate construction surveying, it's not part of our mandate, but yet we have this concern about it, because it affects our insurance program.

ANDY SHELP: A hundred percent. So, you know, one of my responses was when there was a potential SRD coming in and saying, Okay, this is how you do construction, is like, Okay, I'm out of the insurance. Why would I want to put myself through that scrutiny, when it's not required, I can get insurance anywhere, right? Brian, do you want to speak to this?

BRIAN MALONEY: Paul, two comments. First of all, under the current definition, the definition of professional surveying is so broad you could drive a truck through it. So, there's no doubt that you can regulate it today. So, a little slight disagreement with the President here. But we certainly can regulate it. And I know we've had the conversations about moving forward with the Survey Review Department. Professional Standards Committee have done a lot of work around that the last couple of years. We put a number of checklists and best practices out, we've just finished one on topographic surveying this year. Last year, we did one on construction. We did that intentionally so that SRD was positioned to at least start commenting on it. So that's part one. Part two, we have in fact considered the professional liability insurance, because that was one of the recommendations that Richard Steinecke put forward to us. And we spent a lot of time looking at that and whether or not it made sense that we stayed in the game. And we stayed in the game for two

reasons, maybe three, but two primary reasons: one is, we've got a great program that actually has protection to the public in the back end of it. One of the things that wasn't mentioned by Mark today – I'll do a sales pitch for Mark – is that we have discovery insurance when a member retires. And we've seen more and more companies selling the assets and walking away. And if we didn't have that, the public's not protected. And we've had claims against the surveyor that sold the practice that come back, now we've got an ability to protect the public. So, we looked at that from a public protection perspective. That's a good thing, we should not lose that, because if we did hand this program over to another insurance company, we would never get that clause put back in there. I don't think there's any other insurance company that provides free discovery insurance to retired members in good standing. Part one. Part two, we did look at, in fairness, the ability to help offset costs. And you know, again, we've got a program there that, nobody else has got a program like that. It was negotiated by my predecessors a long time ago. A lot of foresight, good program. At the end of the day, we're hoping those savings, and you can argue this, yes or no, will be offset to the public. And so, we did look at the professional liability insurance. And the last piece we looked at was the ability to discover where the errors are coming from. And that's why we started tracking this stuff, and understanding where the problems are. We're trying to get relatively detailed reports from surveyors now that come in with a claim: what happened, what went wrong. And the last couple of years, we've had more detailed presentations from the Insurance Advisory Committee discussing the kind of errors that happened. You know, I can speak to one of those large claims, and we talked about it last year, I think it was, when the company laid out a whole pile of infrastructure and they rotated the CAD file. And unfortunately, when they rotated, they dropped their control, and they rotated the control. Everything fit nicely when they did all the layout, but they rotated the damn thing. And so, it was all in the wrong spot. And it was a several hundred-thousand-dollar claim. We wouldn't be discovering this if we weren't tracking this stuff. I think it's important that we get that information, and we try to educate proactively the surveyors here that we can do it. If they choose not to look at the practice standards that our Professional Standards Committee put forward, I don't know what we do but, maybe we do need to empower SRD to take a little deeper dive on that.

ANDY SHELP: Thanks, Paul. Any more Open Forum type topics? There's a familiar face.

DAVE WILEY: Just going back to Mark Sampson's presentation and the large insurance claims, potential claims, $5 million. And you put forward a thought that it might be a $300,000 a year surcharge if it proceeded. That for smaller firms would be quite onerous. Would there be considerations to extending the three-year payback for that surcharge? Or if the firm went bankrupt, I guess the rest of the membership who are participating in the insurance would have to pay for that?

ANDY SHELP: Brian just laughed maniacally in my ear. He said, Can I answer that? And I said, Absolutely. So yeah.

BRIAN MALONEY: My answer is going to be a non-answer. And we certainly did discuss that. The Insurance Advisory Committee has partially put their mind to this. And you're absolutely right: this is highly likely to put that company out of business, but not

necessarily. So that's a conversation that's to be had yet. And where the Insurance Advisory Committee will land on that, I can't speak to that, I think it's going to be part of the conversations that are there. At the end of the day, we certainly don't want to give the company a pass, I wouldn't think. We've put a process in place, and I think we've got to live by the policies that are in place. If there was an extension to it, versus company's going to declare bankruptcy, then I think that's got to be considered, but I won't speak on behalf of the Insurance Advisory Committee, that's something they'll consider.

ANDY SHELP: It is a good question, Dave. It does get back to Joe Young's point about what should be the minimum insurance requirements. I mean, I think it's $500,000 or $1 million.

BRIAN MALONEY: The reg is $500,000. Our policy is $1 million.

ANDY SHELP: So, you know, clearly what we're seeing, as values of property go up, as values of everything go up, maybe a million dollars isn't enough anymore, especially if you're playing in the construction game.

You have to tear down a house or two even, just that is going to cost you hundreds of thousands of dollars, let alone commercial construction. We got a letter from Carolyn Mulroney, actually, about infrastructure and highways and all that sort of stuff. When you play in those worlds, I mean, I know Tulloch does a lot of Metrolinx stuff and I'm sure Barnes does some Metrolinx stuff as well, when you start playing in those worlds, a million dollars is nothing. I mean, that's basically pocket change. I would never suggest what people should have. But look at your own business, look at what your potential liabilities are, and go from there. Certainly, with these claim limits that we have, 500,000 and a million dollars, maybe you need to do some reflection and just decide for yourself whether that's enough to cover your potential liability. If your business can't take a $3 million hit and stay in business, maybe you should have, I don't know, $3 million worth of insurance? Just thinking.

HUGH COUTTS: Just on that note of insurance. I took on some construction work, and one of the clauses in there from the contractor, we had to carry $10 million. I went to the insurance company, told them what it needed. And our fees, like what it was going to cost us versus the million that we were occurring already, wasn't any really big deal. We made that back on the contract. The problem with it was, I had to keep carrying that $10 million. I couldn't reverse to the $1 million that we were carrying. He said, No, once you start it, once you get going down that road, you've got to stay on it. We've heard it here today; we need to know what we don't know. And we're an ethics-based profession. That's what we're supposed to be. That means that our competencies should dictate the work that we're going to take. And sometimes, and I know I've done this on my own, is that I had an opportunity presented to me to do a project that I would normally have never taken. And I bounced the idea off another surveyor, and they said, Look, take the work, we'll help you along. So, it was a mentor that I got on my own, free of charge, which was very nice. I didn't bug them too much. But the one of the things that they did say – it was condo conversion, just for the record – they said, One thing you want to make sure is, make sure you get a really good lawyer. And that's the best advice that I got from them.

We're ethics-based, the idea of having limited licenses I can see that's a good idea. You know, you say to somebody now, You've got an expertise in SRPRs, that's all we're going to let you do, or R-plans or whatever. What should be driving our business should be ethics. Are we ethical? Are we protecting the public?

ANDY SHELP: And that's where we're headed, right? Just a quick a quick question, since I'm an insurance guru, as you found out earlier this morning. I thought, maybe, perhaps wrongly, that you could get project- specific insurance. Or you can take out an insurance policy for a specific project and then drop it. But again, I could be wrong.

HUGH COUTTS: This was a 2008 project. I talked to Mark, and he said, Look, once you go down that road, maintain it.

ANDY SHELP: One more thing I know nothing about.

HUGH COUTTS: I don't know, it may have changed, so I can't speak to you today.

ANDY SHELP: Yeah. I thought you could, but maybe that's a question we can ask Mark. You did raise an interesting point about reaching out, know what you don't know. It doesn't mean that you need to necessarily limit your practice, but surround yourself with smarter people, right? It's always that thing. Reach out, there's 500 people in this room. Probability is someone had that problem. Whether you have to hire somebody to help you your first time around, or whatever it is. Because as we see, and I know none of you read my articles, but that's okay, I'm not offended. As we see, we're going to have geographical problems, right? There's a world outside Toronto, but no one seems to know that. But we're going to have geographical problems, so those people who are in, say, northern Ontario or more remote areas, who don't necessarily have a condo conversion every week, reach out, because if we don't reach out, then we're going to end up in trouble.

HUGH COUTTS: Part of the problem we've talked about geographics as well, is that we're getting holes in the coverage of Ontario. I remember Blain Martin brought that up, where he showed the demographics, it was changing, and that as surveyors were dying off – and just on that side note, I was a little saddened with the numbers that had died this year, it blew me away. I don't know how many it was. Thirty or more?

ANDY SHELP: Oh, I don't know if there were 30. But there were certainly a lot.

HUGH COUTTS: Anyhow, there's getting to be holes in the fabric. And Blain's idea was that it shouldn't be any more than two hours' drive from an office to a job. There should be coverage.

ANDY SHELP: Imagine being in Manitoba where there's only eight people or Saskatchewan where there's 12 or, you know, wherever, right? Two major urban centers and the rest of the province. Like what's going on there? So, you know, we're not as bad, but we are getting hugely geographically diverse, and that's the problem, right? James? Sorry, I didn't mean to throw you under the bus there, buddy.

JAMES DORLAND: I am concerned that the distraction of that insurance claim and the numbers that we're talking about, although they are important, I do not think that that

should distract from what I believe to be the most important slide that Brian has presented, which is the definition of surveying and how we treat that to make it timeless, because that exclusive right of practice is what drives all of our other activities. And so, I think that very careful contemplation, and how we land that should be something we talk about a lot over the next few days. Because it cannot be based on these particular static interests that we have using technology right now. It has to be an interest that will stand scrutiny, and why it should be reflected in how society is protected, and how society interacts with land, and how we protect them from nuisance or legal interests or land rights. And I think that's something we seriously should think about all week long. And we have to land on that and be on the same page so when people ask us, What do you do? We have a very consistent answer, because we answer to the public, and we answer to legislators. That's it. That's my rant.

ANDY SHELP: I've known you to rant way more than that. You're sure that's all you got? We got time. Oh, I see. Okay. Speaking of ranting, we have another young gentleman.

NIGEL DAY: Sort of a follow-up to that. And I did like that attempt at the definition of professional surveying. The only FYI I wanted to bring to people's attention, I sit on a number of committees. One of them is the Underground Utilities Committee. There's a North American standard that's out there that, our beloved friends in the engineering group wrote in some clauses that I have a challenge with. The Committee has had some heated debate over it. And in the clauses, it says only a professional engineer can tie in an underground utility. And then in the subclause underneath, it says, if you're working in the United States, that includes a professional surveyor, and clause two says if you're in Canada, that does not include a professional surveyor. Our definition of professional surveying, when you said tying in x, y, and infrastructure, you know, there were other bits in that definition. When you tie it to a boundary, I'm not sure, what happens to whose bits of legislation trumps whose, and these are sort of guidelines, but it's a North American guideline that has specifically excluded professional surveyors in Canada from tying in something. I have a problem with that. So that's just a FYI. My other small little second item, and it's just an FYI, anybody that is surveying on or near a highway or a highway that MTO may have had in the past, please search the highways register. Whoever does your searching, make sure they click on the highways register and go look at the plethora of weird stuff in there. And if you don't understand it, phone one of the local offices and we'll be happy to explain it to you because it may help your survey in the end. Thanks very much.

ANDY SHELP: Okay, thanks, Nigel . . . Prior to leaving today. Our Sergeant-at-Arms has asked for a moment a few moments of your time. Eduardo.

ED HERWEYER: So, we've covered alligator shoes, we've covered pajamas. I'm not quite sure where that leaves me, where I'm supposed to take you. But yeah, I will reaffirm the idea that at the welcoming party tonight, Lena and I will be working the floor with respect and so forth and trying to embellish our funds for the Educational Foundation. So, I welcome all participants. We will make it simple; we will have forms for you, and you can sign, give your card number, say you're going to pay by cheque, I'll fill in the amount if it suits you. That's not funny. I'm serious! You know, we do this by

choice, I mentioned this earlier, and so forth. But it's an important thing. And I think we really want to make a dent in the needs for this. This is about our future. We've talked about these things this afternoon, about the need for more surveyors of all kinds. And, you know, age demographics, maybe I'm going to be recycled in my old age, not sure yet, see what goes. You too, Brian. Well, wait, you are being recycled. But anyway, from that perspective, I will poke fun of myself. I'm going to poke fun at buster over here, because it's easy. But hopefully, we will raise some significant funds, not just this evening, but into the rest of the meeting. I will be having some of these forms with me, and we will try and do our best as far as that goes. I'll make one other comment. Not offside, but it has to do with Brian's talk. So, about a year ago, I got approached by this lady, and she's the Fairness Commissioner. And then my first reaction because I'd heard of this before was, Holy crap, what am I going to do here? And she's developing a property and a new house. Great big house, frankly, architectural plans blew, they're not very good. You're kind of going wow, where's this going to go? Anyways, she's very, very nice. Very good to deal with. So, Brian, I'm on your side on that one. If I could do anything to soften any hard landings. Her name eludes me right now. Sorry, but that's it's over a year ago now. But on the other hand, I'm your guy. Thank you.

ANDY SHELP: Okay, great. So, I know you're disappointed that I'm going to stop talking. I can see it in your face. Well, we still have that 13 minutes and 18 seconds. I can drag that out. So hopefully you enjoyed today. Hopefully. It is you know, despite the COVID talk and all that other stuff, it is really, really good to see people. It's really nice to, as weird as this may sound, it's actually nice to hear your voices and see you in person. So, the next two days, we'll do more of that. You don't have to listen to me tomorrow very much. And only half a day on Friday. So, you know, it just gets better from here. These are all good things and they're things to look forward to. So, enjoy your time here. Reconnect with old friends. Spend your money, give it to Ed. This meeting is for you. Enjoy it and have fun. So, I think now Ed removes the . . . is that what we do here? Sorry, I'm not that big on protocol. We do, here? Okay, all right. Not that big on protocol. That's an understatement, isn't it? Do we salute? Sure. Okay, we are done for today. So have a nice time and we'll see you all at the welcoming party. Thank you.

—Upon commencing on Friday, March 3, 2023, at 9:00 a.m.

AOLS REPORTS AND CHALLENGES BEFORE THE PROFESSION

ANDY SHELP: Good morning. So first, let me start with an apology. I'm sorry that you've had to endure me for the last two days. I'm equally sorry that you have another three hours. So do your best. I'm actually shocked that there are this many people left here. Really good. I'm going to take that as a compliment to me. No, I think it's quite appropriate. It's quite appropriate. I don't think I've seen this many people on a Friday, like, ever. But especially when Gavin was President, there was like nobody, right? So hopefully, you've enjoyed it. I'm supposed to say we can reconvene our meeting. Sorry. We reconvene our meeting. Hopefully you've enjoyed the last couple of days. I know my rhetoric can leave people wondering if actually I might be insane. I don't think there's much wonder there. But so again, you know, we do have our Sergeant-at-Arms here somewhere. We have generated some really good cash. Last I'd heard, it was getting close to, if not upwards of, 20K, which is really good. So, you can be proud of that. But it's not over, so please feel free to donate another 20. There are enough people in this room to do that, right? The Pheedloop chat is still going, isn't it? I don't have it. Is it working, okay? Yeah.

Open Forum. We're doing something different this year. Rather than having people come up and read reports and read reports and watching people fall asleep, we decided to do something a little bit different, which we'll get to. So back to script. I'd like to take a few minutes to talk about last year, and about the challenges we as a profession face going forward. This morning's topics represent the theme "Challenges Provide Opportunities" rather well. They do not cover all the challenges we're facing as a profession, but definitely some of the big ones.

As the "drunk fat tour" made its way across the country, I was struck not only by the differences we have in associations, but rather the similarities. Good or bad, I can see all of you in the people from other associations. For some reason that made me feel comfortable and a little scared. For my first Presidents Meeting in BC to the last one in New Brunswick, I could see the passion that the surveyors from coast to coast have for the profession and desire they have to improve and meet the challenges head-on. Having spent a lot of time with association presidents, I truly believe we are better together than we are apart.

We'll hear from PSC, they can provide a united, countrywide voice for surveying that will have greater reach than individual associations can attain. With a slight downturn in economy, we all have an uneasy feeling about what lies around the corner. But with the talk around increased immigration, the Build Homes Faster Act and FARPACTA, I think we can be reasonably sure that demand for our profession will continue. But can we meet these demands?

I had mentioned we're doing something different. We're breaking down our traditional hearing of the reports on Friday. Instead, we thought it would be beneficial to just go right

into discussions about significant changes that are on the horizon. The reports have been posted online. And the floor is now open for any questions you may have on the reports. Has anyone read the reports? So, this is exactly why we're doing this and not that. It says your wait for questions. Okay, no questions. For those who didn't have the opportunity to read the reports, which I'm gathering would be most of you, they're posted online. It says read them at your pleasure.

Discussion topics have been provided in advance for your consideration and to promote meaningful discussion. We had intended to post them all just so that we could generate, you know, so that you'd have them so you could go, This is this is crazy, I want to talk about this, or whatever it is. But that didn't happen. So, some of them are there. We're going to address them here and you're going to have an opportunity to speak. This is your opportunity to provide your thoughts on how we as an Association should consider moving forward.

Being on Council – I think I've talked about being on Council numerous times – being on Council is a little bit, it's a strange concept, if you think about Council. So, it's a Council made up of members, given the mandate to govern its members. That sounds a little weird, doesn't it? Members governing members, agenda-free. Because we all come from different places, we all have different career paths, we all have different agendas.

So, it's an interesting thing. So, you've got 12 people. There's an old movie, 12 Angry Men. So, it's 12 people or whatever it is, in a room. Not in isolation but making decisions that affect you. This is your opportunity. The profession is facing some very serious things going forward, and you're going to hear about some of them. This is your opportunity to provide direction to Council, to have a conversation about how we, how the new Council, not me, should move forward. What do you think? You know, educational institutes are failing. We've got promotional issues; we've got that never-ending question that we've had for 131 years. Who are we and what do you do? This is your opportunity to speak and say, You know what, I think this is what we should do. Don't be afraid. But be respectful and be courteous. These people work hard. They work hard on your behalf. Don't just stand up and say, "That's stupid." Stand up and say, that's stupid, and these are the reasons why. Saying it's stupid is easy. Anybody can do that. Saying it's stupid and backing it up, let's do that today, right? Be respectful and be courteous.

I'll now call on our presenters of discussion topics we listed. The format will be the presentation of the topic, followed by a question-and-answer period. We hope to get through all five this morning. Hope to. If I stop talking. Before the coffee break. But I reserve the right to limit discussions in the interest of time. The first discussion topic relates to our educational institutes relating to surveying. As many of you know, the Geomatics Engineering Program at the Lassonde School of Engineering, York University, has been struggling, and has not accepted enrollment for the past three years. The program as we know it is going to close. Possibilities of some form of replacement are still in discussion with the university and it's not a given that they will succeed. Our first presenter, Jean-Claude Tétreault, Executive Director of ACLS, will discuss the Toward an Online Degree, the TOLD program. J-C?

JEAN-CLAUDE TÉTREAULT: So, I'm here to talk to you about the project is called TOLD, which is Toward an Online Degree. The Canadian Board of Examiners for Professional Surveyors establishes, assesses, and certifies academic qualifications of people who want to become land surveyors. Over the last two years, CBEPS has been working on developing a new syllabus. Why? Well, the syllabus is up to 15 years old, and many technologies affecting surveying have emerged since. The degree-granting institutions are teaching what the syllabus does not require. The learning institutions have been pushing CBEPS to modernize the syllabus.

The TOLD project has three objectives: modernize the CBEPS national syllabus, completed and approved by the CBEPS board of directors in December 2020. Revamp the CBEPS accreditation process, which also, we were receiving complaints from learning institutions that were not up to date. So, it was completed and approved by the CBEPS board of directors in September. And have a clear path toward an online degree. At the last TOLD steering committee meeting, it was pointed out that this has been achieved already. Okay, so I'll talk about that a little bit later.

The TOLD project is funded by Social Development Canada, so over two and a half years, completion June 2023. The new syllabus is composed of eight components, replacing the old 12 subjects and five electives. The national syllabus has been approved; it will end. Now CBEPS will post a matrix for each institution showing the courses that satisfy each requirement. The matrix will also show when the course is available, where the course is available, and whether it is in person, online, or hybrid. Colleges have also been invited to provide a list of courses that can meet some of the requirements; we find it important to involve the colleges as well.

The new accreditation process will be a six-year for full accreditation for our learning geomatics program, three years of foreign accreditation where some issues have been addressed; issues need to be addressed. And one year if there's some serious issues. And after that, it's followed up by another visit. And the intention here is to help the learning institutions because they have to seek their engineering accreditation as well.

The objective says, use the same documentation and do a follow-up after the engineers or before the engineers to help the learning because that's a lot of work for learning institutions. The law online degree, while the following institutions are all involved in providing surveying and geomatics courses and some also provide degree-granting programs. BCIT, University of Calgary, York, Toronto Metropolitan University, Laval, New Brunswick, and Memorial in Newfoundland. For the online degree, all institutions require a student to have taken at least 50% of their credits in their university in order to get their degree. This means that there's 50% of the courses they can take elsewhere. So that helps candidates choose whatever courses, where they want to take them. So that's a good point.

UNB has a Bachelor of Science in surveying, which should be available shortly where all the courses are online with practical components done during a survey camp environment or with practising land surveyors. Most institutions have some courses available online already and they are working on providing more. This is one thing I wanted to highlight

here, the collaboration that we have with all the learning institutions is quite stunning. They are all on board and they want to contribute to this online environment.

CBEPS presently has over 462 candidates in the system, but only 168 are really active. All current CBEPS candidates have been informed of the changes and have until October 2026 to complete the CBEPS requirements under the current system. October 2026 will be the last exam sitting for CBEPS. After that its courses to meet the requirements. All new candidates are informed that they can use the current system if they can finish by October 2026. Or they can go directly to the new system. We have notified the candidates and we're basically working – what do you want to do, new system or finish before October 2026? CBEPS will be running two systems in person: fair-based examination and the online degree from accredited institutions or meeting all CBEPS national syllabus through online courses until October 2026. There may be some exceptions. I'm not saying there won't be an exam session, it may be in the spring 2027, but that we're moving toward eliminating examinations. That's it. Thank you.

ANDY SHELP: Thank you, J-C. Are there any questions? The better question is why are there no questions? Aha, here we go. Excellent. And J- C, I cannot answer these. So, you're up.

BRUCE CLARK: Not related directly to the TOLD program, but I just wonder if you can speak to the foreign-trained land surveyors evaluation program.

JEAN-CLAUDE TÉTREAULT: Yeah, that was a previous project that we had. And it's been very successful. We're getting more and more foreign- trained land surveyors. And by the way, we're processing applications from two Ukrainian land surveyors right now. So, we're very encouraged about that. So yes, we're getting more and more coming from the foreign-trained. And having online courses will help. They could begin the process of becoming land surveyors in Canada from their country of origin since, of course, it will be available online. This is all good for foreign-trained land surveyors.

BRUCE CLARK: And for Ontario Land Surveyors.

JEAN-CLAUDE TÉTREAULT: Yeah, for sure.

NIGEL DAY: I don't actually have a question; I have a thank you. I have stood in front of grade eights, grade nines, great twelves, trying to pitch becoming a surveyor. I've been at the Ontario Geography and Environmental Educators Conference many times, I do Science Rendezvous for all the people coming through in Kingston, up to 5000 people when we run that, and now I have something that I can say: you're going to be able to do it online. And that's what's been missing. So, thank you, kindly.

JEAN-CLAUDE TÉTREAULT: This will be a benefit. Now, there's a lot of people out there, Party Chiefs or draftsmen, that want to get to the next step, become professional land surveyors. But they're working in Yellowknife away from university. So now with an online program, they will be able to take courses where they work and where they live and not leave their families for four years or three years. So, I think this is all win-win.

GAVIN LAWRENCE: Can candidates take those subjects as a buffet and not have to

complete a full degree and still qualify with respect to the CBEPS certificate?

JEAN-CLAUDE TÉTREAULT: Yeah, I took that slide out because I only had five minutes. But yes, the CBEPS requirement is either a degree from an accredited learning institution or meeting the eight components of the syllabus. The degree is not required to get the CBEPS certificate of completion.

GAVIN LAWRENCE: Okay, thank you. And then just, last question, is there any reciprocity between those institutions with respect to accreditation, so for example, taking 20 percent at one, another percent at another.

JEAN-CLAUDE TÉTREAULT: Okay, so we're working on that with the learning institutions. And like I said, this project has brought these learning institutions together and they're really working together to put something that will be a benefit to all the surveying profession.

AL JERAJ: Do we have any rough timelines as to when UNB's program will be fully online?

JEAN-CLAUDE TÉTREAULT: The universities are working on it now. But I expect UNB to be approved this year, and the other universities that are working on it. I know they're working hard on adapting their program to the new syllabus. So, we're going to see results of these new programs next fall. But UNB, they really already have it online, it just hasn't been approved by the high level at the University of New Brunswick yet.

TRAVIS HARTWICK: This is fantastic. Just wondering about CBEPS, because I've kind of lost track of CBEPS over the last few years. Some of the associations across Canada were in, some were out. So, I'm just wondering if this is the clear path forward for all associations, or are there some that are going to be still doing their own path?

JEAN-CLAUDE TÉTREAULT: Well, presently all the surveying associations are members of CBEPS except Quebec. But Quebec still sits on the board of directors as an observer, so they're not out of the picture completely. We hope they will join eventually. But at this point, that's the only association that's not a member.

TRAVIS HARTWICK: They voted in favour of the syllabus too. JEAN-CLAUDE TÉTREAULT: They did. By the way, it's not like Quebec's completely out of the picture. Quebec did approve the new syllabus.

JEFF BUISMAN: Two things that you brought up. Maybe you could just elaborate to explain a little bit better because it went quick. The six-year accreditation. Does that mean it's like a six-year program? Maybe you can clarify what you meant by the six-year accreditation?

JEAN-CLAUDE TÉTREAULT: We visit the university program. And we now do the assessment. And if we're totally satisfied they meet all the criteria, they are accredited for six years. And if we find, Okay, well, maybe mathematics, you're a bit weak, you need to improve that – three years. And if we visit the program, it's still a valuable program but you need to fix this, this, this, it's going to be one year, and we come back a year later,

have you fixed it? Then we will award a three year and so on.

JEFF BUISMAN: The 50 percent, I think, with a university, what did you mean by the 50 percent thing? I didn't understand that part.

JEAN-CLAUDE TÉTREAULT: Well, it's a requirement of all the learning institutions that they require, before awarding a degree to somebody, at least 50 percent of the courses have to be taken. I mean, credits at that university. And the other 50 percent, well, they have to take courses at other universities, but they have to be recognized by that university. So that's why the universities are working together. Is this equivalent? So it shouldn't be that much of a problem.

RODNEY GEYER: I appreciate your comment about a lot of the technicians having opportunities now to further their education from remote locations. Many of us have talked for quite a number of years about how we need to support our technicians much more, so I think this is going to be great for that. And I just want to encourage our new Executive Director and the new Registrar, Penny Connors, as well as incoming Council to really promote that to the firms to get their technicians involved. So, I just wanted to say thank you.

ANDY SHELP: That's a good point. Thank you, J-C, that was great. We've donated to a local charity on your behalf. And Jeff, that's not new. It was always a 50 percent accreditation, and you could do 50 percent of your transfer credits, so you got credit for two years. Depending on where you come from. So, you can see that it is moving forward. When Brian talked about York, I mean, it's not all bad news, we're moving in a positive direction. We're better together than when we are apart. Everybody's facing the same things. So, we all go to the University of Brunswick and fight over 50 grads, or 30 grads, or whatever it is. And if you don't get there before McElhaney and Tulloch, you get none. Trust me, I know, because we went in January and now we've got, yeah, we'll talk. Next topic relates to membership services provided by the AOLS. So, you heard a little bitabout the PGAs, and a little bit of all those other things, and the FARPACTA stuff. Richard Steinecke did a big report for us. And in that report, it recommended that we review the services that we provide, and make sure that they align with the role of the regulator. Work's begun looking at a number of our services and a variety of criteria to determine if they should remain, be stopped, or handed off in some fashion to someone else. This gets down to the role of the regulator. And often here, the role of the regulator is to protect the public from you. Your role as a private practitioner is not necessarily to protect the public, the role of the regulator is to protect the public from you. So, this is where we get clouded. The role of the regulator versus membership services. Bill Roberton is the Executive Director of Professional Surveyors Canada. And he's going to discuss the opportunities for national collaboration on non-regulatory functions. So, this is a conversation that my buddies over there, and I, and now Dave, and my buddies over there, will continue to discuss until we can come to some sort of resolution. And, you know, we may, as we look across the country, we may notice that people are being forced into these things. So how do we get ahead of the curve? Bill is going to talk about Professional Surveyors Canada.

BILL ROBERTON: Thanks. I'm very pleased to be here on behalf of PSC. I'm relatively new to the role and the industry. Professional Surveyors Canada, Canada's national surveyors' association, very different from all the provincial bodies that I speak with.

I was under the impression this was not a presentation. Also, under the impression it was going to be, you know, maybe a small room dialogue set up. So, what's great about that is I'm complete – I was looking on your script and everything, and I don't have one, so it's going to be very short and very brief.

What I would like to do and what I came prepared to do is talk about some of the key initiatives we're working on at PSC, as I find we're well known but not known well. The thing we hear the most is, so well, what do you guys do? If we're not connected as provincial organizations, if they're not connected with PSC in any way, not receiving the social media, the email blasts, those sorts of things, it's very tough to know what's going on and maybe assume nothing's going on, which is the opposite. We really are in a unique position to engage surveyors more broadly, nationally, and internationally to our international partnerships, which is part of the mandate I'm developing. We'll talk about that in a bit.

Most very strong industry associations are strong when they come together across provinces as a national body. Otherwise, you can become disjointed and siloed as an industry or profession, because you're focused on what's going on in your backyard. You're focused on what's going on and not your area of interest. And so there isn't an organization in some industries, and they're not as strong where that national viewpoint is being taken into consideration. So, we exist to build a sustainable thriving surveyor industry long term. And we're here to listen and learn from you. As I said, I'm new to the role so I'll try to answer questions later.

So, very quickly, a couple of things. I had to go get my glasses because I thought it was a roundtable discussion. What are we working on? Professional Surveyors Canada makes up an extensive network of professional surveyors across the country and around the world through our international partnerships. The exchange of information and knowledge shared on the surveying profession, the surveying industry is remarkable. It provides tremendous value in a rapidly changing industry, as you alluded to, Andy.

Industry representation and advocacy, PSC is an active voice on the top issues affecting the profession, engaging regularly with government officials, regulatory authorities, the media, to build relationships, engage in dialogue, and advocate with one voice on behalf of the industry. Again, otherwise, you can approach it provincially, and province by province, but we feel one active voice where we're getting that intake from you and coming out with a strong national voice to all of these stakeholder groups is important. It's important for all of us.

Promotion of the surveying profession. Through a variety of programs and initiatives, PSC promotes the surveying profession to the next generation of surveyors. These are some programs and initiatives we're just starting on. So, bear with us as we dig in. It's a huge focus for us. That next generation of surveyors needed to fill the skills shortage gap, along with other important communications to key stakeholder groups, PSC members

abide by code of ethics and the highest professional standards, which is important as people look for surveyors and in so doing, are recognized as reputable and responsible surveyors by the public. And this is another key message we are going to be beating our drum on as we go forward. Promotion of the members through web map, and some of the provincial associations also have a similar application, it is a members-only interactive map of Canada that list members' place of business to drive traffic of those looking for surveying services to member businesses. By the way, also for those looking to enter into the surveying profession. We find that a lot of younger people are coming to see, well, you know how many firms are in my specific area, and who can I contact if I'm interested in working for them, if I'm interested in engaging with them.

The PSurv designation. PSC members may use the PSurv designation and benefit from national recognition as a professional in the Canadian land surveying industry. Four years in the making and driven by member feedback– and believe me, we got a lot of feedback as I understand it – securing PSurv as a registered trademark has been heralded as a watershed moment in Canadian surveying. Also, a good weapon against unauthorized practice, as I understand it.

We have a couple of exciting programs. So, the education partners program: we don't need to own and build the education ourselves. We're looking to be an aggregator of the educational offerings available in the industry. So, stay current and informed throughout the year and at the national conference with online and live industry training at preferred rates for PSC members. You can visit PSC's new education partners web page listing upcoming courses from our expanding list of education partners, get CPD credits year-round on your timing.

So, again, we alluded to this, and I think Andy and J-C were talking about it, the younger generation just learn a different way. And I think after COVID, we all are interested in learning a different way, on our timing, online, why not? We were living our whole lives and working online as well. So, this is an important program, the Affinity Partners Program. Again, for PSC members, this program offers preferred rates and specialized products and services from key suppliers and service providers to the survey industry. So that's new, it's on our website as a growing list of affinity partners.

The ones I hear about the most, we have HR partners and legal partners who are quite pleased to offer their services, some of them for free to start, but it's those things that save you money and your team's money every time you go out the door. So, Mark's Work Wearhouse 10 percent for all PSC survey members, the Petro-Pass from Petro-Canada, huge savings on fuel. I have people already who have contacted me, and I mentioned this to James, who said, The first time I took my team out for new boots and gloves was worth the $299 for membership. So, like, I'm in. And we we've just launched the Petro-Pass for fuel savings, but our goal is to represent you. Again, these are all national programs. Doesn't matter what province you're in, or whether you're in Ontario. So, we're going to continue, and please communicate to me potential partners – these are general partners for now – but specific surveyor providers that you work with all the time, we will meet with them and discuss what the best special pricing offers we can have for members. And by the way, even if they're Ontario-based, we'll look at those province by province.

Career and employee attraction tools, access job boards, post positions, it's a huge part of what I see coming in every day. Enhance your own career or hire the best for your growing team. And then we'll talk about PSurv magazine. So, I believe we're the only national magazine. We're launching the spring issue coming up in the in the next few weeks.

And I have to talk about NSC 2023, working with J-C, our great partner for the National Surveyor's Conference national event. Join us at Mont Tremblant, Quebec, 10th to 12th, as the surveying industry comes together to connect and share and learn again, colleagues across all provinces. This year's conference, produced again in partnership with ACLS, features a spectacular reception and dinner atop Mont Tremblant, a panel of international survey experts who we've brought in literally from around the world, Australia, Spain, Puerto Rico, Singapore, New Zealand to hear and learn about their experiences around the world and challenges and how they're solving things in the surveying industry. Keynote speaker, Olympic gold medalist JCJ Andersen, professional training courses, a lot of those put on by J-C, I think one professional, one by us, industry presentations, AGMs, and business meetings in an exhibitor area. So, we're very excited about this year's conference. And I do encourage you all to get there, it's a beautiful area at Mont Tremblant. So, there's my roundtable discussion and not a presentation. And thank you very much.

JAMES DORLAND: I am PSC Director for Ontario. Bill, I thought you should take a minute to tell the group about your experience working nationally as an advocator. One of the reasons we wanted to get an Executive Director is we wanted clear and consistent leadership. And we believe that Bill is going to offer that quite consistently. So maybe you could tell us a bit about your history.

BILL ROBERTON: A bit of background on me, and like other Executive Directors that I've met around the world, Michelle Blicavs at NSC in Australia included, is we're not surveyors, technically. What we're here to do is build partnerships and use our experience in advocating with government and regulators and key stakeholders, to promote our industry and get out there. So, we're using our expertise in those fields. I have a long history of doing that. I ran the Conference Board of Canada's conference division for 11 years, ran the Canadian Institute, ran Cambridge Forums, ran a bunch of other institutes where the key role was to reach out, hear from the membership on what you most need, and what's of most value to you that we're working on. And then put those things in place and getting messages out to those key stakeholders. So, the public, to government, to regulators, and that sort of thing. Number one, I think probably on our list, is advocacy on behalf of the industry. Does that answer your question?

JAMES DORLAND: Thanks very much. I thought maybe you could speak a bit about our efforts to promote online technical education in parallel with the CBEPS program.

BILL ROBERTON: Again, what we're hoping to do for all this area in online education, and we're just building it now, is, I'm working with partners such as for 4PL, Locate Management Institute, Woolgar College, and we hope to be an aggregator of all online education, including, J-C, some of this stuff we can tap into for yours. So as people come

to our site, we're driving a lot of traffic to our site as we expand our membership across the country, hoping for a lot more members from Ontario as well. And they're driven to the website and looking at those education producers' offerings online, and some of them live across the country. So, we'll host and post those as well. I'm also really looking forward to some of the webinars we can produce ourselves through our board and through the people we work with regularly, the surveyors that have tremendous technical knowledge. That's not active yet, but that is something we're looking at doing in the future. So yeah, again, thank you for the question and for reminding me about advocacy.

SOPHIE CÔTÉ: I was just checking out the website for PSC. And I did notice that it does take a while to actually get to the content that's actually advocating for surveyors, as opposed to selling us on being members. When people get driven to your website, on mobile devices anyway, it's asking them to become a member of your group more than, this is what a surveyor does. I was wondering if you could speak to that.

BILL ROBERTON: Okay, so I'm really glad you brought up the website. The website is already, believe it or not, even with that comment, considered wholesale different from it was when I arrived in July. I am working with a team of digital marketing specialists to help us improve the website so you can get at and see those things right away. I believe in the top banner that scrolls across, advocacy is one of the first or second things that you're going to see. And so, it's the show, and we're promoting the magazine, and we're promoting advocacy, and the education partners and the affinity partners. So, I take your point, we'll see if we can raise up advocacy. The other section that is being written – and I do all the writing for the website, so please just let me know if something needs to be described differently – is going to be around who we are and what we do. I find again, back to my comment, we're known well, but not known well.

As a profession, that comment is true as well. And I hear that a lot. So, we're going to be doing a lot of outreaches through social media, through our email campaigns, and on our own website about the importance of hiring a surveyor and not hiring a non-surveyor to do the work in terms of unauthorized practice, the dangers of that, but in a very positive way, getting our message out on who we are and what we do.

SOPHIE CÔTÉ: Okay, thank you. I guess I just want to reiterate, keyword advocacy is not what a lot of people are looking for when they're looking at what a surveyor does.

BILL ROBERTON: Very well taken. You're right, you have to click through it to get to it. Okay. Good.

KEVIN SWABEY: Thanks, Bill, and great turnout here in Ontario. Fantastic. You guys should really be proud of yourselves. This is awesome. We had the presentation from our Executive Director there a couple days ago. And with the new Professional Governance Act, it's pretty much impending in Alberta, it's more of a when as opposed to if. We're really looking at the advocacy duties that our Association may have taken on in the past. And I think a lot of the other provincial associations are talking about those and when we have our tour and things like that. Has PSC had any discussion about how that advocacy might be a little bit more provincial-based or geographic? I think you guys are doing great work federally, but there are things that our associations probably aren't going to be

able to do that we were doing, and is PSC going to be able to pick that up to deal with certain provincial matters?

BILL ROBERTON: Thank you, Kevin, for that question. So absolutely. I'm actually out at Lake Louise at your AGM coming up next month, I believe it is. And we're going to be talking more specifically about that. I'll probably bring a PowerPoint to that one. No more tricks. And so, in those areas, we really feel the time is now, and I'm saying that because I'm hearing it a lot from various provinces, from the east out to the west. Our time is now as we define ourselves, as we come through our strategic- planning process and into our own AGM, that'll be just after the conference, to look at those services that some of you are being, in some ways forced to, you know, there's some services that you really enjoyed offering your members where they're saying, You shouldn't really be hosting golf tournaments on Sunday, and then going into disciplinary hearings on Monday. So, that's where we come in. And I see a strong partnership and role in that and getting those areas of provincial advocacy, working with you, building it into our programming, building it into our messaging, because we do represent every province. And you don't want to get lost in just the national. So, we do represent every province. So please, if there are specific areas you're looking at, we're looking to take them on. Right now, it's an army of one, I'm the Executive Director, and we have Helen in the office. But we've got a very dedicated group of board members, and we're looking to resource it in every way that we can, both in terms of people and funding.

SAŠA KRCMAR: So, one thing I wanted to suggest is, there can be some brilliant people out there, but they can't solve world hunger, peace, housing for everyone all at the same time, I think what you've got to do is pick a lane. And I don't care about Petro Points. I don't care about Mark's Work Wearhouse, I can afford a pair of boots. But if nobody knows what a surveyor is, who cares? I think you have to start somewhere and say, Okay, what are we trying to do here? And what I wasn't comfortable with, what you just said there was, Tell us what you want us to do, and we'll do it. No, you pick, Bill, come to us and say, here's what we want to do. And starting from the top, what's the priority? Don't start from, you know, free gas, I don't care. So that's a suggestion from the group here, because we are going to hit some massive issues, as Andy talked about in terms of segregating regulation versus everything else Member Services. And I think we have a huge challenge on CPD points. If you could offer courses that are of interest to the membership, fantastic. But pick a lane. That's my suggestion.

BILL ROBERTON: Yeah, so thank you very much for that comment. And I want you to know that we will be and are in the process of picking those lanes. But we're not doing it without listening to all of the feedback we can get. The downside of just picking your own lanes, as you guys again say, Well, you know, five of those things aren't our top issues. So, we're engaged with these organizations and with the membership to bundle all that into where we're picking our lane. But absolutely, we've got a robust strategic planning process, and we'll be coming out with that. Thank you.

ANDY SHELP: Okay, so next topic relates to potential creation of limited licence. Brian Maloney, who you all know, discussed this a bit on Wednesday. And he's going to talk a bit more about it.

BRIAN MALONEY: Thanks, Andy. There are still a few chairs at the front here, there are three or four chairs at the front here, folks want to try to sit down. I know I couldn't stand the whole damn time. Anyway, I'm going to talk really quickly because we're behind schedule. And I did mention this, there are two drivers for this limited licence piece. One is the demographics piece, we're all familiar with that, I'm not going to spend time on it. And they are the slides.

The second piece, and an important one, are the changes to FARPACTA. I mentioned this on Wednesday. And we have till December 1, 2023, to figure out how we can bring international folks in with no mandatory Canadian experience. The challenge is, if we've got to deal with all of our current requirements and experience, which are defined in 13 EAKs, to try to put processes in place to test that, to evaluate that, etc., is almost impossible between now and December 1, 2023. So that's a real driver for us to look at this limited licence. I spoke about this on Wednesday, I won't go through that. Here are a couple of paths. And this has evolved from when we first started. We originally started looking at this as essentially a graduated licence: step one, get a limited licence; step two, move on, get a full licence. But during the conversation, it became evident that we should look at a technical stream. And I'll call it a technical stream; it's maybe an undersell on that. I've tried to delineate the two different processes that we're looking at here on the slide. The one on the right is a more traditional process with the limited licence being a stepping stone. You'd come in with your full set of CBEPS requirements syllabus met. So essentially, you've got all the academic requirements when you come in. And the only difference between what we're doing today and what we're proposing here is that there would be a subset of core competencies that you would need. And then that would give you the right to have a limited licence. There'd be a set of examinations, obviously, to ensure that you had those abilities and competencies, you'd get the limited licence.

And then step two, which would allow us to have Canadian experience or an articling process, would be some of the more complicated topics that we've got. Things like riparian boundaries, easements, etc. We would put those into the second half of the education, thereby simplifying the process, and bring an international individual in who chose not to get the Canadian experience. Be clear, they still can choose to work and go through the normal process. But we have that option available. So that was the original concept that we were kind of trying to flesh out. And we're still trying to flesh this out.

The other side, though, that was suggested to us, was going down a technical side. So perhaps a technology certificate or diploma in surveying.

Something somewhat less, not the full set of syllabus academic requirements, this is yet to be defined, but obviously something where you could demonstrate the ability to be able to do what I'll call simple surveys. And again, you'd have to have some of the demonstration of experience in some of those core competencies, or you'd still have to pass a set of examinations, which would get you to a limited licence. And I'll talk a little bit more about some notions around limited licence. If you want to move on beyond that, though, you've still got to go back and pick up the full academic requirements. If you want to get the full licensure, you've still got to go down that other road. So those are the two notions that are on the table at this point in time.

I'm not going to go through this. This was a first cut, as you know, we're working on redefining the EAKs right now. Anne Cole's done a lot of good work on that. I think they're going to become core competencies as opposed to EAKs, and so, I won't spend time on that. The challenge is balancing the competencies against what you can do. At the end of the day, we don't want to unleash somebody on the public who doesn't have the competencies to do the work. We're looking at something like what the engineers have. So, the engineers have a very similar concept. In their Act, it says they can grant a limited licence. That's it. It doesn't talk about what they can do, doesn't talk about what the academic requirements are, etc.

So, in terms of legislative change, it's likely a relatively simple change, but the devil's in the details. That's what has to be worked out yet. The proposal at this point in time is saying, we know we've got to build 1.5 million homes the next 10 years, supposedly. And so, we said, well, maybe this limited licence could do cadastral surveys, SRPR, reference plan, in an existing plan of subdivision, pick a time, 10 years, a recent plan of subdivision, so you're not dealing with complexity in an area that's governed by land title, so there's not a bunch of ugly stuff that's there. No easements, no riparian boundaries, so relatively technical survey, let's call it that and take that weight off surveyors with full license's to be able to handle that work. They would still have to work under a C of A holder, so, a person with a limited licence couldn't have a C of A. And in government, they'd have to work under a senior surveyor or an actual fully licensed surveyor. So, they couldn't do plan to subdivision, they couldn't do condo plans, etc., which would all be experience they would gain and knowledge they would gain further in moving from limited licence to full licence. So, this still needs to be fleshed out. And interest in the value of that to C of A holders, whether it makes sense, because obviously at the end of the day, these people have to be employable, they have to be providing something that's a benefit to the public, and it has to be something that's a benefit to them to pursue.

And so that's kind of where we're at. And so, questions for you. Does it make sense? Is that the right approach? I mean, keep in mind, we're trying to satisfy the FARPACTA issue, and trying to get more people into the surveying industry if we can. So, I'll stop there and entertain questions, comments.

PAT HARAMIS: I just noticed that if the purpose of that is to maybe do an SRPR, every property in Waterloo, for instance, has an easement, every single one has a two-meter easement across the front. So maybe an adjustment of that easement issue. It's just a simple two-meter easement across the front, but if you take that off, the limited licence will work better.

BRIAN MALONEY: And that's the reason we're having this conversation. I mean, this was throwing a dart. Maybe there's better wording, more refined wording around, perhaps it's more "prescriptive rights" or something different that's a little more complicated. If it's a relatively simple easement that's described by a partner reference plan, who cares? I mean, I agree. We're trying to keep it simple. That's all. So, good suggestion.

PAUL WYMAN: I actually had the same thought about the easements, but that's well done. The other aspect that I wanted to comment on was the public perception. If they

receive a surveyor's real property report, and it's signed by someone with a limited licence as opposed to someone with a full licence, how will they know? Or do you have any thoughts on what the future use of that might be? Will mortgage companies accept it? You know, just sort of what is the public perception of this?

BRIAN MALONEY: Two thoughts on that. One is, we're likely going to be recommending that it's "OLS Ltd," or something like that, so that it is clearly understandable that it's a limited licence. But at the end of the day, if it's allowed by somebody with a limited licence, it's a valid plan. So be it.

JAIME GELBLOOM: I don't like it. And well, I'm just saying I don't like it. I understand the reason for it. Basically, you have a number of firms still around that do that work. So right off the bat, you're potentially flooding the market, you're affecting the firms. And where are you going to stop with the new certification, the less certification, for example, you start to do strata plans, you start to do all these different things. And when will it come to a point when they say, Listen, we're doing all these interior lots and 20-year-old lots and stuff like that. And they're going to say, why can't we do ones on water boundaries, and so on. Or older roads. We understand we've done this work for a long time. And that's what's going to happen. So, if that's where you want to go, that's okay. But that's what's going to happen.

BRIAN MALONEY: There has to be clarity in terms of a match between the competencies they have and the surveying they do. I would suggest that they're not going to be able to do strata plans. Think of this as a junior surveyor, in a sense. I think we have to be really clear on what those are, it has to be clearly outlined. At the end of the day, they're going to work under an existing licensed surveyor, that's the only way the model works. And the licensed surveyor will decide what they do or don't do.

JACK GAUTHIER: Have we considered maybe doing an expiry on the limited licence so that after three or four years, we can push that toward the final licence?

BRIAN MALONEY: There has been some discussion on that, and I would say at this point in time there is no definitive answer to that particular question. There are certainly fans of saying this should be limited to a 10- year horizon or whatever the case may be. It certainly makes sense, if you only had on my little previous diagram, if you only had the right side where you're moving and looking at it as almost like a graduated licence in your driver's vehicle, then it makes sense to have it. If you're coming down the technical side, then I have a harder time understanding why we would want to do that. Although I also think that there is a role for a temporary limited licence. And I think Brian Munday spoke to that the other day, whereby there would be some form of examination again, getting there and that would have a timestamp on it, but it's worth considering.

JACK GAUTHIER: My concern is that we'd eventually just have sort of a separated Association: limited licenses, full licenses, right? That might create a divide. You know, if we can have some sort of expiry to push people in the direction of getting their full licence, then they might consider this more of a stepping stone and not a final position for their career.

BRIAN MALONEY: There's certainly an argument to make these temporary, I don't disagree.

JAMES DORLAND: I was actually just going to mirror what he said, so he sort of beat me to it. I think the fact that they have to work under a C of A holder allows for that oversight. They're not going to be doing silly things on their own, and I don't think it would lead to a separate Association. But what I do perceive is it's a lower hanging fruit, and it allows for them to say, If I can do this, maybe I can keep going and get a full licence. So, it's a good catch-all in my mind.

PAUL GOODRICH: It seems to be a program that will be very beneficial to the GTA and the urban surveyors, not necessarily so much application of the rural or their northern survey practices. Could it be expanded to be working within a reference plan that was prepared in the last 20 years, or it's still all of the same issues that have already been dealt with. But in my area, 90 percent of development is by way of reference plan, not by way of subdivision.

BRIAN MALONEY: I absolutely agree. And when we thought through the concept, I can tell you, if you're practising in rural Ontario, or northern Ontario, there's no place for this. And I'll just be quite upfront, there isn't. But if you look at the 1.5 million new homes being built, they're going to be in the GTA, in Ottawa, and you name it, etc. That's where the focus is going to be. If we're trying to respond to that, and I'll just be honest with you, as well, it allows us to respond to the Fairness Commissioner and say, Okay, we've done it. Whether there's ever one hired in North Bay, I don't really care. I hate to say that, but on that note, I'll sit down.

ANDY SHELP: Thanks, Brian. It's amazing what people will say when they're retiring in an hour, or not being President in an hour. We'll see. We are running behind, but the fourth topic relates to using coordinates as monuments as best evidence. The Monument Protection Committee have been considering this and have a proposal for the membership to consider. Please welcome Chair of the Committee, Hugh Coutts, to introduce the topic.

HUGH COUTTS: Well, if there was ever a contentious issue, it's this one. We started out with the mandate to look at deferred monumentation. And it didn't take us very long before we ran up against a roadblock where we knew that deferred monumentation just wasn't going to fly.

We all know what the current regulations are as far as my monumentation goes. Most of us have set witness bars, we've got a corner that we can't access for some reason or another, whether it's a tree or a big rock, or it's a cliff, whatever, you can't get monuments in at every spot so how do we describe where that corner is? Well, in most instances, we've got a bearing of a line and we've got a distance but that's just a theoretical point. So, need to move along on this. We also understand that the public is quite used to having visible monuments and people like to see the bars in the ground. But, coming from a technical background, I have cried over the number of monuments that I've put in the ground, only to have them ripped out by scrapers and bulldozers. You know, literally minutes after you put them in. I just can't think of the waste of time and resources that went into putting monuments in the ground that were just gone. So, right now, we have

the status quo. They say, well, monuments in the ground help construction, but having worked on an engineering side of it, we didn't give a damn where the monuments were, you know? Back in the 70s, when I started this, it was kind of important to have the monuments in because we'd put a tape on the monument, pull off an offset, and get a line going and away we'd go. We've come a long way, baby, we're not doing that anymore. Everything's coordinated. Engineers, all their plans are coordinated. If they don't have any bars, it doesn't bother them any, if they've got some kind of control in there that everybody's using and it's a tight control, they just use that and away they go. They've got a coordinate for a manhole so they're able to go, okay, do a resection, we're going to put a manhole in. And if a manhole's misplaced by 30 centimeters, you know the saying, shit still flows downhill.

Okay. Are there some disadvantages to the system? I think so. To me, the biggest thing was the wasted time and effort and costs. So deferred monumentation, well, the nice thing about it, if we didn't put bars in the ground, then they don't get destroyed. Works for me. One of the dangers, of course, is that, and we discussed this as a committee, and as I've talked with you, my fellow surveyors, and we've all seen the horror stories, you know, talked about it, where you hand off a digital file, and somebody decides they don't like the rotation or whatever. And so, they pick up some of the points, they don't pick up everything, there's a rotation or a translation and next we've got roads that aren't inside the limits that the planners decided that they're going to be. Maybe they're not too far off, but who knows what they're going to be. There's a real danger in that aspect of it. Obviously, if we don't set any, there's a possibility that some monumentation will never get set. And is that a problem? Maybe. One of the things that we did note was that we'd be up against the regulatory process here for all this. So, a third of the coordinates.

First off, I want to say that if we were to adopt this idea, we would not be the first people in Canada doing it. Alberta is doing it. We're actually doing it here in Ontario, though, maybe a lot of us don't know. Mining claims, they're coordinates. The Oak Ridges Moraine, that's all defined by coordinates. So, I think we've got past that hurdle of this being a problem, at least in some people's eyes. Mine, it's not a problem. We would need to get some changes to the regulations and probably eventually the Act as well. And if a monument wasn't set, if we were using coordinates to determine where the boundaries were, eventually a homeowner might come say, Well, I want to put up a fence – not a problem, call a surveyor, he'll come in, lay the line down, you've got your monuments and some stakes on the line, and away you go.

Now, the concept here is that we would have the exterior of, if we take a plan a subdivision, for example, that we would have monuments set on the boundary of the subdivision, and their coordinates would be well known. They would be as exact as we could possibly make them. Knowing that there's always some discrepancies between what the coordinates are of a point and then when you inverse between them, you never get the exact bearing and distance that is shown on the plan. We know that, but the surveyors, we would know the exact coordinates of it. And so, if there were any little discrepancies with that, inversing between points, the surveyors would know all about that.

The nice thing about using the coordinates is, they would be authoritative, also is that if

there's a situation where the monuments couldn't be set, and again, I'm thinking, not just mining surveys, but there's so many other instances, then we don't have to worry about bars being knocked out. Because, you know, you have the original running's of the line, and after that everything's a retracement anyhow.

One of the things that we looked at was, there would be coordinates on the point, but there would not be a published coordinate, we would have just the bearings and distances on the line. I think I've spoken to that. If there were any discrepancies in inversing between the points in between the coordinates and what's shown on the plan, we could see that there could be some small errors, and I don't think that they would be of any great concern. Construction, you know, is still going on there.

And I guess maybe the last thing, and it's true, is that it could result in monuments not being set, depending on what the municipality wants. We do have some municipalities out there that are still requiring SRPRs to be done. The ones that I was working in in Oshawa-Whitby, they didn't want any. Town of Whitby about 10 years ago, they used to have all the SRPRs. They literally threw them all in the garbage. So, they didn't care anymore. City of Oshawa pass bylaws, they pass them every five years. One of the questions that was brought up, what happens if a house is built using just coordinates and then we find out that there's a minor variance issue. Well, the City of Oshawa passed a bylaw many years ago, that if the site ties were 99 millimeters or less of an encroachment then it was considered to be in accordance with the bylaw, and every five years they pass a bylaw, saying wherever houses meet the, we don't care if there's a minor variance issue, they're just kind of grandfathered in. Right, wrong, or otherwise.

So, here are our recommendations. We know that the status quo doesn't resolve the problems related to the wasted time and effort. Deferred monumentation, we believe it's feasible and it solves some of the problems. It's difficult to implement, and obviously administer. And the reason behind this is that if we defer the monumentation, when are those monuments going to get set? What time limit are we going to allow? One might say, Well, a year after the subdivision is assumed by the municipality, all the monumentation should have had to be placed in but we've all worked on projects where it just goes on and on and on. almost seems like forever. I can think of instances in my own life where 5, 10 years have passed and we're still putting houses on, hasn't been assumed by the municipality. Using planning dimensions, I've spoken to the problems that come up with that.

And, last thing, the coordinates as best evidence until monuments are set generates a lot of benefits. We believe it's feasible to implement, it will require some safeguards to be put in place. But ultimately, if somebody's got a parcel, most people, if they're not putting up a fence or something on that line, how worried are they about where the property line is? I know that my father used to say, If the earth was made of gold, men would fight for dirt. And yet, here we are, men fight for dirt. Anybody who's worked in downtown Toronto knows that centimeters mean everything. These are some of the ideas that we had, we would look at coordinates on the plan of subdivision, every corner would have a number or some way of identifying it, and then there'd be a second sheet along with the N plan, saying what the coordinates of those points all were. What are the dangers to that? Well, John Q. Public going out with the $250 Garmin, and saying, Oh, here's my corner, and he

puts a fence up. It's a danger. The thing that we would look at is that the monuments on the boundary would have to be there. But again, we understand that there are problems. You get one phase of a subdivision going up and you've got monuments along one of the boundaries, the next phase comes along, and they're wiped out, gone.

We understand that there's going to be some problems. Obviously, if that was going to happen, hopefully the surveyor would see that, and he would place other control inside the subdivision that he would be able to use that was all originally related to the boundary. I was on one particular project where the engineers actually beat us to the punch and did that. I was able to check their work and I found it to be excellent. So, questions? Hearing none, I guess we're passed.

ANDY SHELP: So, in the wake of time, we have about maybe two or three minutes for questions. But keep in mind, we are also having an Open Forum. So maybe we can limit this just so that we get to our last topic. And then we can also address some of this in the Open Forum. I'm assuming Hugh's not going anywhere.

PAUL WYMAN: I actually had a number of things, but I will limit it to just a single question. Have you had discussions with municipalities with this concept? If you recall, our original deferred monumentation program from years ago, its demise was primarily because municipalities were not happy with the thing without having a guarantee that the roads would be monumented at some point in time. So, I could see municipalities looking at that and being concerned about when monuments are going to go in on the roads that they have to assume.

HUGH COUTTS: Well, the assumption surveys are something that are held under the contract for the subdivision. So, I think that that, in my own opinion, that that gets withdrawn from this idea, because we would eventually set those monuments. Because the municipalities would say, Okay, where are the limits of the roads? And we would have to do an assumption survey.

PAUL WYMAN: They may want those monuments in early. HUGH COUTTS: Well, again, that's something that could be done.

GREG RODGER: I just want to comment more than question. I cannot stress enough being very careful if we're going to go down this road. We talked about costs of the monumentation. I just want to remind everyone about the $5 million liability claim. It's pretty pricey. And we want to avoid that if at all possible.

HUGH COUTTS: We understand it.

NIGEL DAY: My comment is simply from my work with highways. I don't think you're going to get the monuments in at the end of the day after construction with the world of underground utilities. I don't think you're getting them in. They're all going to be witnessed all over the place. So be careful of that.

HUGH COUTTS: Well, the thing with that, anyhow, if there's underground utilities, there's lots of ways that we can monument without worrying about damage. We do have plastic bars. I can think of an instance, in my own life, where the subdivision had been

barred, Enbridge came along, put their service in, didn't ask where the property line was, and they just dug up and put their service in. Survey crew went back, and the builder wanted the bar put back in. They proceeded to drive in SIP through a four-inch gas main. And there was a lot of panic while that was going on. Al Flynn had the business before me. And Enbridge sent a real nasty letter saying that they we're going to hold Al liable for putting the bar in and he turned around and told them to go pound salt because they had put their service in and dug out one of his bars. And if they had asked where the property line was, they could have then put their service in the right spot. And it just went away. And I'm not saying that's what happened with every instance, but whether the bar's in the ground or it's not in the ground, if the utilities don't ask us where the property line is . . . It's just the way it is.

ANDY SHELP: Sorry, Saša, but as they say, heavy is the shoulder that wears the necklace. So, it's one of those responsibilities that I as king take on for the next hour. Sorry, the final topic. And again, keep in mind, we are having Open Forum. So, these are obviously discussions that we can continue into the Open Forum, or we can just bypass coffee and bio break. Being a democracy, I'll give you the choice. Final topic's around marketing and recruiting. Council is considered this a priority through their strategic planning and have allocated $150,000 a year this year to get this started. The Chair of the Marketing and Recruitment Committee, Chris Oyler, not here, will provide, he won't, Brian will provide a brief overview of the plants. Brian.

BRIAN MALONEY: We had a bunch of stuff on our strategic plan around marketing, there's no secret here, we know that we've got a shortage of surveyors. And it's about recruitment. This is not about us acting as an advocate for industry, or for companies, it's about making sure that we've got enough surveyors in play. We did note this as a priority this year for the Association.

So, we had three committees, we folded those into one, we're really trying to bring some focus here. We put a significant budget in place this year, $150,000 compared to $50,000 that we've had in past years. We're really focusing on the whole recruitment side of the equation. And we'll just keep moving.

Demographics, you've seen this slide before. So, the three committees have been moved forward, we are moving forward on a strategy. We debated whether we would hire a marketing firm to do this, which we have tried in the past and were unsuccessful. We have enough money to do it, there's no doubt about that. We had an offer from Humber College. Humber College have a four-year marketing degree. We decided to take them up on that. We've got eight students who are doing capstone projects under the direction of two marketing specialists that teach the program. And that's in progress. I would say we're about halfway through, they've been reluctant to give us any preview of the material. But it is coming, and we expect to have the strategy in place by April. Whether we accept it or not, who knows, it depends on what we get. We've been having weekly, biweekly meetings with them, and I think there are some sharp young folks. They're kind of the up-and-comers. And I think they're going to have some good ideas for us. I'm pretty sure they're going to be focusing a lot on social media. And so far, I've seen good things coming out of it.

We've continued to move forward on some of our marketing activities, but honestly, we've kind of slowed things down a little bit in terms of moving forward. The bottom line is, we are looking to do this, we're going to be challenged in terms of doing this nationally, I think it's going to be an interesting piece that we can think about with PSC, because there's a big grey line here.

In terms of recruitment, and ensuring we have enough surveyors to meet the public need, I think you can argue strenuously that that's a regulator's responsibility. It didn't used to be, but governments have been pushing that. Look at the nurses in Ontario, where governments are challenging them to get enough nurses in the hospitals now. And so, they're starting to force the regulators to get into this role. On the other side, we know darn well that we shouldn't be out there trying to advocate on behalf of industry. So, there's this big grey zone in the middle. I think that needs to be worked out with PSC as we move forward in terms of where we're at. Is there a national opportunity? Absolutely. As Andy mentioned, we're all going to UNB trying to steal the same students. And that's happening right across the country.

We need to work together on this. I can tell you, when we get this strategy, it'll be shared. I know that Dave, you'll be sharing that with your colleagues across the country to see where the opportunities are. And hopefully, that'll give us a bit of a blueprint. We've got that fair budget, I know that Council will consider additional monies if they need it, because it's an important piece. So, I'll stop there. We can pick up what we've got for time now or deal with Open Forum. Thanks.

ANDY SHELP: Wow, that was a lot quicker than I thought. Again, he's rushing for the door. Are there questions concerning that? We do have time for questions. Wow. Okay. So, part of this, and Brian mentioned this is, well, I've spoken about, and you know, similar problems across the country and things like that. And this is a big problem, but I've been around this industry for a long time. Well, certainly 31 of the 131 years, if not more. And it's always been the same question. And if you were there last night, there were some comedians, and they were saying, What do you guys do? What do you guys do? Sophie brought up the advocacy thing. This whole thing, it's sort of like a field of dreams, right? If you build it, they will come. So, if you tell people who we are, then maybe we don't have a recruitment problem, maybe we don't have an educational problem, we're not all fighting for people from UNB. So, it is a very, very, very important piece. And we've been talking about this for years. But it takes real money. And real money doesn't necessarily have to come from the people in this room, it comes from the people in the country. So, this is where, personally, I think PSC has a valid role to play. If it's an advocacy role, great. If it's a self-promotion, great, if it's a marketing campaign, great. But they're all, sort of, in my head, combined. We need to get, and we've said this forever, we need to get more recognition, we have to stop beingthe guy that holds the stick, we have to be, you know, stop showing people shiny objects. I don't know, younger people, like, technology, technology changes tomorrow, the shiny object you show them today is gone tomorrow. There's more tech in your cell phone now than when Dave Dorland started, I mean, it was still slide rules. But if you just go back, just in my career, I'd say 30 years, the technology that exists today in your cell phone is far greater than any

technology we ever had. So, what's that next step going to be? What's the next step going to be? What's the next step going to be? Stop showing people shiny objects. They're not a bunch of magpies. Tell them what we do. Show them the importance of what we do, not the shiny objects. They're going to be gone tomorrow. Anyway, my opinion only. This is what happens when you give me the mic. We've already talked about this numerous times. Okay, so if there are no questions. Saša, we do have time for your question if you really want it. Okay, you're going to need to come back up.

SAŠA KRCMAR: My question related to who controls these coordinates and who controls the control monuments?

ANDY SHELP: I think I can answer that and I'm just going to say Protect Your Boundaries. Everyone was thinking it.

SAŠA KRCMAR: I'm not going to digress like you, but I'm going to say that's a compelling offer. See how great a name of a company and everybody understands what the hell we do. Isn't that great? And that's why I pushed for this marketing thing, because I think there was an element of it.

ANDY SHELP: Maybe PSC is not the avenue for our advocacy marketing group.

SAŠA KRCMAR: A related thought is, suppose Krcmar is doing a subdivision. But suppose that I'm overcharging my client, and they're not happy with the work that's being done. Do I have an obligation to pass on those coordinates to another surveyor, or does it have to be put into the records of the municipality that here are the official coordinates? So, do we need a coordinate register? It's just all these things coming down to who controls, and who is the arbiter of truth here. Whose data is it? So that was my other question.

HUGH COUTTS: Well, a flip side to that, Saša, is, what happens if you go belly up. And you're not going to be there to do the setting of the monuments, however you want to look at it, you're not going to be there, somebody else is going to do it. Therefore, a plan of subdivision would have the plan, with bearings and distances on it, with a second sheet attached to it, which would have all the coordinates for those points listed. Is there a danger of flipping numbers around, somebody punches them in wrong.

SAŠA KRCMAR: They would stay with the plan. That's the point I was saying. They would stay with the plan.

HUGH COUTTS: That's right. It's two sheets, it would be no different than a condominium plan. But ideally, it would be nice to have a digital, like an ASCII file, that everybody would be able to upload. And here's what it is, it's official. With the technology I've got, we could lock that so no one could change those coordinates. I'm sure that that ability is out there.

JOHN MANTHA: In Prince Edward Island, we have a virtual reference system that covers the whole island. The original survey integrated area was developed back in 1972–73. That was in NAD 27. All their plans, and points on the plans, are published coordinates with the monumentation in the ground. Now, what we've moved to is the

NAD 83 reference system. And because we have a transformation from NAD 27 to NAD 83, we're allowed to move those coordinates from NAD 27 and NAD 83, and we're finding errors within one or two tenths of a foot when we do this, so we know the original survey fabric is fairly solid. So now what we do with our plans and our subdivisions, we're building subdivisions or whatever. We post the roads using stakes. We give control to the construction companies with regard to vertical and horizontal systems. Construction company builds the roads, before our plan is stamped, we have to repost those properties or lots. That's how we do it in PEI.

ANDY SHELP: Okay, great. We will break for coffee, reconvening in 15 minutes. And if you do have carryover questions, they're great Open Forum topics, and that was sort of the whole thing to sort of promote these types of discussions. So, enjoy.

OPEN FORUM PART 2, AGM REPORT, AND CLOSING CEREMONY

ANDY SHELP: Great, thank you. Welcome back. There's a marked decline in participation. I'm seeing a lot of vacant seats and nobody's standing. So, I'm going to say it's the weather. So, we're going to go with that. Welcome to part two of the Open Forum. As mentioned earlier, motions must be in writing, must have a mover and a seconder, and must be presented to the Resolution Committee. Voting will be by show of hands, you may speak on any topic you wish, at any time. Once a motion has been presented, I will limit the discussion of the topic of the motion. If the motion presented fails to receive a seconder, it will be dropped from discussion. I'll remind you that proceedings are being recorded. And if you wish to speak, you are to proceed to the microphone and give your name and town or affiliation. Open Forum will end at or before 11:45 to allow us time to adjourn the business session. Floor is open.

NIGEL DAY: Sorry, this is just a leftover from this morning. It's just an FYI. I think everybody knows to be very careful with underground utilities. There's the potential for new legislation April 1, keep your eyes open for it. There was one or two readings in the fall based on this, getting people and faster house building and all that is related to that. But what they have done is they've applied fines to things that you are not doing and should be doing. And the fines can creep up pretty significantly. The one potential good thing is locates are only good for 30 days, they're going to look to be extended for 60 days. So, you don't have to jump right out there. But please make sure you get it, and it's call before you dig with one call. They also now call it click before you dig. But be careful if there's new legislation that comes in, you're going to have to have the clearance certificate or the sketch with you or you're going to get fined, I think, and it's not going to be that pretty and please don't go through one. Just my FYI. Thanks.

ANDY SHELP: Okay great. Thank you. This could end really fast. PAUL GOODRICH: My question is, when did the AOLS come to stand for Association for Ontario Land South of Barrie. One of the other issues with respect to a two-tier system of OLS and limited OLS, if it's only geared toward the GTA in the urban centers, everyone in this room has challenges to attract and retain staff and particularly professional staff. If we were only allowing limited OLSs to practice in the urban centers, it's going to suck that much more talent away from the rural and the northern communities, and we are going to

lose, we'll have fewer and fewer people working in those jurisdictions and the populations in those jurisdictions will be underrepresented. And so, if we're going to do this at all, I'd like to be able to see it in some way apply to the entire province.

ANDY SHELP: They're valid points. I know most of you don't, but had you read my last article in new OPS, it discusses specifically, there is an area outside of Toronto called the rest of the world. And, you know, it is all about that, Paul, and you know, you're not wrong, but you know, Brian's going to speak to this more intelligently than I can. But the concept of limited licenses is relatively new. This is why we're having this discussion here. What Brian presented is not a panacea. It doesn't solve all our problems. It's just a way that we can start introducing something, we're moving toward the FARPACTA problems that we're going to face in 10 months. If we do nothing? That's not the answer, we're going to be told to do something. So anyway, Brian could speak to that.

BRIAN MALONEY: I apologize for my glib comment. And the challenge is to find something where we can match that competency requirement with a simple survey. And to be quite honest with you, having done a bit of surveying in North Bay, it's complicated. And the trick is, will we be able to do that, and I recognize that this current model that's proposed does not do anything for the north, to be quite honest with you. Having said that, we are looking at some other changes. And I mentioned them the other day in the Act, in terms of looking at changing the way you can run offices and have satellite offices or whatever that will help. We recognize that. And I think there was a report done by Dave Horwood, about four years ago. And the problem was not a problem in the GTA per se. The problem was outside the GTA, but it's not that far outside the GTA anymore, you can have problems in Kingston, North Bay, for sure. I know the shortages that are there. Two potential solutions: one, the changes to office structures to allow people to work more remotely. And the second one is, is J-C's piece this morning toward an online degree. I'm optimistic that that's going to allow people who are from Timmins or wherever to get a remote education, and to be able to stay there and not have to travel out. And therefore, we hopefully will be able to recruit people that want to live in the north and more rural parts of Ontario, which are great places to work and live. There's no easy fix on this. But we have thought about it. So, my comment was very glib on that. We were trying to solve particular problems with the limited licence, but I recognize it doesn't solve the problem for the north.

ANDY SHELP: It was completely valid point. I think I think we could probably extrapolate a little bit of that with Brian saying to, not the demise of our educational facilities, but we can certainly look at that as a contributing factor. It's not easy. I'm from the north, way farther than North Bay. And it's not easy to come to Toronto to go to school, it's not easy to go to New Brunswick to go to school, or B.C. or whatever it is. So, you know, hopefully, we will attract people who are interested in becoming surveyors who don't want to come to Toronto or to UNB, to be able to fulfill some of those requirements that allow them to continue living in the north. That's the hope. But again, as Brian said, this is not the end of the discussion. If we can get some of this into legislation where we drill it down so that we still hold the power of what that limited license looks like in our own hands, as opposed to through legislation or through regulation. We control it. If we

do it properly, then we can manipulate that to the best interest of all people. It's a completely valid point, Paul, for sure. Any more questions, comments? Nigel, you look like you're poised.

NIGEL DAY: Just because it looks like there's no real hot debates, just a couple of little FYIs. Again, another follow-up for utilities. There are a number of organizations that are not part of One Call, when you call One Call for locate, MTO is not part of One Call, you have to contact MTO get MTO's utilities. If you're working near a highway, contact MTO. That could also include if you're in Indigenous groups, and other organizations have said the legislation doesn't bind certain groups to the Crown. So just making people aware of that. The other thing is, if you're working on a first application, first registration, it's usually served to MTO. Try to tell your legal group that's putting out the plans to all the people in the area. Try to use one of our names because it ends up in our legal branch. And we don't even see the plan till after the closing date of comments. Try to figure out what OLS is in the region of MTO.

ANDY SHELP: For those born after 1970 I believe it's called a land title's conversion to absolute as opposed to a first app. So, we can also refer to CTAs if you really want to go back. How far back do we want to go? Anyway, just sorry, Nigel, that was mean. That was mean and I have just under an hour or so.

SUNIL BISNATH: Many of you know me either as a colleague at Erindale or your professor at York. So, I work at York. All week, people have been asking me, Oh, are you still a York? And I didn't quite understand what they meant. So, I just thought I'd take a minute because we keep talking about recruitment, and education, just to let everyone know the status of things. We've had a Geomatics Engineering Program at York for 20 years. We always suffered from low enrollments, and the university, through a process that's across the university, just look at programs that had small enrollments and say, Well, we need to reorganize. So, it's not picking on the surveyors or picking on geomatics. It's a university with, in terms of faculty, staff, students, it's some 60,000 people, so it's a city on its own, just opening a new campus in Markham.

And so, when they put those things in perspective, having, you know, 10 to 15 students a year in a program looks very small. So, it makes it quite difficult. We talked about, you know, UNB. I'm a grad from UNB as well, it's a very different situation. York is the size of the city of Fredericton. So, it's to put that in perspective and understand that. The same issues, the AOLS has with high school recruiting, or getting people into the profession, there's similar issues with all small programs, and it's not just at our universities across the country. What our Dean has done is suspended enrollments into the program for the last few years with the plan to have a pathway to something new. The problem is, it's been difficult to work with them to produce something new, something that's different.

And the AOLS has been, you know, a huge supporter, from Maureen to Brian and others. And now we look forward to working with you. But we're looking at all those options. We've, pre-COVID, worked with the Association for online courses, where we were helping support new people to the country or people outside of the center of the universe. And that's been really helpful. But we're looking at micro-credentials, minors and

streams, certificates where people can come and take certain competencies. Having courses taught in very different ways. Instead of you know, every Tuesday, Thursday morning, you know, a two-week course. With the university looking at all of these things. But it's a struggle, it's the same struggle of finding a critical mass to have enough students in courses for the university to say, Okay, we'll run those courses. And to put it put it in perspective, the typical first year computer science course cohort at York has between 500 and 600. Biology is about 300. Civil Engineering is about 100. So, that's their perspective. But we keep working, and we're getting great support from the Association and other geomatics groups, within the province and across the country. And we have the same problem, whether it's the AOLS or ESRI or Applanix or Trimble or Novatel, or whoever it is. They need highly skilled people. Everybodydoes. And that's what we keep trying to communicate to the university, and they want to support us, but we've got to give them the reasons to.

ANDY SHELP: We've had this conversation before, and you and I and Brian had met with the with the York. And the disconnect for me personally, because I'm not that bright, is that the university in their mandate, I think it's it says that they have a responsibility to provide education that furthers the benefit of Ontario. I think that's sort of my weak synopsis of it. But wrapped up in all of that, as far as I know, is that the university takes government funding, because one of the conversations was, We're trying to run this as a business, and I'm like, Okay, I don't get public funding to run my business, so I have no obligation to the taxpayers to actually have a program that facilitates the economic development of Ontario. So that's a bit of a disconnect to me. And then the other disconnect to me is, you're a tenured prof. Does it matter if there's one student or 500? Does it really matter?

SUNIL BISNATH: And this is what I realized when everyone kept asking, Are you still at York, because they thought I might not be. But if there are zero students, I'm still there.

ANDY SHELP: Well, that's my point, right? From the university's perspective, who cares, the classroom's there, you're there, you're getting paid, whether it's one student or 500, it doesn't matter, right? And so that's my disconnect in all of this, like, the numbers don't seem to matter in my own brain.

SUNIL BISNATH: Yeah, that has to do with administrative decisions and optics that they're doing something, administrative-wise. But Brian, you said it well, when we met with our vice-president. Brian said, "Well, if the same government that operates the university wants to build a million-and- a-half houses in the next decade, how are they going to do it?" And the response, I think, Brian, was silence. So that's where that's where the disconnect is. All the communities across the province and across the country need this. But it's a matter of repackaging in a way that can get enough bums in seats, whether they're virtual or not, whether they're at the main campus, another campus, or somebody sitting at home in Rainy River, it's about having something that's not just sustainable, but that that's thriving. Because it's not just about the numbers, it's about the numbers growing. Are we going to be able to do that? I'm not sure. But I just want to let everybody know that we keep working to do that. And I say that as the Program Director. So that's part of my job. But again, I have had a lot of conversations with Brian about this. You were talking about the marketing earlier. I'm

a university professor, I'm not a marketing or branding professor. These tasks are not our jobs, and we don't know how to do them. It requires resourcing from the university, and we've had the AOLS support us, or companies that support us, but we need the teamwork right across the university. So, we're still hopeful.

ANDY SHELP: Good. And that's, that's a positive thing, because I think Ontario without an educational institution is, I think our industry will be lacking. For sure. It's just making sure that we've got a viable one going forward.

SUNIL BISNATH: It's not just the Association, right? Think of everyone in that exhibit hall, where they're getting their employees from. Because they call us and say, you know, bachelor's students, master's, PhD, it's across the board. Because they're specialized industries, and if you produce just 500 computer science graduates a year, they can't fill those roles, necessarily, in all these places. It's the mapping between what industry needs and also governments, right, because the shortage of professionals in the public sector, too, and mapping that into what's done at the colleges and universities and what the kids in high school hear. But that's ongoing, and it keeps changing.

ANDY SHELP: But educational institutes don't seem to have a grasp on what industry needs. They graduate more lawyers every year than you could ever possibly employ in a lifetime of "lawyerness." Like, honestly, when we put out an ad for a draftsperson or an instrument person, nine out of 10 people are civil engineering grads, nine out of 10, maybe "nine out of ten" is a lot higher than it actually is, but for my purposes, it suits me. You know that 99% of statistics are made up on the spot, right? But, you know, we can talk about this all day, we can talk about it for the next half hour, but Kevin is getting tired, but thank you, Sunil, we truly have your back as best we can, right? And we're trying. Brian is trying, and Joe is trying, and I'm just a big mouth.

KEVIN SWABEY: I was chatting with you on the break. And so, I thought I'd just give up stand up and give a short little update on the authoritative coordinate side of what we're looking at in Alberta. Our Surveys Act was amended or changed about a year ago, and it allowed us to potentially have authoritative coordinates above and beyond the delayed posting that we already had. There's a committee between our Director of Surveys and our Association to kind of work through some of those issues. So just standing up to let you know that we've got a lot of those happening, a lot of discussion happening right now. There are a lot of questions. Every time something comes up, there are more and more questions. So more of just an FYI. And I hope that we can have some communication back and forth between our provinces because it's a pretty big issue.

ANDY SHELP: Thanks, Kevin. In the words of Mike Thompson, Ontario will just steal whatever you do anyway. So, it's perfect. Right? Am I right? There you go. Yeah, thanks, Kevin. I knew that you would be willing to talk about authoritative coordinates. Edward Herweyer.

ED HERWEYER: Yes. Good morning. Less of a question, maybe more of a comment, maybe more of a hope. And I think what I'm hearing this morning, and it's something that it's not new, but the concern about how we reinforce our working lives with able-bodied people who are engaged in what they're doing, hopefully they love what they're doing, and so forth.

And I'm kind of making a parallel to past meetings where we had a crisis, whether it was the competition bureau issue, or constitutional challenges, or so on. I look at what we're talking about this morning, mostly, with some exceptions, Hugh, we'll get the deferred monumentation in the next 50 years, I think.

But the idea that we've got to foster an environment of process and understanding and knowledge and the dovetailing of PSC, the Alberta group, and the other provincial associations is probably naive on my part, perhaps, but I'm going to be hopeful, because this is so important, not just for Ontario, but for all of us to have capable people, whether it's on a limited licence basis, or it's on a full licence and so on. But there has to be a visible process. I, as an employer, have to be able to, when I'm talking to someone, say, this is your process, if you want to get your ticket to be a professional, you're going to do this, this, this, this, that. You can do this online, it has to be super clear, but also has to be, when you think of FARPACTA and other things like that, mobile, there has to be reciprocity and things like that.

So, there is a need for cohesiveness in the process. And again, a pipe dream, perhaps, but I'm in a hopeful state of mind this morning. So, I'm going to hope for that. Like I say, there's not really a question, but just an encouragement that this is so important to what we're doing, you know, with the reorganization, what's happening in Alberta, B.C., how our Act will change and things like that. If we're not ready, I think the game is not done, but it's going to be changed in ways that we don't control or have influence on and so on. So again, my hope is that . . . We have a lot of resources across this country, we have institutions that want to produce grads that are gainfully employed, so that dovetailing needs to happen. Now, part of that, of course, will be funding. And I will speak in support, I'm not going to do a resolution or anything like that. I think, you know, the fact there was 150K, put on the table this morning, it wasn't put on the table this morning, but it was actually made clear that that was in play. That's nothing, that's a starting point, if we're going to do this right, and get that people that are going to put the time in on it, and the energy into it, it's going to take more than that, and I will speak in support of that without making a resolution, I don't do those things well. But again, I'll be hopeful, wishful, and look forward to the possibilities. Pick our lanes, hate to agree with that guy, but you know, pick our lanes, and we will grow. I think we'll get through this. But boy, we got to jump into that equation. I don't think we're given a choice. And, you know, Brian mentioned this morning that some of the things, by the end of this year, we're toast if we're not ready, things are not going to be well, and that's the Ontario version. It's already happening in B.C. and Alberta. So, my hope: we have a great Council. Dig deep, work hard. If you need money, I'm here.

ANDY SHELP: Great thanks, Ed. The Council will be diminished slightly in an hour, but I have confidence. You know, the points that you raise are extremely important. We don't have the 1992 constitutional crisis. We don't have the constitutional challenge. We don't have these big things. But we still have these big things. There are things that are going to change if we don't react. They may seem small in nature – limited licensing, advocacy, public awareness, FARPACTA. They're just massing into this great big thing that's moving us in a direction. And then if we don't respond to that, and you touched on great

Council and great leadership and all those other things, and we will continue, Al will continue, we've had great success with Brian, the Council is extremely concerned about all of these things, as are our people from across the country. We don't have that one big thing where we can just focus, right? But we have a whole bunch of things that we need to focus on and if we don't, you're absolutely right, we will be moving in a direction that perhaps we don't necessarily want to move, we'll be forced to. This is why we wanted to have these conversations today.

HUGH COUTTS: I can't say amen enough to what's being said both by Ed and you, Andy. If we're not proactive, then we're going to be beaten in the direction that the government is going to want us to go. Well, that's the communist way of doing things, you know, being compelled, and society has its own ideas about where we ought to be going, and the speed that we ought to be moving, and everything else. And we can either fight against the current, or we can get with the program, and be the ones that decide what's going to happen. And so, we can either be the passenger, or we can be the driver, that's the way that is. Going along with what Bill was saying about the Professional Surveyors, we have an overwhelming need across this country for not just professional surveyors, but the technicians that we need. And I started out in the technician role and became a professional. It wasn't an easy route, but it was something that I could do. And there wasn't all the online stuff that there is today. And I think that we need to encourage all of that. But surveying has been one of the best kept secrets in this country. And it's too bad because nothing gets built without a surveyor. I don't think that we as professionals appreciate our position that that's what it is. And we need to get that message out. You know, if Doug Ford wants to build a million-and-a-half homes, he needs to know that that's not going to happen without surveyors. Sunil brought up, you know, the program at York is dying, because we haven't got the people that are in there. And it's because the marketing that hasn't been done in the past to attract. We need to have big flashy ads on the TV saying that surveying is the greatest thing since sliced bread. We need to be beating our own drums because we've got a great drum to beat. And having been an owner, I know the problems that come up with trying to find work, and you've got to pay people, and one thing that I did is, I paid my people more than what they could get anywhere else because I didn't want them taking off and going and working for somebody else. You want to track people to the north? I think the north is a great place to work. I've worked in downtown Toronto, I tell you; I'd rather work in Timmins than Toronto. There's a great thing, and I speak to people, I see kids, and I know lots of them having been a youth leader for many years in scouting and things like that. I speak to them, "What are you going to do when you grow up? You know, what do you like to do? Do you like computers? Be a surveyor. Do you like working outside? Be a surveyor. Do you like working with people? Be a surveyor. Do you like working alone? Be a surveyor. You want to teach people? Be a surveyor. This is such a broad industry that there's no reason that we can't attract people, but money is the bottom line. Many times, kids will say to me, How much do you get paid? Well, you know, I know what I got paid. And I know when I was starting out, what I got paid. It was 10 cents above minimum wage. But we aren't a minimum wage industry. If you want to attract people, get out there, talk to them. We all know kids that are maybe, grade eight would be an ideal spot, because then you could get them into grade nine, get them working toward becoming surveyors. Talk to

them, hire kids, that's what I did, since you get to be 16, come and work for me for the summer. Co-op students, those are great untapped resources. They're all there. We need to be, as individuals, as professionals, as an Association, as an industry, we need to be proactive, we need to be getting out there and saying, Come be a surveyor, you will learn to love this.

ANDY SHELP: It would be interesting to go back to the 1985 general meeting and see if that comment's still there.

HUGH COUTTS: I think it was because I was there.

ANDY SHELP: I know it was. Against my better judgement I am going to let Saša speak.

SAŠA KRCMAR: Here's what I'm thinking. So, Hugh, everything you've said is fantastic. But if you were to ask a group of surveyors, Hey, we're going to spend $3 million on marketing. How many people would you think would want to pony up the cash? So, this is a rhetorical question, I don't want to get into a whole thing. My issue becomes that, since I've gotten on Council, my big push with my background, entrepreneurial-wise, and with Protect Your Boundaries and everything, is I recognize the value of marketing. And so, we've started to invest 150 for a plan, and we're going to put a plan together, and the question then is going to be, you know, Ed said it right. He's willing to pay, I'm willing to pay, I know Joe's willing to pay. The firms that are really going to benefit, they're all going to be willing to pay. But the question is, will the money be there to make this really work? And this is a challenge that we have to look at. But it's not about becoming a surveyor, the message I'm seeing is, what is the surveyor? Nobody knows. So, let's be really simple on the point of a message. I just want to point out that I think it's important as an industry, but it's going to take money. And I think many of us are willing to invest in it because we see a future. Especially my family's willingness to invest.

ANDY SHELP: We are all not as fortunate to have the legacy that Saša's father has created, where you just generate your own people. But they're certainly doing a good job. Right? They're certainly doing a good job. You've got to commend him for that. So, you brought up some interesting points. And just a couple of things. So, I did have I had the good fortune of having a meeting with the Premier. Lord knows why, but I did, and brought up all of those things, like, you want to do this, you want to do that, you want to do all these great things. Well, guess what? It all starts with us. Right? It all starts with us. And then Brian and I had a meeting at the Minister's office with some ministerial types. It was more around, I guess I was there with two hats on. One, I'm there representing the Association. The other is I'm there representing me, which is really a conflict of interest. I get all that. So, we did the Association stuff. We talked a bit about what we're looking at when changing the Act and those sorts of things. And it just happened to be the day after Bill 23 was announced. So, the Build Homes Faster Act. The Minister's office, the ministerial people brought up some things, and then I said, Okay, I'm going to just switch hats here. So, you know, as an employer, as one of the bigger employers in this industry in the province: you've got a problem. And they're like, What do you mean? I said, your Premier announced yesterday that you wanted to build houses faster. See all those

buildings over there? Nothing happens without us. You see all those homes you live in? Nothing happens without us. We are the start of this. But this is a bigger conversation. This is a conversation that should be at least tripartite if not have five ministries involved. Ministry of Natural Resources, Ministry of Colleges and Universities. Had that meeting too, and they're not listening. Ministry of Transportation, Ministry of Labour, Ministry of Immigration. So why aren't we talking to those people? Those are the broader people to which we should be speaking because the ramifications of the closing of the program, which is colleges and universities, MTO not being able to get people. We got a letter from Minister Mulroney saying she's the Minister of MTO saying, we're going to do all this great stuff, so be ready. Okay, well, we're going to do this great stuff and be ready, but we can't get a program that functions, we can't get all of those things. So, it's all wrapped into these bigger pictures. We were all in Quebec and we can go population-wise, and we can say, Okay, Prince Edward Island may or may not have the proportionate number of surveyors they need based on the population. New Brunswick. It can go across the board. Quebec has roughly 1,100 members. The conversation was, Why have you got a successful university program that continues? Why have you got 1,100 people? Why, why, why. And what it amounted to is they had an amazing relationship with the Minister, and the Minister's office. When the Minister changes, they get in front of them, they get right in front of them. And there's a reason for that. I'll tell you the quick story. Because I was curious how this happened. And the way it happened was, the Quebec government started getting rid of their L'arpenteur-géomètre.

And then the Association was paying close attention and they were doing legal surveys without a legal surveyor. So, the Association got a restraining order and a search warrant, showed up at the front door with the RCMP. Back away from your computer, we have a search warrant to search the premises for illegal activity. Boom, Premier was called, What is going on? This was on the five o'clock news. This was on News at Noon, five o'clock, and all of a sudden, the dialogue changed. Not that we need to do that. I'm not suggesting that if we could do that, that would be great. But the point being is that we need a presence. We do need a presence in front of government. And it's not just the ministry that that is in charge of us, it's a bigger issue. And the bigger issues are universities, transportation, they're saying we can't find enough surveyors. Then the Ministry of Immigration, Housing, all of those things. I don't know if our Ministry under, and maybe Bruce can speak more to this, about the realization that other ministries have about our problem. So, Bruce, you're probably better at this.

BRUCE CLARK: I'll just speak to that because there have been a couple of comments here about government inaction. And I just want to say that you may not be aware of it, but there are a number of conversations that have been going on for years between Colleges and Universities, between MTO, MNRF, and PBSD, and IO, all of the Ontario public service surveyors are impacted. But it's beyond that. My role is not just the OPS, it's beyond that, this whole Association here, this profession in Ontario. So, it's recognizing that this profession serves the public of Ontario, not just the OPS, and so for well before I started, Sue, who was part of this conversation, the message has gone up. The message has been repeated up and up and up. And there's been a lot of work been done by various levels of civil servants, ADMs, DMs, at that. The difference is that the

government, the top the ministers change, but the message hasn't changed, so, it's been relatively consistent. I do appreciate the efforts made by the Association, President, and the Executive Director to continue pounding that message.

MAUREEN MOUNTJOY: I'd like to speak on behalf of the Educational Foundation and thank everyone for buying tickets at the exhibitors' draw, we actually ran out of tickets this time. Bill Webb was a great master of ceremonies as well. But I'd really like to thank our Sergeant-at-Arms Ed Herweyer, he came up with his own idea to go around and collect pledges from some of the members and he had put out that challenge. So, he told me he has another cheque for me. With our draw proceeds and his pledges, we've come to almost $20,000, which is really great. And the other thing I wanted to mention is we finally got our supplementary letters patent after two years of wrangling with the lawyers and the government. So that means we can give out awards across Canada now. We're not just limited to Ontario. We also sent out a survey, we didn't get many replies, but we wanted to find out where the companies are attracting staff and there's a few colleges that we can look at. Because, you know, we do need technical staff as well as professional staff. So, the board of directors are going to look at all the awards and see where we can reallocate. We did give a lot of money to York University, and if that program now is . . . whatever is happening to it, then there'll be money to allocate there. We didn't have the poster session this year, we decided not many of the students were coming to our Association and a lot of the students were from York University. Anyway, we'll come up with some ideas and hopefully we will attract some award winners. Many of the younger students coming in here are award winners. The number of OLSs that are award winners has climbed significantly over the past few years. So, I think the Foundation is making a difference. And thanks, everybody, for supporting it.

ANDY SHELP: I knew Ed would do a fantastic job, because there is not a week goes by where he doesn't walk into my office and say, I've just been spending some of your money. I knew we'd have no problem spending some of yours. So, great job, Ed. I knew you'd do it. Thank you.

DOUG MCMORRAN: Going back to Saša's question before the break. At the Monuments Protection Committee, one idea was thrown out there. If you choose to do coordinates on a plan, then it's up to you to give your CAD drawing free to another surveyor working on that. That was just one idea about how to handle the coordinates. Another thing is not to the Council up there, it's to the members here. For the last couple of years, I've been trying to get some type of protection for the control monuments in cosign. Today, nothing's been done. The City of Ottawa, tree bylaw, on your property if a tree is at least 30 centimeters in diameter, if you cut it down without their permission, you can get a fine from $500 to $100,000. And there's a special case where you can get fined over $100,000. Think about what monuments, legal monuments, we think we're protected on the federal act. During our conversations to the Monuments Protection Committee, it was brought out that federal legislation may not protect the legal monuments here in Ontario. How do you guys feel about that? Do you think the monument protection should be revised to protect our monuments? A tree has more protection than a piece of steel in the ground. I think it's time for the members sitting down here to stand up – you all have

an opinion about this – and state your opinion. So that's what I'm asking from the members here. Stand up, voice your opinion if you think the monumentation should have better protection. Think about how we've gone in with the coordinates, how the monuments and cosign are now being used more. And they're being destroyed. There's no protection for them. So, no disrespect to the Council up there. I think it's time for the members here, stand up and state your opinion. What do you want?

ANDY SHELP: Great, thank you. I think historically you used to get killed for removing monuments, then it became, I don't know, a misdemeanor, $10,000 and or up to five years in jail. I think they pay you now to remove them. So maybe Scott raises some valid points. Now with the new king, maybe we can go back to some of that old-school thinking.

RODNEY GEYER: This whole presentation that Hugh made and all the dialogue that it's been generating, I want to encourage that committee to perhaps reach out, or the different regional groups, to reach out to that committee. They have to make presentations at their various regional groups. And I think maybe some of them have, it's been done already. But get that dialogue going at that regional group level so that everybody can have a voice and make a comment about it. Provide other alternatives because I for one didn't agree with a lot of what Hugh said, but I think that this, we don't have enough time here to talk about it at that length. And I just wanted to add one other thing. Where did Maureen go? She's here somewhere. I sit on the Educational Foundation Committee, and I know many of us do. And I just want to compliment her on all the great work that she's been doing over the many years and especially this past year, so I just want to say thank you, Maureen, for all the hard work.

ANDY SHELP: So, getting back to Scott's point, if you do have, you know, it's a valid thing to bring these things up at regional meetings, just make sure that Dave gets this information, and he will take care of you. In an hour and a half an hour. Nigel, yet again.

NIGEL DAY: This is to piggyback on Bruce Clark's comments, the groups of OLSs inside the government are really trying hard to nudge our leadership to wake up to the surveyors. So, the Ministry of Colleges and Universities, there have been meetings, and they have been told and given all the pieces of legislation that we are written into, with a cheeky comment, how are you going to write us out of your legislation if we cannot continue to get OLSs? Because we are in and they can't replace us, they have to rewrite legislation. The other bigger problem, almost the elephant, is the technicians that you brought up, Hugh and Bruce. We used to have ISTO years and years ago, but there was a membership fee to that. I think it was $100 a year. But I'm wondering if there's any dialogue, and I'm not putting anything forward to bring something like that where you would have your technicians belong to this group and the funding from $100 a year could go into creating courses, because the colleges are really slow to develop programs where we may have to develop the programs. So, some sort of money to start creating online. When you hire a summer student, there's a couple of days of onboarding courses they can take or something like that. I'll just leave it there. Thanks.

ANDY SHELP: And that has been discussed. Maybe, Penny, with your

OACETT experience? Anything there?

PENNY CONNORS: Okay, as Andy was mentioning, my background is in regulatory work. So, I have been at TSSA, the Technical Standards and Safety Authority, underground pipeline, I was at ORCGA meetings all the time, gas pipeline inspector is one of the categories I licensed. I've also worked with OACETT running the certification admissions processes. So, engineering, technicians, and technologists for all of the 14 or 15 categories, I can't remember, including surveying. So civil, electrical, mechanical was our most common but certainly had a surveying category for technician, technologist. Those are protected titles. So, it's not mandatory. But we can certainly build relations with OACETT and work on limited licence with AOLS. How we can match that up with OACETT as well. I know the Registrar there well; we can certainly work on some of the joint training and CPD as well between the two organizations, I think that would be helpful. I will also say I've worked also in a health profession. So, some of the discussions that we've had this week about fitness to practice and some of the regulatory committees, including working with the Office of the Fairness Commissioner, I do have a background with that as well. And it can be very challenging to get all of the reporting and updating done. I am impressed with the work that has been done on the limited licence proposal. And I do think that would be a great opportunity for us to address the deadline that's approaching in December.

ANDY SHELP: My point in trying to speak to that, and then eventually having Penny speak to it, is that there is an organization out there that exists. You mentioned this though, there's been a bunch of those failed technology sorts of things since I've been around. But maybe we can start embracing some of this and utilize the resource that we have here, who is very knowledgeable. I'm sure that's a good conversation between you and Penny.

PENNY CONNORS: Happy to chat anytime you want to reach out as well. DANIEL GAUTRON: This is about monument protection in Manitoba's Real Property Act. Municipalities are solely responsible for the protection of monuments. So, if a monument gets ripped out, and a surveyor finds that, we can note there's a program where land title's office will pay 50 percent of the cost to restore the monument. Municipalities don't have a choice; they have to pay it. If they refuse to pay it, then we can go to the Registrar General who will force them to pay for the placement of the monument. So, the Act opening up, maybe it's worth considering trying to sneak that in there. Good luck though trying to get money from the government, but potential opportunity.

ANDY SHELP: Interesting. Again, against my better judgment, we will hear from James.

JAMES DORLAND: I'm going to talk about PSC this time. The shortage of trades is a recognized item across the country, and PSC has been actively trying to find seed funding through these recognized programs to start trade schools for its cadastral surveyors and have accreditation. And we're still actively pursuing those applications, and the only thing that we really need is membership like you to help us pay for those activities so we can staff that. So, this all comes hand in hand.

ANDY SHELP: Okay, great. We have time for probably one more topic. If somebody . . . oh, there's my favourite guy right there standing up.

UNIDENTIFIED SPEAKER: The only question I had is, where did you learn the term FARPACTA?

ANDY SHELP: From our esteemed Executive Director. You think I know what's going on? There's an old adage, you surround yourself with people a lot smarter than you. We'll leave it there.

PAUL GOODRICH: Just a suggestion for future AGMs. I fully applaud the move to the online education and accreditation. It's wonderful for all of us, particularly the north and the rural areas. One of the downsides is the isolation. One of the benefits of my Erindale education wasn't so much the education, it was the friendships, the connections that I've made. And I've been able to use those connections when knowing people from across the province to be able to call, and they've called me as well, for the same reasons. And one of the best things of attending the AGM other than to hear Andy Shelp's stand-up routine, has been the opportunity to reconnect with old friends. So as a way of fostering those connections and friendships for our new OLSs coming in, the suggestion is that AGMs of the future tailor a program specific to new OLSs with three to five years' experience to either team building or social of some form, to help foster those friendships. I know we have the Veterans' Dinner, but we really don't have anything tailored toward the young. And with the new educational model, it does tend to put everyone into silos, as opposed to an interconnected province of professionals.

ANDY SHELP: Absolutely true. 100% true. I think the last three years have exacerbated that.

BRUCE CLARK: Just climbing on that as well, Paul. The other thing that's unusual here that I found in this Association, partly from my western experience, is identifying those new OLSs. Yesterday at the luncheon, there were what, 1004 that came through there? In other associations across the country, they're identified, you can pick them out so that it's not just that lunch, you can see them. Alberta actually gives them an orange survey vest, so they're identified for the whole AGM. There you can see them. They wear them proudly, they look for signatures on the back of them, so they've got a memento of their convocation. But also, it identifies them for the rest of us, so we know exactly who they are, and you go up and welcome them, shake their hands, and say thank you and well done.

ANDY SHELP: When we start to pull away from these types of activities, we do end up being in isolation. We're very fortunate where I work, that we have great relationships with the other people in our city, the other survey practices. As much as it's, not adversarial, but can be, the important thing and the thing that we have going for us all the time is that we are relatively small. We know most people in this industry. And you're not wrong, that will change over time. But there's a new way of looking at things and we have to embrace it, and it's just how we choose to embrace it. So, things like this are very, very important. The vest, it's a way, so we have to choose our own way and how we're going to do it. We can steal it from B.C., or we can find our own way. So, we will, we will for sure. So that concludes Open Forum. I thought that was really good. So just a quick show of hands. So rather than read the reports for an hour, was everybody okay with the new

format that we introduced this year? Is that something that we'd like to continue? Because I think what it did was it brings the problems right to the front, that people have been dealing with that you don't necessarily know are problems yet. Or they will become problems, or maybe you know something about them, but bring them to the forefront having meaningful discussions. They did carry over into Open Forum, which automatically generates conversation for Open Forum, right, because we tried to keep it to a limited timeframe and say, Okay, you know what, we can discuss this more when we have more time. So, I thought that was a pretty good idea. Hopefully everyone else did as well. I want to thank our out-of-town guests for attending our meeting. It's a pleasure. Okay, so for all my joking, I'm actually quite sensitive. I hope you enjoyed your stay with us. And you've learned something, and hopefully people have learned from you. So, it's a tradition on the drunk fat tour to have the longest standing president, besides me, speak about me in some way. So, this year, it would have been David Swaile from B.C., but he's not here. So, what I did in this particular case because he wasn't available, was I had an auction amongst them. Who would like the opportunity to come up and talk about me, besides me? And actually, we generated a lot of money for the Educational Foundation. So that's good, right. Actually, Kevin won the lottery. So, Kevin, would you like to come up and say a few words?

KEVIN SWABEY: I'll just add, it's really cool because the new surveyors wear the red vests around, and everybody signs them, and then most of our new land surveyors – I have land surveyors that have been around for 5, 10 years, and the vests are still hanging in their offices with everyone's signature on them. So, it's kind of a cool way to do it. Sorry. So actually, like Andy said, Dave Swaile is our longest serving president and he is until next week when Mike Thompson takes over. So, Dave actually gave me a bit of a write-up here to read for everyone.

So good morning, from Victoria B.C., my home. Sorry, my name is Dave Swaile, BCLS, president of the ABCLS and now senior president on the delegates' tour. I send my regrets for not being able to join you in person this week. But I'm grateful that Vice-President Mike Thompson has made the trip to learn from your Association. I've asked Kevin Swabey, President of Alberta Land Surveyors Association to deliver this message on my behalf. The tradition is for a senior president on the tour to offer a toast or roast to the residing president at his or her AGM and since most of my jokes tend to fall flat, I'll stay away from the roast.

I first met Andy Shelp last March in Kelowna, at the B.C. AGM. Our meeting was the first to be held in person since the onset of the COVID-19 pandemic. And while all visiting presidents were happy to be travelling again, it definitely felt as though we were all working to figure out exactly what we were supposed to be covering on these president's forums. However, I don't think it was more than 10 minutes into the meeting before your very own Andy Shelp was trading barbs with the Alberta president. That's the past president, I'm not sharp enough to keep up with Andy. And was generally stirring things up. And what I quickly learned was the trademark style of communication. And I'll just add in here that I think the Alberta president was giving Andy the finger within the first day. So much for my impression of a presidents' meeting that would be stuffy and

formal affair. But Andy was instrumental in breaking the ice and the rest of the week quickly turned into a wonderful chance to build relationships, and have some fun, all while having some great work conversations. I spent the next year in the remarkable privilege of travelling this great country to attend our sister organizations' AGMs. And it was amazing to watch the friendships with our new fellow presidents and their partners grow and strengthen with every visit.

Through this, I also had the wonderful opportunity to get to know Andy's amazing partner Tanis, and there is no question who the better half is.Andy came up with the new fitting name for the presidents' tour. It became known as the drunk fat tour, which you've heard many times here today. For all the wonderful meals and wine that are consumed on our travels, never has there been a more appropriate name assigned to anything anywhere.

There are a few things I learned about Andy over the last year. Firstly is, he never met a microphone he didn't like. But secondly, he cares deeply about the future of land surveying. Andy could be relied on to share his perspective not only in the presidents' forum, but from the floor of all the AGMs he attended. And you could tell his words generally prompted some very serious reflection from the attendees no matter what province they were in. He has always spoken passionately and sometimes even urgently about the need to attract and retain new people to our profession to keep it vibrant and relevant. And he is keenly interested in monitoring the changes occurring in B.C. and Alberta with respect to self-regulating professions so that he can report back to Ontario and consider what might be coming AOLS's way.

Andy is someone who looks forward strategically, and I believe he can anticipate what's on the horizon. He has in my view served your profession very well during his time as president. To Dave Kovacs, congratulations and welcome to the president's role. And I look forward to welcoming you in Victoria next week for B.C.'s AGM. And to Andy and Tanis, it's been an absolutely wonderful pleasure to get to know you this last year. Please stay in touch and look me up next time you're on Vancouver Island. I'll just say here, from my side, I wholeheartedly agree with everything Dave said, especially the part about Tanis being the better half and the part about Andy and the mics.

Every group needs someone to break the ice. And I know Dave said it in his speech there. But Andy was really great, when we get together in our meetings, a bunch of surveyors get together, we didn't have a real solid agenda every time, but we were really able to get into some good surveyor shoptalk and really try and solve a lot of issues, all while doing it in a casual atmosphere that really worked well for everyone. So, it really it really enabled everyone to give their opinions. It's been a pleasure getting to know you and become friends with you and Tanis. I really appreciated your hospitality this week. You guys have had a great AGM and I think Andy's done a great job of leading your AGM here. I know Andy said at the beginning of the AGM a couple days ago, he mentioned that you go around to the different provinces, and you can see people in the crowd, and you can match them up that are the same people almost from your home province, and I really have felt that especially here in Ontario, just because the sizes are very similar. A lot of the discussion, it's like being in a time warp in another place where the same conversations are happening, it's just different faces. I can see people that

match up with our Association back in Alberta as well.

But I do have to say one thing, I don't think we have an Andy Shelp in Alberta, so very unique man. But I appreciate it. Thanks a lot, Andy. The only other thing I had there is Dave, welcome to the tour. We look forward to seeing you in BC. Get a bigger belt. Thank you.

ANDY SHELP: There is an Andy Shelp in Alberta, he even has the same suit jacket. So, he was the president and honestly, he did give me the finger, but I hadn't even said anything yet. I think all I said was, I want to talk about Alberta's PGA, and then it kind of went around the room, and then he just looked at me and flipped me the bird for no apparent reason. I guess there was some sort of connection there that I didn't quite understand. But no offence, but that was completely wrong. So, thanks for that. And, you know, I do wish you success in Lake Louise, which is where your next meeting is. And the rest of you, you know, good luck with everything. We've been through some things. Yeah, we don't need to discuss those. It's been a pleasure for me to spend time with all of you, for sure. This is almost coming to an end. Thank God. Ross Hogan was the chair of the annual general meeting. Ross unfortunately had to leave a little bit early due to a family issue. So, Al is going to give the AGM report.

AGM COMMITTEE CHAIR REPORT

AL JERAJ: This is the only report I think that we're formally giving for this AGM. So, it's going to be really quick. We had 632 registrants this year. Amazing. Out of those 632, 462 were members, and the rest of the 170 were non-members. Next year, the AGM is going to be in London. And look out for a Survey Monkey that's going to come out from the Association. It's going to ask you about the format and what you guys thought about the programs, and we're going to look at locations. So that's it. It's usually around the last week of February, first week of March. That's always been the case for the last 130 years.

ANDY SHELP: Thanks. Bruce Parker will take the reins from Russ and is our Chair for the 2024 AGM in London, and date yet to be confirmed. Bruce, you want to say a few words.

BRUCE PARKER: I was tasked, asked, and almost commanded by somebody to chair the AGM Committee in London next year. And I was pleased to do so because London missed out on the 129th two years ago because of COVID. So, to me, this is a wonderful opportunity for London to get back in the saddle and right that wrong and have a wonderful AGM. And as with most things, there's good news and there's bad news. So, the bad news is that this is coming to an end. And I think this has been a spectacular AGM and I thank the organizing committee, the AOLS staff, the hotel, and particularly the members, and all the guests that came to make this such a wonderful success. The good news, of course, is we're less than a year away from the AGM in London. So, circle your calendar, start making your arrangements, and prepare to just do this all over again a year from now. Thank you.

AL JERAJ: I forgot to mention, and this is my bad. While I was out there, I really meant to thank the AGM Committee. So, if you don't mind, I can just announce

their names. Convention Chair Russ Hogan, President Andy Shelp, Vice-President Dave Kovacs, Sergeant-at-Arms Ed Herweyer, exhibitors, Chris Fox, Sean Leroux, Executive Director Brian Maloney, Meeting Coordinator registration desk, Lena Kasabian, registration desk, Joyce Tenefrancia and Penny Anderson. The, not really the hospitality suite, because it doesn't exist, Roy Kirkup and Dave Whitton for communications. So just please join me in congratulating them for a great AGM.

ANDY SHELP: Before everyone leaves don't forget to return your name badges to the front desk, so we can use them to do our part to save the environment. Do you guys have anything else, any more announcements? That concludes today's agenda. Ladies and gentlemen, would you kindly stand for the removal of the Standard Measure? Sergeant-at-Arms, will you please remove the Standard Measure? Great, thank you Ed. Just before I say the final line here, it's been a pleasure. Thank you. The 2023 annual general meeting of the Association of Ontario Land Surveyors is now adjourned.



2022-2023 AOLS Council
Bottom Row from left to right:
Simon Kasprzak, Brian Maloney (Executive Director), Sophie Rose-Côtè, Andy Shelp (President), Dave Kovacs, Bruce Clark (Surveyor General), Ron Berg
Top Row from left to Right
Sasa Krmar, Natalie Vibert, Gavin Lawrence, Penny Connors (Registrar), James Hunt



Outgoing Executive Director Brian Maloney



Sergeant-at-Arms Ed Herweyer



AOLS President Andy Shelp



Keynote Speaker Warren Macdonald



Alberta Land Surveyors' Association Executive Director Brian Munday



Dan Quinlan and Phillip Hofinann



Dr. Michael Cramer



Ron Stewart



Survey Review Department Meeting



Convocation Luncheon



Simon Kasprzak received a citation for his three year term on Council and service to the membership



Gavin Lawrence, Past President of Council, was honoured with a citation for his pragmatic and compassionate approach to leadership



Peter T. Raikes received a citation for his significant contributions during three terms on AERC



Kevin Thom was cited for his leadership on the Complaints Committee



President's Dinner



New OLS Members
Back, left to right: Hassan Ibrahim, Peter Dunsworth, Isaac Abebe-Abraham, Jonathan (Cody) Anderson, Geniphill Laomoc, Isam Aziz, Armin Asadi
Front, left to right: Kevin Ertl, Mirel Aradau, Mariusz Urbanski, Jurgen Ismaili, Jack Cavanagh, Jennifer Humber, President Andy Shelp, Monika Budziak, Damilola Shyllon, Kevin Brown, Dawid Szeremeta, Anthony Vaz
Not Pictured: Joseph Osei Ababio, Jake Anderson, Jamie Dockx, Jake Langlois



Tracey Kovacs and Incoming President David Kovacs

SURVEYOR GENERAL'S REPORT
2022

W. Bruce Clark, BSc, OLS, OLIP, ALS, Surveyor General
Bruce.Clark2@ontario.ca
Mapping and Information Resources Branch Ministry of Natural Resources and Forestry
Published: March 27, 2023

Message from the Surveyor General

2022 continued to be a year of change in the Office of the Surveyor General (OSG). We started to rebound from the pandemic with our team returning to our offices in May. While working remotely presented unique challenges it also allowed us to incorporate staff working in locations across Ontario and elsewhere. We continued to add surveyors to our ranks from outside the ministry and province, including from Glovertown, Newfoundland.

Having adapted our office processes to the digital reality of remote work, we have embraced the opportunity to modernize the delivery of our services in line with the digital initiatives of the government. While this has allowed us to deliver on projects throughout the pandemic, our demanding workload continues to be a challenge. To address this, we've reviewed the way we operate to identify improvements and implement a process to prioritize and assess new work to ensure our deliverables and commitments continue to support economic activity in the province.

We've enjoyed many accomplishments and successes in 2022. OSG staff have been instrumental in a number of recent initiatives, from providing detailed, descriptive mapping to jurisdictional changes to providing staff resources to several of the ministry's lands-related projects.

We continue to assess our vast collection of historic surveys and other records including geographic names files and township plans to make them accessible digitally.

Looking ahead, OSG has also begun a strategic review to better understand our role, our mandate, and the services we provide across the ministry, government and to the public. The knowledge gained through this review will assist in assessing the benefits of the services we provide while also considering future services that could be delivered as part of our role in managing Ontario's vast Crown lands.

I am continually impressed by the expertise, experience, and commitment to public service that the team of dedicated professionals within the Office of the Surveyor

General demonstrates daily and I invite you to read the report to learn more about our team and their incredible work.

Sincerely,
W. Bruce Clark
BSc, OLS, OLIP, ALS

Powering Remote Indigenous Communities and Supporting Economic Development

Access to sufficient, reliable, economical, and sustainable energy is fundamental to Ontario's socio-economic development. In support of expanding access to sustainable energy, the OSG reviewed the submitted plans for two significant energy development projects to ensure they met all requirements for commercial licenses.

Wataynikaneyap Power Transmission Project

The Wataynikaneyap Power Transmission Project aims to connect remote First Nation communities to Ontario's power grid. This is an expansive project and involves building or upgrading 1,800 kilometers of electrical transmission corridors. Crown Land Survey staff, led by Technologist Mike Bar, aided in the progression of this project through the review of 52 descriptive mapping sheets for the primary submission and an additional 41 map sheets for the License of Occupation.

This project is expected to generate significant economic benefits to First Nations communities by alleviating energy supply limitations due to outdated infrastructure, including diesel power generation capacity. The project will improve energy capacity to support future developments like the Ring-of-Fire and other regional economic development opportunities.

East-West Tie Transmission Line Project

The East-West Tie Transmission Line Project (PDF) involves providing reliable electricity to the northwest within a 450-kilometre corridor north of Lake Superior. Construction of the project began in September 2019 and was completed on March 31, 2022. OSG Crown Land Survey technologists, Mike Bar and Alex Gawlina, played a key role in reviewing the 7 survey plans in support of this vital energy infrastructure project.

Supporting Progress in Ontario

The OSG is supporting Ontario's action plan to make lands available for residential development to alleviate the housing crisis. OSG worked closely with the Ministry of Municipal Affairs and Housing to facilitate the regulation of certain land within central Ontario.

We continue to support the priorities of the government throughout various initiatives by providing detailed descriptive maps and plans which compile important geographic and spatial information. In 2022, OSG provided descriptive plans for a variety of priorities including the development of power infrastructure, expansion of housing availability and support for northern development and the mining sector.

Crown Land Surveys Unit

The Crown Land Surveys Unit assists the Ministry of Natural Resources' Regional Operations Division, other ministries, private sector surveyors, and the public with survey inquiries and requests for information.

2022

In 2022, the Crown Land Surveys Unit:

- performed 180 hours of research for clients outside of the ministry
- completed 600 hours of research for the Ministry of Natural Resources
- provided 780 hours of research relating to survey advice to the ministry's various districts and the public
- received 40% of all advice requests from surveyors
- received 40% of all advice requests from the public
- provided surveying support to Indigenous Affairs Ontario related to settling claims with First Nations by supporting 15 claims at various stages of negotiations
    - Michael Matthews, the Senior Crown Land Surveyor, spent over 200 hours supporting multi-ministry consultation on a number of Treaty 3 claims.
- provided advice to district offices regarding land titles absolute applications with respect to Crown interests as adjoining landowner
    - The unit completed 50 Land Titles First applications, totaling 575 hours of surveyors and technologists' time.

Algonquin Park Lease Project

December 31, 2022, marked the end of a multi-year effort by Ontario Parks to extend the lease term for all cottage lots in Algonquin Provincial Park to 2038.

Algonquin Park is Ontario's oldest provincial park. Though its history as a national park date back to 1893, the park was officially established in 1913.There are currently 297 privately leased cottage lots within the park.

To qualify for a lease extension, all cottagers were required to meet certain eligibility requirements, including a Crown Location reference plan and a surveyor's real property report from a licensed Ontario Land Surveyor. For many of the cottage locations this marked the first time the survey fabric had been renewed
in 60–100 years. This was no small challenge for the community given the:

- age of the original Crown surveys
- condition of survey evidence
- complex rail history
- historic flooding of several lakes within the park from its earliest logging days

Lease Renewal Efforts

Renewal efforts were driven by the need for boundary certainty and clear parcel descriptions that meet the present-day requirements of the Land Titles Act and the Registry Act.

The Office of the Surveyor General supported this work and our ministry partners with:

- cost-saving preliminary field work
- extensive research of historical Crown records and advice to surveyors in inter-

preting field and documentary evidence
- technical review of every survey to ensure the Crown's interests were protected while considering what was fair to the cottagers
- authoring new legal parcel descriptions for all lease renewals
- Geographic Information System (GIS) expertise and mapping of all cottage lot infrastructure to support the management of cottage lots

OSG's Crown Technologists Thomas Guilbeault and Alex Gawlina, Data Support Officer Drew Gertridge and Crown Land Surveyor Roger Grose worked diligently to ensure Ontario Parks was able to meet its obligations and ensure that the survey community had the support needed to help Algonquin cottagers meet their lease renewal requirements.

Crown Survey Records

Thanks to significant funding and support from the ministry's modernization initiative, the Paper Record Digitization Project team, and numerous partners, OSG, led by Project Manager Karen Hoover, continued to expand Ontario's digital Crown Survey Records collection.

Not only are these records historically important to the province, but they continue to support the legal and business needs of the ministry, our partner ministries, Ontario Land Surveyors, and industry stakeholders.

The latest digital additions include:

- 21,534 Crown location survey records across 92 townships, the oldest original records dating to 1797
- 21 volumes, over 10,500 bound pages, historic survey instructions dating back to the early 1800s
- 843 municipal re-survey files including field notes, survey reports and supporting evidence
- 1007 historic internal survey opinion and advice files

Digital Survey Submissions Pilot

In 2019, Ontario and Teranet introduced the option for electronic submission of survey plans (ePlans) in the land registration system.

Surveyors find ePlans to be faster and more convenient than filing hardcopy plans at a land registry office and as a result, effective November 10, 2022, this option has been expanded to include direct electronic submission of Crown land survey plans.

To further streamline and modernize the Crown land survey plan approval process, OSG is piloting a digital submission service using the SharePoint Online platform.

The new digital submission service will allow surveyors to make a single digital Crown survey submission and receive automatic notices and updates on the status of the submissions.

Parcel Mapping and Georeferencing Unit

OSG's Parcel Mapping and Georeferencing Unit are responsible for correcting and maintaining multiple layers of data including:

- provincial boundaries
- geographic Township limits and the Lot Fabric within
- multiple layers used for the mapping of lands managed by the ministry

The team works closely with ministries of Municipal Affairs and Housing, Mines, Environment, Conservation and Parks, Agricultural, Food and Rural Affairs and Indigenous Affairs Ontario to make sure data layers are accurate and current.

Crown Parcel Specialist

The Crown Parcel Specialist, Donna Gertridge, works with Teranet and the Municipal Property Assessment Corporation (MPAC) to ensure Ontario Parcel data products are maintained.

The most interesting parts of the job involve the research of a piece of land. This can mean looking at a newly issued land use permit, a federal patent from 1912, or documents much older.



A federal patent document issued for islands located in Georgian Bay. The red seal on the document is from King George V. This document is part of our land files.

Geodetic Activities

OSG's geodetic team collaborates with municipal, provincial and federal governments to improve and maintain the control network of highly accurate survey points. This provides positional reference for surveying, mapping and infrastructure construction across Ontario.

Control Survey Information Exchange

The Control Survey Information Exchange (COSINE) database is the official source of

control survey information for Ontario. COSINE Online provides users with access to geodetic control data. COSINE provides precise coordinate and elevation information for more than 125,000 horizontal control monuments and vertical benchmarks provided by:

- ministries
- federal departments
- municipalities
- conservation authorities
- agencies

This geodetic control provides the 3-dimensional spatial reference for all positional activities in the province, including surveying.

The geodetic team of Morgan Goadsby, Hassan Ibrahim and Rob Hamer continues to work with other agencies to improve our geodetic reference system, focused on the future implementation of new horizontal and vertical reference systems in Canada.

These systems are promoted by the United States National Geodetic Survey for North America and include:

- North American Terrestrial Reference Frame 2022 (NATRF2022) horizontal datum
- North American-Pacific Geopotential Datum 2022 (NAPGD2022) vertical datum

We expect the new vertical datum to be equivalent to the Canadian Geodetic Vertical Datum 2013 (CGVD2013) which is used across Canada with over 20,000 benchmarks already available through COSINE.

The implementation of one datum by all geodetic agencies in Canada would lead to the adoption of a specific version of NAD83-CSRS horizontally and CGVD2013 (with a specific version of the Canadian Gravimetric geoid) vertically. This would position provincial and national agencies to evaluate and potentially adopt the NATRF2022 horizontal and NAPGD2022 vertical datums in the future.

To access COSINE Online, or for more information about geodetic activities, visit Geodesy Ontario or email geodesy@ontario.ca.

Ontario Geographic Names Board

The Ontario Geographic Names Board manages and defines over 220,000 geographical names of places and geographic features in Ontario. In 2022 the Board considered 21 cases at three meetings.

A number of name applications were circulated to the public through online questionnaires to capture the thoughts, opinions and emotions of people who have a close personal connection to the geographic features. We continue to work with Indigenous communities to ensure geographic names preserve cultural and local history.

With the increased movement of people to the north, 911 services have become an

important consideration and the Board is working diligently to help municipalities and landowners name islands to improve emergency response services.

In 2022, the geographic names team of Jennifer McMurray, Morgan Goadsby, Yves Blanchard and Dennis Fraser:

- participated virtually in the Geographical Names Board of Canada Annual General Meeting
- developed interactive maps and online questionnaires for public consultation on name proposals
- promoted the questionnaires through the ministry's social media channels and encouraged citizens to provide feedback continued to develop new naming policies and procedures in collaboration with stakeholders and other jurisdictions that reflect current trends and needs
- maintained the database of 60,000 official geographic names for official mapping



Executive Director's Report
2022
Brian Maloney, OLS

The Executive Director is the senior staff officer of the Association, responsible to the President and Council of the Association. In addition to formal roles as Secretary to Council and Treasurer of the Association, the Executive Director implements decisions of Council, promotes the welfare and image of the Association, promotes liaison between all segments of the Association and other organizations, government bodies and the public, and ensures the efficient day-to- day operation of the Association office.

This report will cover the period from January 1, 2022 to December 31, 2022 under the general headings of Staff, Administration, Strategic Planning, Membership, Government Relations, and Public Relations.

Staff

The Association's staff complement for 2022 included a total of 12 staff members (including four Ontario Land Surveyors). In addition, we had six Ontario Land Surveyor consultants to assist the Survey Review Department (SRD) with the Peer Review Program.

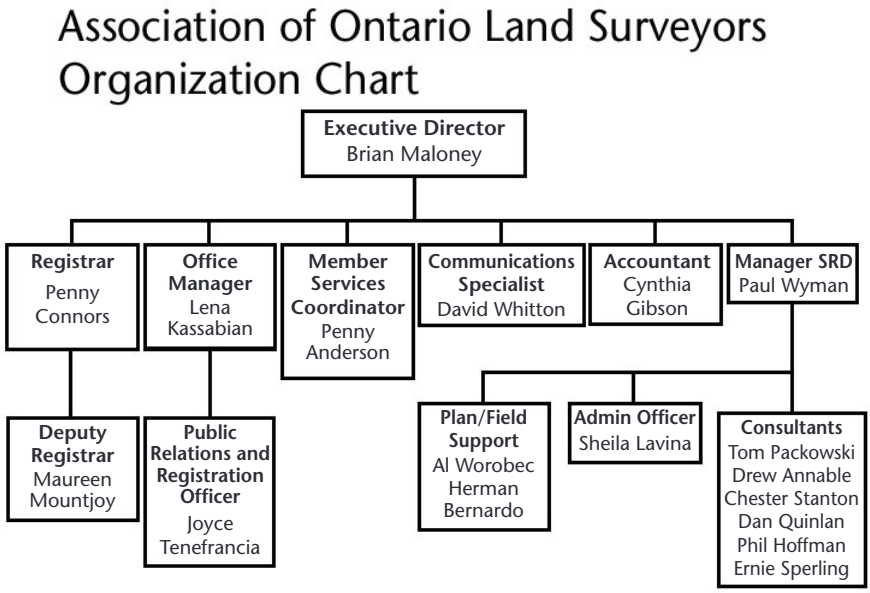
During 2022 we did have another significant staffing change. Kevin Wahba, our Registrar, decided to change careers and follow his alternative profession of law. I wish him all the best in his future endeavors and thank him for his time with the Association. We were fortunate to hire Penny Connors. Although Penny is not a surveyor, she brings significant regulatory experience and other management skills that are valuable to our profession. Her background is helping us question some of our historical practices, which we believe will improve efficiency.

We also re-evaluated the work being done by Joyce Tenefrancia, whose position has been evolving. Her responsibilities were moved from Administrative Assistant to Public Relations and Registration Officer, which more accurately reflects her duties.

The complete staff list at the end of 2022 is as follows:

Brian Maloney, OLS	Executive Director
Penny Connors	Registrar
Maureen Mountjoy, OLS	Deputy Registrar
Lena Kassabian	Office Manager
Penny Anderson	Member Services Coordinator and Webmaster
Joyce Tenefrancia	Public Relations and Registration Officer
Cynthia Gibson	Bookkeeper / Accountant / Controller

Paul Wyman, OLS	Survey Review – Manager
Al Worobec, OLS	Survey Review – Field Survey Examiner
Sheila Lavina	Survey Review – Administration Officer
Herman Bernardo	Survey Review – Survey Review Department Examiner Assistant
David Whitton	Communications Specialist



The following provides a brief background of staff members.

Brian Maloney joined the AOLS as **Executive Director** in February 2019, just prior to the Annual General Meeting. He was the owner and operator of Fiducial Points Consulting, which he operated for five years. He retired from the Ontario Ministry of Natural Resources (OMNR) nine years ago, where his last position was Acting Assistant Deputy Minister, Corporate Management, and Information Division. In his previous role as Director, Mapping, and Information Resources Branch, he was responsible for setting the direction for information management and the geographic information program for OMNR and Ontario. As such, he led the development of an Information Management Strategy and implementation plan for OMNR and also led an initiative that defined information management roles for the Ontario Public Service. Brian completed major information components of Ontario's Land Information Infrastructure (policy, technology, and major data components such as the Ontario Parcel and the Ontario Road Network). He also brokered many cost and information-sharing agreements with private sector, government, and non-governmental organizations to leverage capacity to deliver

information services and products and provided national leadership through a variety of federal and national committees. He is a former Surveyor General Ontario and a past president of the AOLS. He holds an Honours B.Sc. with a Specialist in Survey Science from the University of Toronto.

Penny Connors joined the AOLS as **Registrar** in June 2022. Penny brings a wealth of regulatory and policy experience. She also brings many other skills and knowledge to the Association, including leadership, project management, governance, and financial management. Penny has held Executive Director, Director and Manager positions with other not-for-profit and government organizations, including the Ontario Association of Certified Engineering Technicians and Technologist (OACETT), the College of Massage Therapists of Ontario (CMTO), the Insurance Brokers Association of Canada (IBAC), the Technical Standards & Safety Authority (TSSA), and the Ministry of Health. She has certification in many areas but, to name a few, she is a Certified Association Executive (CAE) through the Canadian Society of Association Executives (CSAE) and holds certificates in Human Resources Management (CHRM) from the HR Professional Association of Ontario (HRPAO) and in Risk Management (CRM) from the University of Toronto/RIMS.

Her principal duties include supporting the Academic and Experience Requirements Committee, the Complaints Committee and the Registration Committee by preparing their agendas and minutes and ensuring that all correspondence emanating from these committees is processed expeditiously. She responds to numerous inquiries from both members and the public. She also attends Council meetings, represents the AOLS as a member of the CBEPS Board, and acts as liaison to the Office of the Fairness Commissioner. The Registrar holds the responsibility for the majority of registration activities under the Surveyors Act.

Maureen Mountjoy is a graduate of the first class (‘76) of the Survey Science program at Erindale College, University of Toronto. In 1978, she was the second woman to become an Ontario Land Surveyor. She has been the AOLS **Deputy Registrar** and Editor of the Ontario Professional Surveyor magazine since the fall of 2000. This last year she turned over responsibility as editor of our magazine to Dave Whitton as part of a succession plan.

She is also the Secretary and Chief Administrative Officer of the AOLS Educational Foundation and works closely with the colleges and universities whose students benefit from the awards generated from the Foundation. Maureen is a non-voting member of the Academic and Experience Requirements Committee (AERC), a member of the Public Awareness Committee (recently folded into the Marketing and Recruitment Committee (MRC)), the Geomatics Recruitment and Liaison Committee (recently folded into MRC), the University and College Liaison Committee (recently folded into MRC), the MRC and the Underground Utilities Committee (UUC). She is also a member of the Best Practices Committee of the Ontario Regional Common Ground Alliance (ORCGA). She attends many trade shows and career fairs to promote our profession and works closely with faculty and students in the Geomatics program at York University. She is the AOLS representative on the York University Geomatics Engineering/Geomatics Science Advisory Committee. Her tireless work promoting our profession should continue to pay dividends in the form of new members.

Lena Kassabian has been with the AOLS since August 2005. As **Office Manager,** she ensures the AOLS office is running smoothly, and that staff and members' expectations are met in a timely manner.

Lena is deeply involved with the AERC. She is responsible for processing evaluations and articling applications for students seeking their designation as an Ontario Land Surveyor. She meets with prospective candidates and engages them in the process in a positive fashion, and ensures that all applicants receive the necessary materials. She takes great joy in helping local and internationally trained candidates achieve their goals.

Lena also scouts out locations for annual general meetings, Council meetings, AERC events, the Geomatics picnic and other meetings and seminars. She negotiates contracts for these events and organizes them. Along with all of the above, Lena is the key organizer of the Association's annual general meeting.

David Whitton joined the AOLS in January 2022 as **Communications Specialist.** He has a Masters of Fine Arts in Creative Writing, an honours Bachelor of Arts in English and Philosophy and a Bachelor of Applied Arts in Journalism. He has experience in writing, editing, book production, and producing annual reports and bulletins for technical and regulatory organizations. He has also authored two books and brings social media skills.

His responsibilities include addressing our social media presence, editing our website, producing our In Sight newsletters, and editing the Ontario Professional Surveyor magazine. He takes the Council and Executive Committee minutes. He is playing a role in improving our marketing and communication efforts. He has been involved in other committees including the Inclusivity and Diversity Committee.

Penny Anderson has been with the AOLS since June 2012 as **Member Services Coordinator.** She is certified in Web Design and Development from Sheridan College and obtained her Information Systems Management Certification at Ryerson University. She has her PMP Certification through Sheridan College.

Her role involves managing the membership database, scheduling membership dues, and updating website content (this is transitioning to David). Penny is the channel for members' information changes, REACH bulletin distributions, and assistance to members on how to navigate the website and set up membership accounts online. She also took on the role of dealing with Continuing Education this year.

Penny also provides support to the Executive Director in generating demographic reports and acts as our technology expert within the office. She assists all staff with their computing needs and problems.

Joyce Tenefrancia is the **Public Relations and Registration Officer.** She joined the AOLS in June 2016. Joyce is your first point of contact with the Association. She is the AOLS receptionist, answering the telephone, responding to emails, opening the mail, and generally meeting and greeting those who come into the office. She maintains the Learning Management System and a public inquiries dataset. This last year she has generated many statistical reports related to articling.

She supports almost all the AOLS staff, and various committees, specifically the AERC and Complaints Committee. Daily, she acts as service conduit for a variety of stakeholders. The AOLS membership and extended community is important to her. If you don't know which staff member you should be contacting, ask Joyce and she will send you in the right direction! She continues to be the one constant in the office as we have migrated to a hybrid environment.

Cynthia Gibson joined the AOLS in April 2018 as our **Bookkeeper/ Accountant/ Controller.** She is responsible for our financial wellbeing, for all processes of recording accounting information, analyzing its components, and producing monthly financial statements for management and dealing with all payments and invoices for the Association. All these steps are vital for us to ensure our integrity, to know our current financial performance, and to forecast future activities to ensure they are financially feasible.

Cynthia also does all year-end procedures including preparation of various tables, schedules, and reports that auditors need to prepare for annual financial statements.

Liability insurance, although handled by the insurance broker, is incorporated into our accounting system. We are also involved in the whole process as we receive premiums paid by members prior to paying the portion to the insurance broker.

Other current operations handled by Cynthia include payroll, reconciliations with banks and government bodies, and preparation of annual reports for Revenue Canada. Cynthia is working toward becoming a Certified Professional Accountant.

Paul Wyman joined the Association as **Manager of the Survey Review Department** (SRD) in September 2021. Paul brings a wealth of experience, having operated several firms providing a variety of surveying services, and as a part owner of three leading-edge alternative service providers. He has taught geomatics, and also worked for the federal government contracting and overseeing surveying services. He was a consultant performing reviews for the Survey Review Department in the past. Lastly, he understands the operations of the AOLS, having been a past president. His enthusiasm for learning and passing on knowledge to others makes him an ideal candidate as Manager of the SRD.

Paul, the SRD staff, and the consultants at the Survey Review Department are constantly trying to improve the operation of the department. It is worth reminding members that every comprehensive review undergoes a review by a second consultant to attempt to remove any bias.

Paul has also been active on the Continuing Education Committee and on the Professional Standards Committee, which are great fits with his AOLS position. He has updated the Interpretive Guide for Ontario Regulation 216/10 and consolidated and updated the field notes guides. He provided a webinar on field notes and continues to be willing to assist surveyors.

Al Worobec joined the Association as **Field Survey Examiner** of the Survey Review Department (SRD) in early January 2014. Al is a graduate of the Survey Science program at Erindale College, University of Toronto (U of T). Al brings a wealth of experience from his many years in private practice and from his involvement in Association activities,

most recently as the 2009 President. Al works on a part-time basis completing field reviews.

Sheila Lavina has been with the AOLS since March 2010 and has worked as the **Administration Officer.** In September 2014, she transferred to the role of SRD Administrative Officer. Sheila acts as a liaison between the SRD and the participating firms. Other duties consist of ordering and maintaining supplies, coordinating meetings, and assisting in planning day-to-day operations. Sheila's main responsibility is to make sure activities between the firms and SRD are organized and completed within the time allotted. She has been instrumental in maintaining statistics and developing historical reports.

She is dedicated to serving our AOLS members as well as members of the public. Part of her dedication is in ensuring that all meetings of Council and committees are scheduled, and reminders are sent out prior to each meeting. This has really helped to ensure attendance at our meetings.

Herman Bernardo has been with the AOLS since November 2010 as Survey Review Department **Examiner Assistant.** His responsibilities include preparing comprehensive review files that are complete and ready for field examination and to be sent to reviewers.

Herman assists the Field Survey Examiner with field examinations, so he is often out of the office, working in the fresh air all over Ontario. He also fulfills the logistical needs for field operations.

He is our go-to person whenever something needs to be assembled, disassembled, moved, or fixed in the office.

Overall Staff

This last year saw the return of staff to the office in a hybrid environment, which is further described below. Whether staff are working from home or in the office, they continue to take their role seriously to protect the public and meet the regulatory needs of our members. I have been pleased to work with all of them.

Administration

This year we returned to the office in a hybrid environment following the lifting of COVID-19 restrictions. Most staff are in the office two days a week. We have provided flexibility with respect to specific days and are confident that the work continues to be accomplished. Working in a hybrid environment is certainly more challenging when it comes to maintaining relationships and we continue to work on that. We have retained a masking COVID-19 policy but have held a few committee meetings in the office. Joyce Tenefrancia continues to be the backbone of operations at the office, being in every day.

As noted last year, we have updated much of the technology for the Association. Although we have made significant progress on developing a new membership database, which we expect to improve efficiency and enhance our reporting capabilities, we have still not been able to move it into operations. It remains in staging with further enhancements required to meet our needs. To improve transparency, we migrated the Member Tools

portion of our members' website to the public-facing website. Not only does it increase transparency with the public, but it also provides access to valuable information for surveyors' staff.

Several policy issues were addressed over the year:

- Certificate of Authorization Guidelines
- Policy on Council and Committee Members Conduct
- Risk-Based Approach to Unauthorized Practice
- Policy on Policymaking
- Travel Rate Policy (Update)
- Access to Records Related to Registration Policy (Update)
- Decision on Transparency of Council Meetings
- Review of Fair Fees for Field Notes

Work continued on identifying potential changes to the Surveyors Act. Many of the recommendations made by Richard Steinecke were considered, some of which will require statutory change. Most notably, Council considered:

- The need for fees mediation
- Councillor involvement in statutory committees.

Further training was organized for the Complaints Committee and the Registration Committee and was well received. Council also received training related to bias.

Strategic Planning/Directions

We renewed the five-year strategic plan again this year in a meeting held in Kingston. There was continued support for the existing direction, but we simplified the Vision and reduced the Key Priorities to three: Communications and Marketing, Legislative Enhancements, and Admittance Revisions. We set challenging action plans to meet the key priorities. Although we dropped Implementing a Risk Management Approach, there is still support for this and the group thought that it was being embedded in the approaches used by the Association and therefore no longer required as a separate plank of the plan.

Concerns remain about our demographics and the increasing survey workload. This year we:

- polled new surveyors from across Canada to gain a better understanding of the attractions to the profession to help us determine changes we need to make in marketing and recruitment
- united the Public Awareness, Geomatics Recruitment and Liaison, and University and College Liaison Committees into a single Marketing and Recruitment Committee to bring focus to our activities
- entered into a project with Humber College to develop a marketing strategy

As noted above, we have continued to make progress on defining the future needs of a new Surveyors Act. While not all elements have been decided, we did make significant

progress and are nearing being able to approach the Ministry of Natural Resources and Forestry to seek changes. We developed proposed redefinitions for Cadastral Surveying and Professional Surveying and consulted with many stakeholders. We have identified changes required to deal with evolving business and technical practices and have started working on governance changes.

We have continued work on updating our registration practices to deal with recommendations from the external review completed late in 2021 and the recent changes to the Fair Access to Regulated Professions and Certified Trades Act (FARPACTA). A comprehensive Registration Practices project was approved by Council, which includes:

- an update of our academic requirements
- an update of our Essential Areas of Knowledge (EAK)
- development of a blueprint that describes the construct of exams in relation to EAKs
- a review of existing exam questions and development of new questions that fit the needs of the blueprint
- development of an approach and policy to ensure examinations are of a consistent and appropriate level of difficulty to ensure candidates are equipped to meet the minimum standards required to meet the public's needs as a professional surveyor

Significant progress was made on the first two items. A review of academic requirements was led by the Association of Canada Land Surveyors with participation of all other surveying regulators and geomatics education institutions in Canada. A new syllabus for the Canadian Board of Examiners for Professional Surveying (CBEPS) was developed that was approved by all surveying regulators in Canada, including Ontario, with approval from Prince Edward Island pending (note this was approved by Council in early 2023). This was a comprehensive defendable review of the academic requirements for a professional surveyor in Canada. Work is ongoing trying to map existing university courses to the syllabus, which will help us clearly identify pathways to become an Ontario Land Surveyor.

Under the leadership of Anne Cole, OLS, a project has been proceeding to update the EAKs. A survey was completed of approximately 100 surveyors to understand any deficiencies in the EAKs. Fortunately, there was agreement that they were still relevant and appropriate. There were a couple that need significant updating, which is underway. We expect to have a revised set of EAKs ready for review by the membership just after the Annual General Meeting. These will form the basis for the development of the blueprint and refinement of examination questions.

Membership

We continue to face the challenge of maintaining enough surveyors to meet the public's needs. This shortage has been exacerbated by government's continued infrastructure spending and attempts to deal with a housing shortage. President Andy Shelp and I met with the Minister's office and discussed the challenges and our attempts to deal with them. We continue to have a large demographic of surveyors over 60 years of age who

will inevitably retire. The number of surveyors has been maintained over the last few years with a slight increase, but it is not expected to meet the future requirement. The number of Certificates of Authorization continues to decline with firm consolidations/ purchases. This is starting to impact the revenue from Certificates of Authorization, which may have to be reconsidered in the future.

AOLS committee work is a key resource that benefits the Association. It allows us to involve active practitioners, while at the same time containing our costs using volunteers. This year we had 208 unique committee members participate in six statutory committees and 22 active committees or task forces. With the exception of three, all committees and task forces have continued to meet as required and make progress. This is fantastic for an association of our size. We continue to support these committees and task forces with staff and consulting resources as requested.

We were light on webinars this year, with only three presented for four hours of continuing education. We did hold another virtual Annual General Meeting, which was well attended again. In total we offered 16 professional hours and 8.5 formal hours of continuing professional development. We look forward to an in-person event and already have six webinars committed to for next year.

Public Relations

As noted above, the Public Awareness Committee, the Geomatics Recruitment and Liaison Committee, and the University and College Liaison Committee were merged into a new Marketing and Recruitment Committee. Its goal is to help attract students to the profession and address the statutory requirement for the Association to make its role known to the public. Its first goal is to establish a marketing strategy. It has enlisted the help of professors and students of Humber College to develop it. Humber College offers a four-year degree program in Marketing and several of their fourth-year students have committed to working on this as their capstone project. Terms of reference were agreed to, and work began in earnest in January. Despite the changing committee structures, many outreach activities have continued, ranging from participating in Science Rendezvous, which is geared at younger students, to participating in industry nights with the York University engineering students.

Four information-packed issues of Ontario Professional Surveyor were published along with In Sight articles every two weeks, which are widely read. The Public Awareness Committee, Deputy Registrar Maureen Mountjoy, and Communications Specialist David Whitton are to be commended for their efforts.

The Executive Director and Registrar held several meetings with the Fairness Commissioner and his staff. The Executive Director and President met with the Minister's office. The Executive Director also met with several government staff (e.g., Assistant Deputy Minister, Corporate Management and Information Division, MNRF, Assistant Deputy Minister, Registries and Licensing Services Division, Ministry of Public and Business Service Delivery, the Office of the Chief Engineer, Ministry of Transportation, Jean Gagnon, Surveyor General of Canada) to maintain government relations and discuss

potential changes to the Surveyors Act. He also met with many other key stakeholders, including Elgin Farewell, CEO of Teranet, Alex Millar, President of Esri Canada, and Bonnie Fox, Acting General Manager of Conservation Ontario. Surveyors continue to be seen in a positive light but there is concern across most stakeholders about the number of surveyors available to meet the needs of Ontarians.

Two letters were sent to federal ministers regarding opportunities for candidates with international training in surveying.

Executive Directors' Meetings

We continue to be very active on the national front in seeking solutions to strengthening our profession as a whole. Executive Directors/Chief Executive Officers met quarterly and shared information and solutions. This year, Ontario hosted an in-person meeting of the group to share information and seek solutions. Although slow on moving forward with specific initiatives, all have been good at sharing information, which is very helpful.

Summary

We continue to be very active and progressive as a small association. This report is a subset of all the work of staff at the AOLS and I want to thank them again for their dedication to help improve the Association and serve the public.

I would like to thank President Andy Shelp and all of Council for their help and support over the past year. This will be my last annual report as Executive Director since I have opted not to renew my contract, which expires in early March. It has been an honour to serve as your Executive Director.

Brian Maloney, OLS Executive Director
Association of Ontario Land Surveyors

Registrar's Report
for the year 2022
Kevin Wahba, OLS, B Eng, LLB (January to June 2022)
Penny Connors BA, B Comm, CHRM, CRM, CAE (June to December 2022)

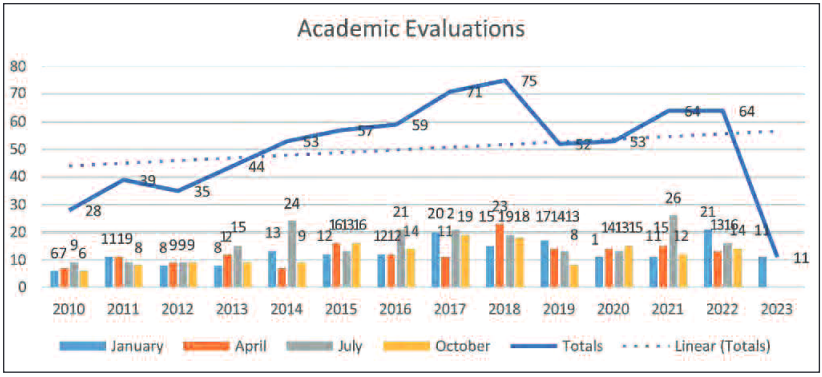
The Registrar is appointed by Council under Section 3.(8) of the Surveyors Act and is responsible for overseeing the statutory responsibilities of the Association of Ontario Land Surveyors (AOLS).

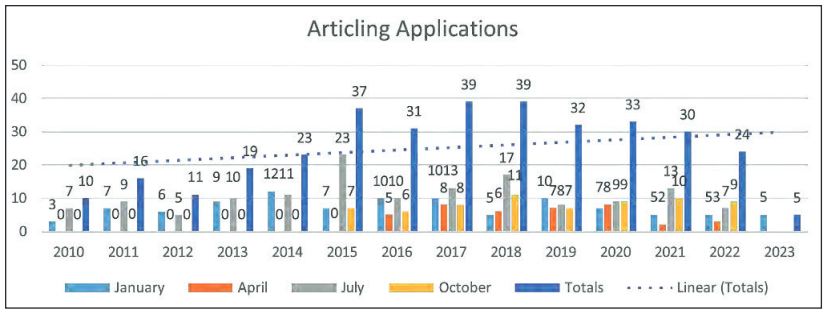
The Registrar's activities are concentrated primarily in the areas of Academic and Experience Requirements, Public Inquiries, Licenses, Certificates of Registration, Certificates of Authorization, Complaints and Discipline.

Academic and Experience Requirements Committee (AERC)

The Registrar is not a voting member of the Academic and Experience Requirements Committee, but carries out its administrative activities, including preparation of the agendas, motions and minutes for each meeting. On behalf of the Committee, the Registrar also responds to requests for information regarding academic evaluations, requirements for membership, articling, monitoring, and examinations. Deputy Registrar Maureen Mountjoy assists in coordinating the activities of the Committee, in consultation with the Registrar and the AERC Chair, ensuring that all relevant issues are brought to the Committee's attention. In 2022, the Registrar presented four articling information sessions, assisted with the Statutes, Oral and Written Professional Examinations, organized and participated in the annual Professional Lecture Course.

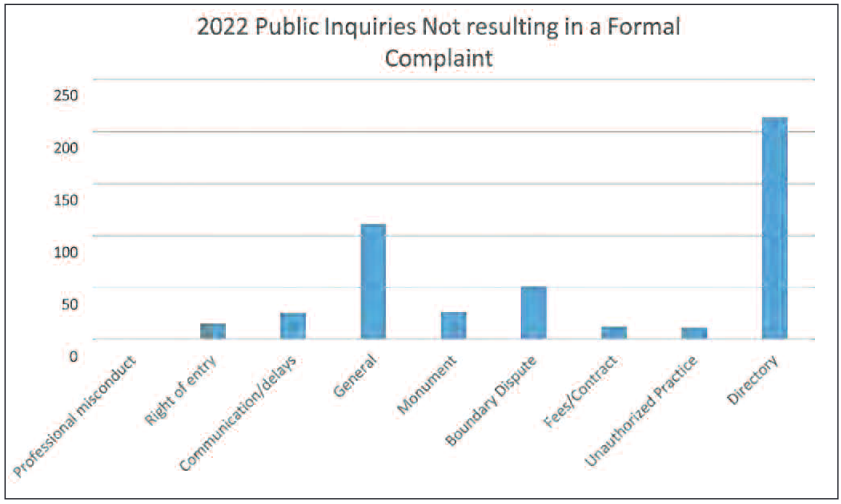
Twenty-nine (29) new students entered into articles during 2022. As of February 17, 2023, there are eighty-nine (89) articling students, a decrease of four (4) from last year. The Academic and Experience Requirements Committee also approved sixty- eight (68) academic evaluations during 2022 with thirty-two (32) being internationally educated applicants. The following charts provide a graphical illustration of these statistics.





Educational Services

The Registrar responds to inquiries from both the membership and the public. Many requests for information are satisfied during the initial contact, but others require research and written responses after appropriate discussions with other surveyors, staff and occasionally Council. Typical issues include non-OLS activity in cadastral surveying, right-of-entry inquiries from the public, concerns from the public regarding lack of response from members for various reasons, and requests from the public to assist in encouraging members to honour their business and/or financial responsibilities. It is often possible to resolve issues at this level and avoid a formal written complaint, which by statute, must be directed to the Complaints Committee. The following chart provides a graphical illustration of the various inquiries received by the AOLS during the year of 2022:



Compensation Fund

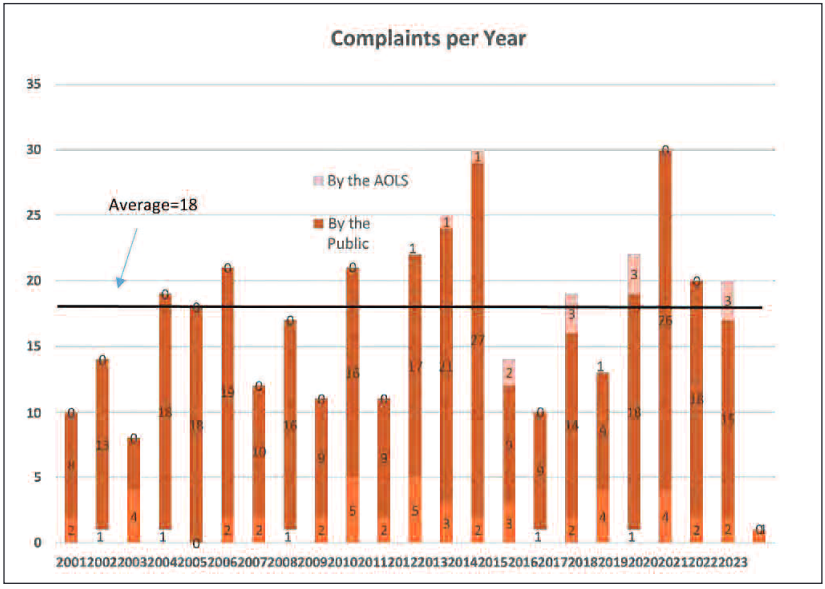
The Compensation Fund is set out under Section 33 of the Surveyors Act. Council established a Compensation Fund Committee in 1998 and delegated its powers pursuant to Section 33 (10) of the Surveyors Act to this Committee, made up of the Executive Director, Registrar and Finance Councillor, for any application up to $5,000. During 2022, no applications to the Compensation Fund were received.

Complaints Committee

Formal complaints regarding the actions or conduct of a member of the Association must be filed in writing with the Registrar. The Registrar acknowledges receipt of the complaint and notifies the member who is the subject of the complaint. The member is provided with a copy of the complaint letter and materials and is given at least two weeks to provide an explanation and supporting documentation in response. The member's response is provided to the complainant, who is also allowed two weeks to make any further response, and the member is also provided with the complainant's second response and allowed to make a final submission.

The Registrar compiles the information submitted by both the complainant and the surveyor and presents the file, without comment, to the Complaints Committee in a timely fashion. The Registrar also acts as the recording secretary of the Complaints Committee and distributes all correspondence and decisions resulting from the Committee meetings. The Registrar is not a member of the Committee and attends meetings at the request of the Committee to provide information and administrative support. This committee makes extensive use of their secure area of the AOLS website for the exchange of information, and committee meetings are held using Zoom, allowing members from all areas of the province to easily participate.

Twenty (20) new complaint files were opened in 2022, compared to twenty (20) in 2021 and thirty (30) in 2020. The Committee held ten (10) teleconference meetings during 2022. Fifteen (15) of the twenty complaints originated from members of the public and two (2) from Association members and three (3) were Registrar referrals. The Committee issued seven (7) final and one (1) interim decision during 2022. Interim decisions usually request specific action on the part of the surveyor. If the surveyor complies, the interim decision becomes final, and no further action is required. If the surveyor does not comply,



the Committee must reconsider the matter and determine an appropriate course of action. Of the seven (7) final decisions issued in 2022, five (5) referred a member to AOLS Council for further action. The following chart shows the total number of complaints per year from 2000 to 2022, the average number over that period being 18 per year.

Discipline Committee

No discipline hearings were held in 2022. The role of the Discipline Committee, if directed by the Council to do so, is to hear and determine allegations of professional misconduct or incompetence against any member of the Association in accordance with section 26, to prepare for the Council's approval rules governing the practice and procedures before a discipline panel appointed under section 26; and to perform the other duties that are assigned to it by the Council. 2009, c. 33, Sched. 22, s. 11 (25).

Fees Mediation Committee

In 2022, one (1) case was brought to the Fees Mediation Committee for consideration and the matter was not settled. Unless the Committee considers it inappropriate to do so, the duties of the Fees Mediation Committee include the requirement to mediate any written complaint by a client of a member of the Association or of a holder of a certificate of authorization in respect of a fee charged for services in the practice of professional surveying provided to the client.

Registrar's Investigations

Section 30 of the Surveyors Act allows the Registrar to undertake an investigation where the Registrar believes that there are reasonable and probable grounds that a member of the Association has committed an act of professional misconduct or incompetence, or that there is cause to refuse to issue, or to suspend or revoke a Certificate of Authorization. One (1) Registrar's Investigation was initiated during 2022.

Registration Committee

The Registration Committee is a statutory committee, created under Section 9 of the Surveyors Act, having a Statutory Power of Decision that allows it to hold a hearing under the Statutory Powers Procedure Act. When the Registrar proposes to revoke or refuse to issue a licence, Certificate of Registration or Certificate of Authorization, or proposes to issue one of these subject to conditions, the member or applicant may appeal to the Registration Committee, who must then hold a formal hearing.

Regulation 1026 of the Surveyors Act requires that this committee approve applications from members who wish to be in charge of more than one survey office. Three (3) applications were made during 2022.

Survey Review Department Referrals

During the past year, several firms were referred to the Registrar from the Survey Review Department pursuant to Regulation 1026, S.40(8), subsequent to a Comprehensive

Review. Most referred files are closed after the firms provide satisfactory explanations and/or implement remedial procedures to address the concerns identified in the review report. Some may undergo a follow-up review to assess progress in addressing the concerns. Two (2) members were referred to the Complaints Committee during 2022 as a result of a Survey Review Department referral to the Registrar.

Licences, Certificates of Registration and Certificates of Authorization

The Registrar is responsible for the issuance and renewals of Licenses, Certificates of Registration and Certificates of Authorization (C of A). Since the 2022 AGM, one (1) new Licence and several new or revised Certificates of Authorization were issued. As detailed in the Statistics section below, there has been an increase of 14.7% in the overall number of associate members, an increase of 0.2% in the number of licensed members and a decrease of 8.5% in the number of Certificates of Authorization as of February 17, 2023.

Elections and By-Laws

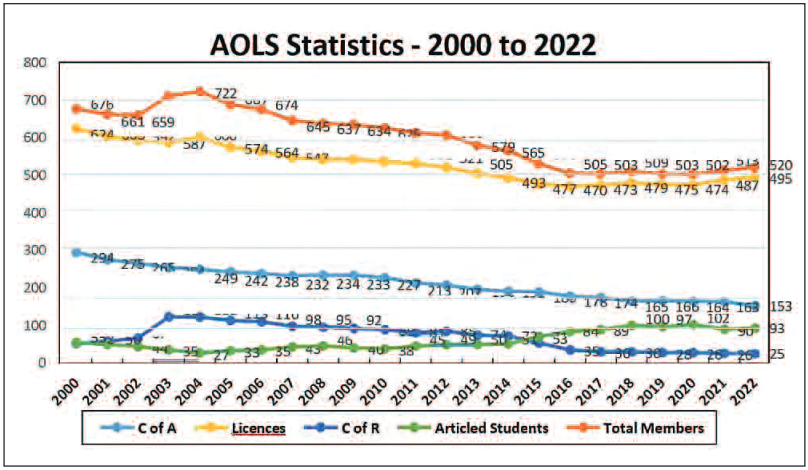
The Registrar oversees the distribution and counting of ballots for voting on By- laws, Regulations, and elections to Council. By-law 2022-01 was approved by secret vote of the membership since the 2022 AGM, and nominations for the two 2023 Junior Councillor positions were confirmed.

For the 2022 Council, Vice-President Victor Shelp was acclaimed as President and Councillor Dave Kovacs was acclaimed as Vice-President. Four members were nominated as candidates for the two Junior Councillor positions with Sophie Côté and Natalie Vibert confirmed.

Statistics

Below are some relevant statistics of the Association, current to February 17, 2023.

	As of February 17, 2023	last year	change	% change
Total Membership	516	520	-4	-0.8%
Licenses	496	495	+1	0.2%
Certificate of Registration	20	25	-5	-25.0%
Certificate of Authorization	141	153	-12	-8.5%
Members who have passed away	22	12	+10	45.5%
Retired Members	115	133	-18	-15.7%
Newly Commissioned Since last AGM	22	23	-1	-4.5%
Articling Students	89	93	-4	-4.5%
Associate Members	34	29	+5	14.7%



The above chart illustrates the trends in our membership over the past 22 years, during which we have seen a decline of 20.7% in the number of licensed members. Total membership during this period has decreased by 156, a drop of 23.1%. The number of Certificates of Authorization has declined from 294 in 2000 to 141 as of February 17, 2023, a drop of 52%. This, in part, may be because many firms continue to have been bought out and amalgamated with others over the past few years. The number of articling students has risen steadily from a low of 27 in 2004 to the current number of 89.

RSSM LLP
CHARTERED PROFESSIONAL ACCOUNTANTS

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INDEPENDENT AUDITORS' REPORT

To the members of
Association of Ontario Land Surveyors,

Opinion

We have audited the accompanying financial statements of Association of Ontario Land Surveyors, which comprise the statement of financial position as at October 31, 2022, and the statements of operations and changes in fund balances and cash flows for the period then ended, and a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying financial statements present fairly, in all material aspects, the financial position of Association of Ontario Land Surveyors as at October 31, 2022, and its results of operations and its cash flows for the period then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

RSSM LLP

Toronto, Ontario
January 24 , 2023

RSSM LLP
Licensed Public Accountants

ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF FINANCIAL POSITION
AS AT OCTOBER 31, 2022

	General Operating Fund	Liability Insurance Fund	Claims Reserve Fund	Compen-sation Fund	Total October 31, 2022	Total October 31, 2021
	$	$	$	$	$	$
ASSETS						
CURRENT						
Cash	664,496	18,853	550,795	-	1,234,144	1,058,376
Investments (note 2)	1,814,774	495,979	2,060,529	150,000	4,521,282	4,440,761
Accounts receivable	11,889	-	-	-	11,889	23,958
HST recoverable	-	-	-	-	-	48,350
Inventory	95,782	-	-	-	95,782	100,669
Prepaid expenses	58,374	-	-	-	58,374	60,806
	2,645,315	514,832	2,611,324	150,000	5,921,471	5,732,920
COLLECTIONS	1	-	-	-	1	1
CAPITAL ASSETS (note 3)	127,388	-	-	-	127,388	126,767
TOTAL ASSETS	**2,772,704**	**514,832**	**2,611,324**	**150,000**	**6,048,860**	**5,859,688**
LIABILITIES						
CURRENT						
Accounts payable and accrued liabilities	105,577	-	-	-	105,577	61,089
HST payable	16,571	-	-	-	16,571	-
Deferred revenue (note 5)	1,082,542	-	-	-	1,082,542	970,174
	1,204,690	-	-	-	1,204,690	1,031,263
FUND BALANCES						
Invested in capital assets	127,388	-	-	-	127,388	126,767
Discipline reserve	12,268	-	-	-	12,268	11,416
Externally restricted	-	514,832	2,611,324	150,000	3,276,156	3,494,327
Unrestricted	1,427,914	-	-	-	1,427,914	1,195,471
Building reserve	444	-	-	-	444	444
	1,568,014	514,832	2,611,324	150,000	4,844,170	4,828,425
TOTAL LIABILITIES AND FUND BALANCES	**2,772,704**	**514,832**	**2,611,324**	**150,000**	**6,048,860**	**5,859,688**

COMMITMENTS (NOTE 4)

APPROVED ON BEHALF OF THE COUNCIL:

Executive Director and Treasurer

Finance Councillor

ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF OPERATIONS
YEAR ENDED OCTOBER 31, 2022

	General Operating Fund			Restricted Funds				
	Budget 2022 (Note 7)	Actual 2022	Actual 2021	Liability Insurance Fund	Claims Reserve Fund	Compen-sation Fund	Total 2022	Total 2021
	$	$	$	$	$	$	$	$
REVENUE								
Fees and licences	1,507,120	1,462,245	1,462,545	-	-	-	-	-
Survey Review Department	792,400	684,753	624,192	-	-	-	-	-
Survey Records Index	119,500	130,488	134,000	-	-	-	-	-
Investment income (loss)	60,000	(27,967)	89,245	(84,618)	-	(2,509)	(87,127)	430,395
Cost-related activities	348,500	264,532	278,873	-	-	-	-	-
Continuing education	30,000	4,264	10,093	-	-	-	-	-
Book sponsorships and sales	-	120	40	-	-	-	-	-
Insurance premiums	-	-	-	1,676,839	550,000	-	2,226,839	2,183,212
Credit card fees	14,000	14,508	17,872	-	-	-	-	-
Other income	5,000	3,974	4,620	-	-	-	-	-
	2,876,520	2,536,917	2,621,480	1,592,221	550,000	(2,509)	2,139,712	2,613,607
EXPENSES								
Salaries, benefits and consultants	824,195	821,040	761,932	48,000	-	-	48,000	48,000
Office and general	287,314	189,781	168,972	-	-	-	-	2,645
Survey Review Department	712,937	684,753	624,192	-	-	-	-	-
Survey Records Index	136,200	136,000	134,000	-	-	-	-	-
Building	52,800	47,287	32,687	-	-	-	-	-
Discipline expenses (recovery)	100,000	(852)	28,463	-	-	-	-	-
Cost-related activities	354,000	188,079	186,342	-	-	-	-	-
Governance commission	147,700	124,689	36,900	-	-	-	-	-
Professional standards and practice commission	18,200	18,023	7,651	-	-	-	-	-
Outreach and professional education commission	61,100	36,857	37,693	-	-	-	-	-
Member services and other commission	21,600	29,983	2,274	-	-	-	-	-
Continuing education	31,525	4,264	10,093	-	-	-	-	-
Insurance premium	-	-	-	1,599,844	-	-	1,599,844	1,597,150
Claims against the fund	-	-	-	-	395,603	-	395,603	466,103
Credit card charges	14,000	14,990	17,677	-	-	-	-	-
Refund of insurance premiums	-	-	-	316,945	-	-	316,945	543,802
Cost of books distributed	10,000	5,598	789	-	-	-	-	-
Donations	-	-	6,250	-	-	-	-	-
Government remittances	-	-	49,502	-	-	-	-	-
	2,771,571	2,300,492	2,105,417	1,964,789	395,603	-	2,360,392	2,657,700
EXCESS OF REVENUE OVER EXPENSES (EXPENSES OVER REVENUE)	**104,949**	**236,425**	**516,063**	**(372,568)**	**154,397**	**(2,509)**	**(220,680)**	**(44,093)**

ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF CHANGES IN FUND BALANCES
YEAR ENDED OCTOBER 31, 2022

	General Operating Fund				Restricted Funds				
	Unrestricted	Invested in Capital Assets	Discipline Reserve	Building Reserve	Liability Insurance Fund	Claims Reserve Fund	Compen-sation Fund	Total 2022	Total 2021
	$	$	$	$	$	$	$	$	$
Fund balances at the beginning of year	1,195,471	126,767	11,416	444	887,400	2,456,927	150,000	4,828,425	4,356,455
Excess of revenue over expenses (expenses over revenue)	243,268	(7,695)	852	-	(372,568)	154,397	(2,509)	15,745	471,970
Investment in capital assets	(8,316)	8,316	-	-	-	-	-	-	-
Interfund transfers (note 8)	(2,509)	-	-	-	-	-	2,509	-	-
FUND BALANCES AT THE END OF YEAR	**1,427,914**	**127,388**	**12,268**	**444**	**514,832**	**2,611,324**	**150,000**	**4,844,170**	**4,828,425**

ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF CASH FLOWS
YEAR ENDED OCTOBER 31, 2022

	General Operating Fund		Restricted Funds				
	2022	2021	Liability Insurance Fund	Claims Reserve Fund	Compen-sation Fund	Total 2022	Total 2021
	$	$	$	$	$	$	$
OPERATING ACTIVITIES							
Cash collected from members, customers and other sources	2,737,671	2,693,026	1,676,838	550,000	-	2,226,838	2,696,437
Investment income	54,237	56,646	90,993	-	4,454	95,447	95,609
Cash paid to suppliers and employees	(2,224,419)	(2,124,966)	(1,964,789)	(395,603)	-	(2,360,392)	(2,657,700)
	567,489	624,706	(196,958)	154,397	4,454	(38,107)	134,346
INVESTING ACTIVITIES							
(Increase) decrease in investments	(722,167)	(551,677)	173,832	210,000	(6,963)	376,869	(98,810)
Purchase of capital assets	(8,316)	(2,000)	-	-	-	-	-
	(730,483)	(553,677)	173,832	210,000	(6,963)	376,869	(98,810)
NET INCREASE (DECREASE) IN CASH	(162,994)	71,029	(23,126)	364,397	(2,509)	338,762	35,536
Cash position at the beginning of the year	829,999	746,809	41,979	186,398	-	228,377	205,002
Interfund transfers	(2,509)	12,161	-	-	2,509	2,509	(12,161)
CASH POSITION AT THE END OF THE YEAR	**664,496**	**829,999**	**18,853**	**550,795**	**-**	**569,648**	**228,377**

ASSOCIATION OF ONTARIO LAND SURVEYORS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED OCTOBER 31, 2022

PURPOSE OF THE ORGANIZATION

The Association of Ontario Land Surveyors (the "Association") is an organization whose principal object is to regulate the practice of professional land surveying in Ontario and to govern its members and holders of certificates of authorization in order that the public may be served and protected. The Association is a corporation without share capital created under the laws of the Province of Ontario. It is not subject to either federal or provincial income taxes.

1 SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

(a) Fund Accounting

The Association follows the restricted fund method of accounting for contributions. Unrestricted contributions related to general operations are recognized as revenue in the General Operating Fund in the year in which the related expenses are incurred. Restricted contributions are recognized as revenue in the appropriate restricted fund in the year received.

Revenues and expenses related to program delivery and administrative activities are reported in the General Operating Fund.

The Liability Insurance Fund has been established to cover the costs of administering the professional liability master insurance policies. Member firms are covered by master policies with the Novex Insurance Company. The Association's deductibles under these policies are paid out of the Claims Reserve Fund.

The Surveyors Act requires the Association to maintain the Compensation Fund to relieve or mitigate loss sustained by any person as a consequence of the dishonesty or incompetence of any member of the Association in the practice of professional land surveying.

(b) Revenue Recognition

Revenue for the Survey Review Department, the Survey Records Index and Continuing Education are recorded as deferred contributions and are recognized as revenue of the General Operating Fund in the year in which the related expenses are incurred.

Fees and licences, credit card fees and other income are recognized as revenue in the period to which they relate.

Revenue from cost-related activities is recognized as revenue in the General Operating Fund in the year in which the goods are sold or when the services are rendered.

Unrestricted investment income is recognized as revenue in the General Operating Fund when it is earned. Restricted investment income accrued on the restricted funds is recognized in the fund balances as it is earned.

Revenue from insurance premiums is recognized in the Liability Insurance and Claims Reserve Funds in the year that the invoices are issued and collection is reasonably assured.

1 **SIGNIFICANT ACCOUNTING POLICIES** (continued)

(c) Capital Assets

Capital assets are recorded at cost less accumulated amortization. Amortization is provided on a straight-line basis at the following annual rates:

Building	1/30
Furniture and fixtures	1/10
Computer equipment	1/3

If there is an indication that the capital assets may be impaired, an impairment test is performed that compares carrying amount to net recoverable amount, which is normally determined by estimating the sales less direct costs on an undiscounted basis over the remaining life of the asset. There were no impairment indicators in 2022.

(d) Donated Services

The work of the Association is dependent on the voluntary services of many members. Since these services are not normally purchased by the Association and because of the difficulty of determining their fair value, donated services are not recognized in these financial statements.

(e) Inventory

Inventory is recorded at the lower of cost and net realizable value, with cost being determined on an average basis. Net realizable value is the estimated selling price less costs to sell in the ordinary course of operations.

(f) Collections

The Association has a collection of historical artifacts and a library of books and publications. These collections are recorded at nominal value.

(g) Management Estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Significant areas requiring the use of management estimates include amortization of capital assets, long-lived asset impairment assessments, and allocation of administration expenses to various departments within the Association. Actual results could differ from those estimates.

(h) Financial Instruments

The Association initially measures its financial assets and financial liabilities at fair value, except for non-arm's length transactions. The Association subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments, which the Association elected to measure at fair value. Changes in fair value are recognized in the statement of operations.

Financial assets measured at amortized cost include cash and accounts receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

1 **SIGNIFICANT ACCOUNTING POLICIES** (continued)

(h) Financial Instruments (continued)

Financial instruments that will be subsequently measured at amortized cost are adjusted by the transaction costs that are directly attributable to their origination, issuance or assumption. Transaction costs for financial instruments that will be subsequently measured at fair value are recognized in the statement of operations in the period they are incurred.

2 **INVESTMENTS**

	Fair Value	
	2022	**2021**
	$	$
Guaranteed investment certificates (GICs)	305,956	411,945
Bonds	1,915,544	1,790,050
Equity	2,299,782	2,238,766
	4,521,282	**4,440,761**

The GICs and bonds mature from November 2022 to August 2085, and earn interest at rates between 2.955% and 4.986% (2021 - 2.063% and 6.75%).

3 **CAPITAL ASSETS**

	Cost	**Accumulated Amortization**	**2022 Net Book Value**	**2021 Net Book Value**
	$	$	$	$
Building	582,677	(467,493)	115,184	116,103
Furniture and fixtures	245,997	(239,448)	6,549	5,295
Computer equipment	109,352	(103,697)	5,655	5,369
	938,026	**(810,638)**	**127,388**	**126,767**

Amortization expense for the year is $7,695 (2021 - $10,660), of which $3,495 (2021 - $6,460) is included in office and general expense and $4,200 (2021 - $4,200) is included in the Survey Review Department expenses.

4 **LEASE COMMITMENTS**

The Association is committed under the terms of its non-cancellable equipment lease to make the following payment next year:

	$
2023	2,150

5 DEFERRED REVENUE

Deferred revenue relates to amounts collected in advance and is recognized into income in the period in which the related expenses are incurred or when the service is rendered.

	2021	Funds Received	Revenue Recognized	2022
	$	$	$	$
Fees and licences	275,920	1,462,785	1,462,245	276,460
Survey Review Department	615,771	806,785	684,753	737,803
Survey Records Index	5,400	125,088	130,488	-
Cost-related activities	540	263,992	264,532	-
Continuing education	61,690	-	4,264	57,426
Internship program	10,853	-	-	10,853
	970,174	**2,658,770**	**2,546,402**	**1,082,542**

6 FINANCIAL INSTRUMENTS

The significant financial risks to which the Association is exposed are credit risk, liquidity risk and market risk.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association is subject to credit risk in respect of its accounts receivable, but has historically suffered very few bad debts.

Liquidity risk

Liquidity risk is the risk that the Association will encounter difficulty in meeting obligations associated with financial liabilities. The Association is exposed to liquidity risk arising primarily from the accounts payable. The Association expects to meet these obligations as they come due by generating sufficient cash flow from operations.

Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk is comprised of currency risk, interest rate risk and other price risk.

Currency risk

Currency risk is the risk that the fair value or cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The company does not use derivative instruments to reduce its exposure to foreign currency risk.

As at October 31, 2022, the balance sheet includes $1,129,788 (2021 - $1,343,961) of cash and investments denominated in foreign currency and converted into Canadian dollars.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association has investments in bonds and GICs yielding fixed interest rates. Changes in the market yield rate can cause fluctuations in the fair value of the investments. The Association does not use derivative financial instruments to alter the effects of this risk.

6 **FINANCIAL INSTRUMENTS** (continued)

Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices other than those arising from interest rate risk or currency risk, whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Association is exposed to other price risk through its investments in marketable securities invested in equity securities traded in an active market.

7 **BUDGET**

The budget figures are presented for comparison purposes only. They are unaudited and have been reclassified to conform with these financial statements.

8 **TRANSFERS**

During the year, the Association's Council internally restricted $nil (2021 - $30,000) to be used for discipline related matters. Transfers of this amount were made from the unrestricted fund balance to the discipline reserve fund within the General Operating Fund. The internally restricted amount is not available for unrestricted purposes without approval of the Council.

In 2007, the Council passed a motion to allow the Compensation Fund to accumulate to a maximum of $150,000. Accordingly, in the year ended October 31, 2022, $2,509 was transferred from the General Operating Fund to the Compensation Fund (2021 - $12,161 from the Compensation Fund to the General Operaing Fund).

9 **ALLOCATION OF EXPENSES**

	2022 $	2021 $
Salaries, benefits and consultants:		
Survey Review Department	27,600	27,600
Office and general:		
Survey Review Department	16,200	16,200
Building:		
Survey Review Department	14,700	14,700
Amortization:		
Survey Review Department	4,200	4,200

Eric Eichmanis, OLS# 1251
1923–January 30, 2022



Eric Eichmanis died peacefully in his 99th year on January 30, 2022. He was born in Riga, Latvia and came to Canada when he was 23 years old. He became an Ontario Land Surveyor with his wife Helene as his assistant. They surveyed many properties across the region. Helene predeceased him in 2015.

He is survived by his children Erica, Peter, Elizabeth, and their spouses and seven grandchildren.

There will be no service at this time. Cremation has taken place.

Charles Corbett, OLS# 753
1928–February 23, 2022



William Charles Patrick Corbett, of Exeter and formerly of McGillivray Township, Lucan and Commanda, in his 96th year, passed away on February 23, 2022 at Jessica's House Residential Hospice in Exeter. Predeceased by his wife of 66 years, Elizabeth Isabel Young (2015). Survived by his children Jane Corbett of Brinsley, Dianne Corbett & Denis Brûlé of Timmins, and David Corbett of London; by his grandchildren Matthew Becker & Joanne Kettner, Emilie Brûlé & Robin Carbonneau, all of Montreal, and Erin Brûlé

of Timmins; and great-grandchildren Juliette and Emma Becker. Also survived by brothers- and sisters-in-law Doris Hodgins, Lenore Young, Jim and Florence Young, Dr. Robert Coates and Sandra Young. Predeceased by his parents Harold Meadd Corbett (1980) and Ellen Muriel Haskett (1982); and by brothers- and sisters-in-law Marguerite & Ross McRoberts, Donald Hodgins, Donald Young, Elva Coates and Jack Young.

Charles Patrick was a retired Consulting Professional Engineer and a former Ontario Land Surveyor; Founding Director and President (1969) of the Ontario Maple Producers Association; Reeve of McGillivray Township; Warden (1989) of Middlesex County; President (1999) and Treasurer (to 2021) of The Irish Benevolent Society of London & Area; P.M. (1957) of Irving Lodge No. 154, A.F.&A.M.; P.D.D.G.M. (1979) of South Huron Masonic District; an Honorary 33o (1983) Member of the A.&A.S.E.; and a member of the Mocha Shrine.

A funeral service was held at the Haskett Funeral Home, on Monday, February 28th at 11 AM with Rev'd Allan Livingstone officiating. Interment at St. Mary's Anglican Cemetery, Brinsley.

Donations to the charity of choice with consideration being given to the Scottish Rite Charitable Foundation (London Learning Centre for Dyslexic Children), the Shrine Hospital for Children, or Jessica's House Residential Hospice in Exeter, would be appreciated by the family.

Colin D. Hadfield, OLS #941
1935–March 4, 2022



Colin David Hadfield passed away peacefully at home on March 4, 2022 with family at his side. An Oakville resident since 1961, he, together with Audrey, his wife of sixty-six years, founded MacLachlan College in 1978, above the former House of Art in Downtown Oakville on Lakeshore Road. Since the early 1980s, MacLachlan College has occupied a grand historic mansion on Trafalgar Road. Colin's eighty-six years were marked by adventure and an intrepid spirit. Prior to cofounding MacLachlan and serving as its President, he had a distinguished twenty-year career with the Ontario Ministry of the Attorney General, serving as Director of Legal Surveys and as a Boundary Court Judge.

Sailing was his passion, leading to adventures in boat design and ocean voyages including crossing the Atlantic from the Canary Islands to St. Lucia. In addition to Audrey, Colin is survived by the three children he and Audrey raised in Oakville, Gillian (Dan Ryan), Lisa (Louis Duranleau), and Mark (Pam Snively), and his seven grandchildren: Nicholas, Dylan, Tristan, Noah, Jeremy, Griffin, and Hope.

Donations in his memory to the Firestone Institute for Respiratory Health at McMaster University/St. Joseph's Healthcare Hamilton would be welcome.

Djordje Petrovic, OLS# 1970
1960–March 25, 2022



Djordje passed away on Friday, March 25, 2022.

Djordje was born in 1960 in Valjevo, Serbia. He finished University of Civil Engineering (Geodetic Branch) in 1986.

Djordje received his OLS commission on January 22, 2014.

Djordje worked for P. Salna Company Ltd, Ertl Surveyors,

Vladimir Dosen Surveying, MRM Surveying Ltd, Donevan Fleischmann and Petrich Ltd., and Barich Grenkie Surveying Ltd. (A division of Geomaple Canada Inc.).

A funeral service will be held for Djordje on Saturday, April 2, 2022 at 12:45pm EST at York Cemetery, 160 Beecroft Rd., Toronto, ON M2N 5Z5.

There will be no visitations. For those who wish to attend the funeral service, please arrive 30 minutes early for the procession to the grave site.

Peter J. Homer, OLS# 1750
November 28, 1955 – April 15, 2022



Peter J. Homer died peacefully at home on April 15th, 2022. He was born in Brockville, Ontario on the 28th day of November, 1955, and the family moved to Shawinigan Falls, Quebec shortly thereafter, before returning to Brockville 14 years later during his high school years.

Peter graduated from Algonquin College, Ottawa, in 1985, as a survey technologist and then attended Erindale College, University of Toronto from 1987 to 1989 to obtain credits needed to article to Paul Riddell, O.L.S., Nepean, Ontario, while receiving several academic awards in geodesy in the process. He was commissioned as an Ontario Land Surveyor in 1993.

Peter started working in Land Surveying in Ontario in 1983 and spent some time in western Canada during the mid-nineties before returning to the Greater Toronto area of Ontario where he worked for Land Survey Group (formerly Rabideau & Czerwinski) for 20 years.

Known as “Uncle Buck” to his nieces and nephews, Peter will be sadly missed by his mom, Irene, siblings, friends and colleagues.

There will be a private family gathering and cremation has taken place.

Douglas Robert Bruce, OLS# 1230
May 30, 1943–April 21, 2022



The family announces with great sorrow his passing in Sudbury on Thursday, April 21, 2022 at the age of 78 years.

Beloved husband of Camille Bruce (née Cyr) of Hanmer. Loving father of Glenn Bruce (Jordana Pilon) of Hanmer and the late Cheryl Bruce, who passed away suddenly on April 13, 2022. Dear brother of Keith Bruce (Darlene) of Sault Ste Marie. Sadly, missed and lovingly

remembered by his brother- in-law Charles Jireada (Josée) of Sudbury as well as by many cousins, relatives, and friends.

The family will receive relatives and friends at the COOPERATIVE FUNERAL HOME, 4570 St-Joseph Street, Hanmer on Tuesday, April 26, 2022 from 1 to 3 p.m. An intimate chapel service for family will follow. Donations (by cheque or online) to the Heart and Stoke Foundation or to the Ontario Special Olympics will be appreciated.

Kenneth Murray Wiseman, OLS# 783
April 6, 1929 – May 10, 2022



The family announces with great sorrow his passing in Brockville on May 10, 2022 at the age of 93.

Ken is survived by his children Connie Chillcott, Allan Wiseman (Sue) of Ottawa, John Wiseman (Sylvie) of Ottawa, David Wiseman (Caulette), Sally Dawson (Dave) of Kelowna, BC, Patti Heuthorst (Paul) of Ottawa, and Paula Lafrance of Kingston. He was a loving grandfather to 19 grandchildren, and 8 great-grandchildren. He also maintained a close and special relationship with his former spouse Wilma Spracklin. He was predeceased by his parents Louis and Eva Wiseman, his wife Betty, his sister Sally, grand-daughter Danielle and infant granddaughter Marla. He and Betty enjoyed many travel adventures, including their annual trips to the Florida Keys.

Ken was born in Kitchener, Ontario on April 6, 1929. He moved to Brockville at an early age and attended local elementary schools and graduated from BCIVS. Ken was a member of the Association of Ontario Land Surveyors since 1951, running his own successful practice from 1958 until 1989, before retiring in 1993. He was a member of the Brockville Flying Club where he obtained his commercial pilots licence.

Ken loved the outdoors and being around water. As a young boy he grew up boating on the St. Lawrence River, and later had cottages on both Lower Beverly Lake and Charleston Lake. Post retirement he continued to live in Brockville and enjoy the view of the St. Lawrence River from his balcony. Never one to sit still, he remained very active. One of his passions was trains and he deeply valued his honorary membership and comradery with the west-end train yard crew. He also spent endless hours helping good friends with their tree farm and sugar bush operations.

He lived independently, had a very full and active life, and never lost his keen sense of humour and sharp wit. A true “bon vivant,” Ken loved his family and friends dearly, and he will be missed by all.

Cremation has taken place. Family and friends are invited to the Irvine Funeral Home, 4 James St. E., Brockville on Wednesday, May 18th from 11 – 1 pm. A celebration of Ken’s life will be held at 1:00 pm in the chapel followed by interment at Oakland Cemetery. As expressions of sympathy, donations can be made to the University of Ottawa Heart Institute Foundation, the Brockville and District Hospital Foundation, or other charity of your choice.

William Vacy Blackie, OLS# 1048
1930–June 24, 2022



It is with a heavy heart that we announce the peaceful passing of William Vacy "Bill" Blackie on Friday, June 24, 2022. A dearly loved husband, father, and grandfather. He will be greatly missed by the love of his life Eleanore (nee Rosborough), his three children Susan (Bernard), Bruce (Debbie) and Dennis (Karen), his grandchildren Marielle, Vanessa, Neil, Keith, Meghan and Hannah, as well as his nine great- grandchildren.

Bill was born in Pietermaritzburg, South Africa, to Minnie Lyle and George Blackie, where he grew up alongside his cousin Noelle. He graduated with an engineering degree from the University of Cape Town in 1950 and began his career as a land surveyor. He immigrated to Canada in 1954 to work in Legal Surveys with the Department of Mines and Technical Surveys. Bill often shared stories from the early days of his career surveying the northern boundary of Saskatchewan and living in winter camps with the team. He later became Surveyor General of Canada Lands and continued in the role for many years before retiring from the federal government in 1985. Bill was then appointed Executive Director of the Canadian Institute of Surveying until his full retirement in 1989.

Bill's retirement years were shared with his beloved wife Eleanore, travelling, gardening, volunteering in the community, visiting family and friends, and enjoying time with his grandchildren who adored him. He was a light to the world, always ready to lend a calming voice or helping hand with warmth and kindness. His gentle spirit and beautiful mind touched the lives of many, and he will be in our hearts forever.

A celebration of life was held at Pinecrest Remembrance Services, 2500 Baseline Rd, Ottawa on Saturday, July 23 from 2 p.m. to 4 p.m.

In lieu of flowers, in memoriam donations to the Ottawa Food Bank, The Ottawa Mission or the charity of your choice would be appreciated. Online condolences may be made at www.colefuneralservices.com.

Frank Charles Wilson, OLS# 1043
December 27, 1931–June 28, 2022



It is with great sadness that the family announces the passing of Frank Charles Wilson, at Trillium Villa in Sarnia, in his 91st year on June 28, 2022.

Husband to the late Sandra Wilson (nee Laird). He leaves behind his children Jim (Shawna), Carolyn Thompson (Brian), Andrea Deschene, and Frank. He will be greatly missed by his grandchildren. Son of the late James Edgar and Margaret Wilson.

Predeceased by his 5 brothers and 2 sisters, and survived by his sister-in-law Marlene and brother in law Arden. He will be missed by his nieces and nephews.

Cremation has taken place. A private family graveside service was held at Greenwood Cemetery. A Celebration of Life was held on Saturday October 15, 2022 from 1 - 4 p.m. at the Elks Lodge (216 Bay Street). A special thank you to the staff of Trillium Villa. In lieu of flowers, donations to the Canadian Cancer Society would be appreciated.

Paul F. Mrstik, OLS# CR45
April 26, 1954 – July 6, 2022



Paul was born in Montreal on 26th of April 1954 to loving parents Frank and Mary Mrstik, both deceased. Died, age 68, after a long illness with pancreatic cancer, in Ottawa on 6th of July 2022. Loved by his brother John (deceased 27 September 1974), and John's wife Wendy. Beloved husband of Anna Matassa, together since 1974 and married December 1984.

Paul graduated with a degree in electronics engineering from Carleton University in 1977. He was a pioneering entrepreneur in the use of GPS for high-accuracy surveying and geomatics with GEOsurv Inc, the company he founded in 1985.

Recipient of the 2022 Geomatica Award. Loved chickadees and his cottage at St- Aimé-du-Lac-des-Iles.

In lieu of flowers please send donations to the Ottawa Hospital Foundation or the Canadian Cancer Society for pancreatic cancer research.

Friends are invited to Pinecrest Remembrance Services, 2500 Baseline Road, on Friday, July 15 at 11 a.m. Reception to follow. Condolences can be made at www.colefuneralservices.com.

Robert (Bob) Parr, OLS# 1182
April 18, 1937–July 17, 2022



Bob passed away in Peterborough at P.R.H.C. on July 17, 2022 at the age of 85. He was the only son of the late Robert T. & Hazel (Steele) Parr. Beloved husband of Nancy (Andrews). Dear father of Robert Jr. (Terri) and Jane (Shawn). Cherished grandpa (GP) of Ethan, Alexander and Caitie. Bob was commissioned as an OLS (Ontario Land Surveyor) in 1965. Was owner of Elliott & Parr since 1968. Bob was a member of the Association of Ontario Land Surveyors & the Canadian Institute of Surveyors. Bob was a past board member of the Rotary Club of Peterborough, Canadian

Canoe Museum, Canada Futures Development Corporation, Duck Unlimited (Charter member), Peterborough Home Builders Association, former Trustee of Langley Park, and a member of the Peterborough Curling Club. Bob was a proud recipient of the Paul Harris Fellow Award- Rotary's International's highest award for service and the recipient of their Lifetime Achievement Award. Bob received Canadian Canoe Museum's Paddle Award for service. He also received the City of Peterborough's Civic Award – 2002. He was a Queen's Scout.

Bob was an outstanding athlete, excelling in hockey, football, track and field and curling. He was a man of integrity and wisdom who enjoyed the outdoors and in particular his beloved family cottage where he loved to boat, sail, fish, waterski, and build docks and bunkies, and even a beautiful stone fireplace.

Family and friends will be received at Ashburnham Funeral Home on Saturday, July 23, 2022 from 6-8pm, and Sunday, July 24, 2022 from 1-2pm followed by a Memorial Service at 2pm. Reception to follow. Private interment will be Monday, July 25, at 10am at Little Lake Cemetery. As expressions of sympathy, donations to the Canadian Red Cross or Five Counties Children's Centre would be appreciated. Online condolences may be left at AshburnhamFuneral.ca.

John F. G. Young, OLS #1493
1945–July 26, 2022



John passed away in Alliston at the Matthews House Hospice on July 26, 2022 at the age of 77, surrounded with love by his family. He was the son of the late John & Peggy (Bolton) Young, brother to Sandra Odho and the late Timothy Young. Beloved husband of Heather (Martin) Young, married for 47 years since 1975. Dear father to 4 children - John, Derek, Jennifer, and Sarah. Cherished grandpa to 6 grandchildren - Isabella, Adrianna, Giovanni, Elliott, Harvey, and Hunter. Passionate about his family and building from the ground up (including his custom home in Mono in 1984), his commitment never wavered - he always stood strong on a foundation of love, hard work, and perseverance.

John is proudly part of the United Empire Loyalist lineage of Adam Young, dating back to the 1780's in the initial creation of Canada with fighting & farming in the Niagara region and along the Grand River in partnership with the people of the Six Nations Indian Reserve and eventually with their own Young Tract of land in Haldimand County. He is also proud of his heritage on his mother's side where his great grandmother succeeded from the Tyendinaga Mohawk Territory near Belleville.

Prior to land surveying, John was a talented fine artist and attended the Toronto Art Institute out of high school on scholarship for 2 years.

Changing career paths, John first worked for and then articled under Bill Wildman

Surveying out of Kleinburg from 1969-1980. Conjunctively, he completed his Bachelor of Science degree from the University of Toronto in 1976 and achieved his OLS certification in 1978. He created John F. G. Young Land Surveying in 1980, and then later incorporated as Young & Young Surveying along with his brother Tim Young (OLS #1505) in 1982. His business ran successfully in Bolton with many long-term committed employees until 2018, when he sold it to Frank Mauro and continued to work as General Manager for 2 years.

John was extremely passionate about Hunting and Fishing, activities that he enjoyed from a very young age with his father and many close friends over the years, namely Mr. Bruce "Moose" Varcoe. He was highly skilled in both Gun and Bow hunting for Deer & Moose and travelled all across Ontario, but his most favourite location was far north near Nakina. He loved fishing Opening Day each season in April, and his most perfect spot is the small creek at Pine River in Terra Nova. He was an integral member of the "Dufferin-Northern Peel Anglers' & Hunters' Association" for many years.

His zest for life, nature, and Indigenous culture along with mastering new skills, building his family and supporting his children's dreams will always be his legacy of how to approach each day with gratitude and perspective.

Family and Friends are welcome to join us for his CELEBRATION OF LIFE service this Sunday, August 7th, 2022 @ 2:00pm at the Broadway Pentecostal Church in Orangeville – with light lunch reception to follow.

John F. P. Mantle, OLS# 1105
1933–August 19, 2022



John Fleming Parkes Mantle O.L.S. (Retired), beloved husband, father, and grandad, passed away on Friday, August 19th, 2022 in his 90th year.

John is survived by his wife of 47 years, Carol, daughter Janis and husband Goran, daughter Denise and husband Russell and grandson Teddy. He was preceded in death by his parents, Alex and Isobel Mantle, and his sister, Jane Mantle.

John was born and raised in Grimsby and grew up on the family's fruit farm, Inchyra. John graduated from high school in 1950. He entered Queen's University in 1952 to study Engineering before joining the Ministry of Transportation and Communication in1957. He worked for the MTC surveying the limits of a Secondary Road in Northern Ontario and articled with the MTC for his Ontario Land Surveyor degree. He ultimately acquired his OLS designation in 1962 and a year later began working for Kerry T. Howe Niagara Limited in St. Catharines. John managed the surveying group for almost 30 years and then continued his own private practice until 2006.

John was an avid golfer and maintained long term memberships at Twenty Valley Golf & Country Club and Lookout Point Country Club. He also loved tending to his home lawn and vegetable gardens.

A private family service will be held at St. Andrew's Anglican Church.

In lieu of flowers, please consider donations to the Canadian Warplane Heritage Museum.

Graham Milton Farrow, OLS# 843
February 18, 1931–September 23, 2022



Milton Farrow passed away peacefully in his 92nd year surrounded by family on September 23, 2022. Milt blessed so many through his work in provincial public service, followed by a retirement of philanthropy supporting orphanages all over the world. He is survived by Mary, his beloved wife of 66 years, his children Stephen, Heather (John Counsell), David, and Debbie (Dean Adolphson), 11 grandchildren, and 12 great- grandchildren. Visitation will be held on Friday, September 30, 2022 from 2-4 p.m. and 7-9 p.m. at the Kopriva Taylor Community Funeral Home, 64 Lakeshore Road West, Oakville. Funeral Service will be held on Saturday, October 1 at 11 a.m. at Evangel Pentecostal Church, 1450 Rebecca Street, Oakville. Interment St. Jude's Cemetery. In lieu of flowers,

donations to SVET Orphan Ministries would be appreciated. Online condolences at www.koprivataylor.com.

Hugh John "Jack" Martin, OLS #948
April 3, 1932–September 23, 2022



On September 23rd, Hugh John "Jack" Martin, aged 90 of Ottawa, passed away peacefully. At the end of a wonderful life, he was comforted by his family and loving wife Shirley.

Jack was born in Rathfriland, Northern Ireland. At age 20 he immigrated to Canada to start a new adventure. It was there he began a love affair of over 65 years with Shirley, another immigrant from County Down Northern Ireland, and the love of his life.

After receiving his Ontario Land Surveyor designation while working for CN rail, Jack held numerous senior and partnership positions in the Ottawa Land Surveying community including Surveyor for Carleton County, partner at Farley, Martin and Associates Ltd., and founder of HJ Martin Surveying. He was a significant contributor to Ottawa's development community and urban growth through the 1960's, 70's and 80's.

Jack loved his cottage, golf with friends, travel, history, reading and enjoying time with his children, grandchildren, and great granddaughter.

His humour, wit, stories, guidance, and Irish charm will be missed. “May you live as long as you want to and want to as long as you live”

He will be greatly missed by his beloved wife Shirley (Cowden), his children; Kerry Kaminski (Jan), Patricia Sahuri (Tim), Stephen Martin (Jennifer), the late Kevin Martin (Ranjana), grandchildren Dana (Photis), Michael, Braden, Reid, Adam, Brett, Hannah, Jack (Abbey), Will, Naiya and his great granddaughter Mia.

Many thanks to Dr. McDonald and the entire staff at Viva Residence in Barrhaven for their exceptional care and compassion.

Jack’s life will be celebrated with a private family service. In lieu of flowers please make donations to the Canadian Cancer Society.

Harry Curry Bishop, OLS# 934
September 9, 1931–November 21, 2022



In Memory of Harry Curry Bishop (Ontario Land Surveyor/Civil Engineer/ Life Member of the Haliburton Rotary Club) Curry passed away peacefully at The Gardens in Haliburton on Monday, November 21, 2022 at the age of 91.

Beloved husband of the late Aldyth Donalda (nee Sisson)(2016). Father of Deb (Rick), Shirley (Bernie), Greg (Sandra). Grandpa to Andrea, Brett (Lauren), Courtney (Monte), Logan (Nikki), Brianne (Mike), Britney (Bill), Brailey (Cody), Brodie (Dave), Chris (Courtney), Mallory (best friend Kim) and great grandpa to Jackson, Matthew, Emmerson, Kenlee, Remi, Ryanne, Taylor, Hudson, Paydon, Macy, Brinley, Gracie, Gibson, Jordyn, Maverick, Ellie, Mason, and Kenzie. Brother of Wendy and the late Patricia. Fondly remembered by his nieces, nephews, family, and friends.

Friends are invited to a Memorial Gathering to celebrate Curry’s Life at the Sir Sams Ski Hill, 1054 Liswood Rd., Eagle Lake, Ontario on November 30, 2022 from 11:00 am until 4:00 pm. A Private Family Memorial Service will be held at the Gordon A. Monk Funeral Home Ltd., 127 Bobcaygeon Rd., P.O. Box 427 Minden, Ontario K0M 2K0 on Thursday, December 1, 2022.

Memorial Donations to the Haliburton Rotary Club (Good Food Box Program), Royal Canadian Legion Branch #129 Haliburton or to the Haliburton 4C’s Food Bank would be appreciated by the family.

Douglas K. Campbell, OLS# 1289
1946–November 22, 2022



At Listowel Memorial Hospital on Tuesday, November 22, 2022, Douglas Campbell of Listowel and formerly of Waterloo, passed away peacefully at the age of 76.

Devoted husband of Lucille (Merkley) Campbell. Loving dad of Sheri and Kevin Ritchie of Wingham and formerly Elmira and Waterloo. Cherished grandfather of Jessica and Nicholas Ritchie. Dear brother-in-law of Sandra Campbell of Cambridge and Francis and Jean Merkley of Goderich. Doug will be lovingly remembered by his nieces and nephews. Predeceased by his parents Stanley and Bernice (Lockridge) Campbell, brother Jim Campbell and parents-in-law Ernest and Reta Merkley.

A private funeral service will be held in the funeral home chapel on Saturday, November 26, 2022. Final resting place, Wingham Cemetery.

In lieu of flowers, memorial donations to the Listowel Memorial Hospital Foundation would be appreciated.

Online condolences at mcburneyfuneralhome.com.

Christopher Ernest Dotterill, OLS# 1222
March 15, 1941–November 26, 2022

On Saturday, November 26th, 2022, Chris Dotterill passed away peacefully at the age of 81, after a long and determined fight with the effects from Parkinson's.

Chris was a well-known and respected land surveyor, a kind person and companion who will be missed by Samantha Beaupre his spouse for over 30 years. Chris had a great sense of humour; he enjoyed life, travels, scuba diving and many other hobbies. He loved animals and hated the cold.

He will be dearly missed and never forgotten.

Roxana Maia Niculae, OLS# 1833
1961–November 26, 2022



Roxana Niculae passed away peacefully on Saturday, November 26th, 2022, after a courageous and resolute battle with cancer.

Roxana was loving wife to husband Dragos Niculae, and a devoted mother to Claudiu Andrei Niculae and Livia Angela Niculae. She was an only child, predeceased by her parents, Elena, and Toni Dusescu in Bucharest Romania.

Roxana was proud of her professional accomplishments. She arrived, as a surveyor, from Romania with her young family in 1994 and enrolled in Erindale when it was apparent that her Romanian credentials weren't sufficient to become an OLS. She articled to Ron Stewart, OLS, CLS, and received her commission in 1999. Roxana was an Examiner of Surveys for Service Ontario since 2002.

Roxana was a well-known and well-respected land surveyor, and a truly kind person, with a huge heart. She could be focused and determined - a perfectionist - when necessary. She would eagerly engage anyone in a lively debate about anything survey related. She loved entertaining, gardening, travelling and all animals. And Roxana derived great joy creating various artistic works.

Many young surveyors benefited from Roxana's commitment to uphold the educational standards of the profession. She always availed herself to students, especially those in the articling process; be it with feedback as a monitor, instruction in the professional course, as an examiner for the oral examinations, or on a one-to- one basis. She was never too busy.

Cremation has taken place. A Celebration of Life will be held on Thursday, December 8, 2022 between 2pm - 5pm at The Royal Canadian Legion Branch 459 located at 150 Mostar Street, Whitchurch-Stouffville, ON L4A 0Y2. Free parking available on the premises. Due to LCBO regulations, only a cash bar will be available. Please RSVP at niculae_y@yahoo.com.Roxana will be lovingly remembered by her many friends and relatives.

Roxana will be lovingly remembered by her many friends and relatives. She is dearly missed and will not be forgotten.

Raymond A. Schan, OLS# 1090
January 12, 1938–December 17, 2022

Raymond (Ray) Armand Schan passed away peacefully on December 17th, 2022 at the age of 84 after a valiant battle with dementia.

Ray was an Ontario and Canada Land Surveyor with Ontario Hydro. He was a highly skilled individual with a strong work ethic and a proud commitment to his craft. As he would often say to his family while travelling in northern Ontario, "see that tower over there? My crew worked on that."

When Ray was not working at Hydro, he could always be found working at home, out in his garage that he built or in his basement workshop; puttering, planning projects, or creating items. He was an avid historian, an individual always interested in learning something new and a loving husband, father, and grandfather.

Ray is survived by his wife Judy and children Kristen teBokkel and Kerri Joslin together with their families. In remembrance, the family requests that any charitable donations be made to the Alzheimer's Society of Canada, or Grove Park Home Long Term Care Facility in Barrie.

Ross I. Burton, OLS# 1034
1932–December 25, 2022

Ross Ivan Burton had passed away on December 25th, 2022. Ross loved being a land surveyor and spoke highly of his peers and the Association. He served in the Archival and Historical Committee during his retirement years. He always spoke of his decades of memories as a surveyor such as the places he had been and the monuments he had seen. Even though he had wished for his children to follow in his path to surveying, and they tried, he was nevertheless pleased that they paved their own path.

Ross will be missed by his family, his friends, and his associates.

A donation in Ross' memory can be made to a charitable organization of choice.

J. Don MacMillan, OLS# 1246
September 25, 1937 – December 28, 2022



John Donald "Don" MacMillan passed away on Wednesday, December 28th, 2022 at Listowel Memorial Hospital after a brief illness. He was born in Proton Township, Ontario on September 25th, 1937, the eldest son of John Wallace "Jack" MacMillan and Lyda MacMillan (Pryde). He grew up on the family farm in Normanby Township, Ontario and attended Mount Forest District high school where he was a WOSSAA 400-meter champion and played on the school's WOSSA championship football team (1950 – 1954). He graduated with a Honors Diploma and moved to Toronto to work for the Township of Toronto (City of Mississauga) Engineering Department. He also continued his football career with the semi-pro football team, the Lake Shore Bears. He met Mary Elizabeth (Nicholls) in 1959 and they were married in Dundalk, Ontario in November of 1963. He began articling as an Ontario Land Surveyor (OLS) for Bowman Black and Shoemaker in Guelph, Ontario in 1965 and became a licensed OLS in 1969. He began his own land survey practice in Listowel in 1973 and has enjoyed a successful career serving the surrounding area.

Don enjoyed many sports but had a special fondness for hockey and the Toronto Maple Leafs. He was also an avid bass player and favored many country music artists. Don was also highly involved in collecting antique farm tractors and enjoyed many events throughout the season. He was an active member of the Listowel NCO club and the Atwood Presbyterian Church. As well, Don was very engaged with the Association of Ontario Land Surveyors.

Don is the father of Derek MacMillan (Christine) of Brussels Ontario, Darcy MacMillan (Danielle) of Virginia, Julie Johnstone (Scott) of Moose Jaw, Saskatchewan, Dwight MacMillan (Tricia) of Listowel Ontario. Don is also the proud grandfather of Sarah (Wes) of Newry Ontario, Jessica (Kevin) of Trenton Ontario, Alicia (Cody) of Kingston Ontario, Kaitlyn of Moose Jaw Saskatchewan, Aubrey of Boston, Massachusetts, Kirstie of Medicine Hat Alberta, Kathryn of New York City, Dustin of Brussels Ontario and Dayton of Listowel Ontario. He was also extremely fond of his great grandchildren Fierren, Brixton and Brinley.

Don has been called home to join his parents Lyda and Jack as well as his brother Doug.

A celebration of Life Service will be held at Fairview Cemetery, Listowel in the spring when it is convenient to gather. Arrangements entrusted, with confidence, to Listowel Community Family Funeral Home. Memorial remembrances to Listowel Memorial Hospital Foundation, 255 Elizabeth Street, East, Listowel, Ontario N4W 2P5 would be appreciated.

Condolences & donation information available at www.listowelfuneralhome.com.

Harvey Morris Smith, OLS# 1091
1937–February 1, 2023



Harvey passed away on February 1, 2023 in his 87th year. Predeceased by his first wife, Delores. He went peacefully surrounded by his family. He is survived by his beloved wife Malou. Loving father to his children Keely, Morley, and Darren. Cherished by his grandchildren Brian, Kyle, Brett, and Gage.

Harvey worked as an Ontario Land Surveyor and was proud to say it eventually working for the city of Hamilton for 25 years. He will be greatly missed by all of his many friends.

He was a kind man who was always willing to share a pint or two. He loved golfing, especially with his grandson Brian. He had the best smile. He was fun loving and had a great sense of humor. He always said, "You might get a bite, but I'll get a nibble". Special thanks to the nurses and doctors at the General Hospital. Also, a special thanks to John & Tammy who were supportive of Harvey and his family.

A celebration of life will be held in June (date, time, and place to be determined). Please send any donations to The Heart & Stroke Foundation.

Hendrick (Henk) Flim, OLS# 1006
June 7, 1931 – February 28, 2023



Hendrick (Henk) Flim passed away February 28, 2023. Henk was born on June 7, 1931, into the small farming community of Nijverdal, The Netherlands. After the war the Flim family emigrated to Canada, moving to Whitby, Ontario where he met Flora van Zanten who became his dear wife of over 64 years. Henk and Flora had 6 children.

Henk obtained his commission, acquiring the practice of D.H. Trollope, O.L.S., in 1960. After a few years the company became H. Flim Limited. He ran the practice until 1996 when he sold it to his son Al Flim. Henk loved his work, and after retirement remained engaged in the profession vicariously through Al Flim and his grandson Reuben Mc Rae who would follow in his footsteps as land surveyors.

Henk gave his family the gift of their lives, a 10-acre hobby farm where they could raise farm animals. He loved puttering around on the property and planted many trees, instilling a work ethic that was important to him. Henk was full of fun and liked to promote a sense of mischief among his children and grandchildren.

Asked near the end of his life if he had any advice to give he said, "Two things, love God

and help others." He had a deep sense of compassion for the lonely and suffering. He will be deeply missed.

A funeral service was held at 12:00 p.m. Saturday, March 4th at Zion Christian Reformed Church in Oshawa.

Robert Grant Boyd, OLS # 1208
February 16, 1935 – September 16, 2023



Robert Grant Boyd was the first son born in East York to William Clarence Boyd of Todmorden and Lena Frances Grant of New Liskeard. Bill Boyd qualified in 1941 as a public health inspector and moved his young family from Todmorden to South Porcupine in 1942 where he continued in public service.

Bob was predeceased by his oldest sister Florence Spencer and is survived by his brother Thomas and sister Frances. Bob never married.

Bob attended Ryerson (now Metropolitan Toronto University) after high school in electronics technology but didn't complete the course. He qualified as a commercial pilot, flying bush planes across northern Quebec and Ontario but had difficulty obtaining steady employment as the completion of the Mid-Canada Line and the DEW Line defenses released a large number of multi-hour pilots to the market. After a few airplane accidents, including sending the plane to his employer by train, he changed course and by 1962 he was working with J. A. (Lex) Lonergan O.L.S. as a surveyor's assistant. He was licensed in 1967 and continued surveying with Lonergan around the Timmins area. Bob continued to fly his own plane from Timmins airport or from frozen Porcupine Lake.

Lonergan died in 1972 and Bob took the opportunity to acquire that business and merge with Talson Rody of Cochrane. Tom Bunker joined T. E. Rody Ltd in 1975 and the partners all flew an acquired Cessna 170 on wheels and completed surveys across northern Ontario.

Tom left in 1984 and Bob gave up his ownership when Gerald Dreger joined the firm. The company was renamed Rody and Quesnel Surveying when Paul Quesnel replaced Dreger as a shareholder. That firm merged with H. Sutcliffe Ltd of New Liskeard in 2000 and became Sutcliffe Rody Quesnel Ltd, and in 2006 became part of Trow Global Inc (now exp Inc.). Bob remained content to spend his remaining surveying days as a field party chief.

Bob was interested in travel and owned a condo unit in Barbados where he spent several winters. He played saxophone in a four-piece local band that entertained at pubs, wedding halls and other social events. His interest expanded into photography classes, taking, and developing his own photographic art. He and his brother Tom rescued and refurbished a

10m wooden pointer used in logging days and Bob ran it for many years on Nighthawk Lake and to his fishing camp Twin Cedars on the Whitefish River.

He eventually moved into Spruce Hill Lodge retirement complex at South Porcupine and spent his days reading, walking, doing puzzles and frequenting “his local” at the Airport Hotel on the shore of Porcupine Lake.

Bob was a careful surveyor and a good friend but somewhat reticent. He would only go on a remote ice fishing trip if organized by someone else because “the logistics will be horrendous!”

2023 ANNUAL REPORT
– ACTIVE Membership –
(as of March 1, 2023)
Branches: Cadastral, Geodetic, Geographic Information, Hydrographic, Photogrammetry

2137 ABABIO, Joseph Osei
Branch: C
OLS, OLIP
2022-Sep-29

1926 ABDELSHAHID, Aziz
Branch: C
OLS, OLIP
2010-Jan-18

2104 ABDUL ALI, Mohamed Aroos
Branch: C
OLS, OLIP
2021-Jul-15

2133 ABRAHAM, Isaac Abeb
Branch: C
OLS, OLIP
2022-Jul-27

1802 ADAMS, Kim C.
Branch: C
OLS, OLIP
1997-Feb-19

1961 AFZALZADA, Haron
Branch: C
OLS, OLIP
2013-Jul-22

2068 AGYEMANG, James Asante
Branch: C
2021-Jan-19

1995 AHLUWALIA, Sabir
Branch: C
OLS, OLIP
2016-Jan-27

1831 AKSAN, Anna M.
Branch: C
OLS, OLIP
1999-Jul-21

1591 ALDWORTH, Geoffrey G.
Branch: C
OLS, OLIP
1986-Jun-18

2053 ALLISON, Tyler
Branch: C
OLS, OLIP
2019-Jul-26

2069 ALREFAAI, Emad
Branch: C
2021-Jan-19

1753 ALTON, J. Mark
Branch: C
OLS, OLIP
1994-Jan-11

1976 AMIRNEZHAD, Bahram
Branch: C
OLS, OLIP
2015-Jan-14

2132 ANDERSON, Jonathan Cody
Branch: C
OLS, OLIP
2022-Jul-27

2126 ANDERSON, Jonathan Edward
Branch: C
OLS, OLIP
2022-Apr-26

1434 ANNABLE, Drew J.
Branch: C
OLS, OLIP
1977-Jun-24

2103 ANSARIRAMANDI, Sasan
Branch: C
OLS, OLIP
2021-Jul-15

2134 ARADAU, Mirel Mihaita
Branch: C
OLS, OLIP
2022-Jul-27

2061 ARAVINTHAN, Vinujan
Branch: C
OLS, OLIP
2020-Jan-21

1869 AREGERS, Craig G.
Branch: C
OLS, OLIP
2002-Jul-19

2141 ASADI, Armin
Branch: C
OLS, OLIP
2023-Jan-25

1509 ASHWORTH, Duncan
Branch: C
OLS, OLIP
1980-Dec-05

2009 ASSAIE-ARDAKANY, Farrokh
Branch: C
OLS, OLIP
2017-Feb-22

1860 AUBREY, Peter N.
Branch: C
OLS, OLIP
2001-Sep-12

1501 AUER, Gerhard
Branch: C
OLS, OLIP
1980-Jul-09

2142 AZIZ, Isam
Branch: C
OLS, OLIP
2023-Jan-25

2070 BABU, Francis
Branch: C
OLS, OLIP
2021-Jan-19

1592 BALABAN, Steve
Branch: C
OLS, OLIP
1986-Jun-18

2045 BANASZEK, Piotr
Branch: C
OLS, OLIP
2018-Dec-11

1763 BARRETTE, Andre P.
Branch: C
OLS, OLIP
1994-Aug-02

2046 BASNAYAKA,
Branch: C
OLS, OLIP
2019-Jan-22

1941 BATCHVAROVA, Tania Nenova
Branch: C
OLS, OLIP
2011-Feb-24

1913 BAYA, Martin
Branch: C
OLS, OLIP
2008-Sep-03

2071 BAZAR, Stefan
Branch: C
OLS, OLIP
2021-Jan-19

1888 BEDARD, Mark
Branch: C
OLS, OLIP P.Eng.
2005-Jan-21

1771 BEERKENS, John M.
Branch: C
OLS, OLIP
1995-Jan-21

1375 BENEDICT, Ralph J.
Branch: C
OLS, OLIP
1974-Jun-14

1800 BENEDICT, Paul J.
Branch: C
OLS, OLIP
1996-Dec-11

1614 BENNETT, R. Grant
Branch: C
OLS, OLIP
1987-Jun-17

2123 BEREC, Daniel
Branch: C
OLS, OLIP
2022-Jan-26

1836 BERESNIEWICZ, Chris
Branch: C
OLS, OLIP
2000-Jan-26

1737 BERG, Ronald E.
Branch: C
OLS, OLIP
1993-Jan-21

1754 BHATTI, Wikar A.
Branch: C
OLS, OLIP
1994-Jan-11

2020 BHERI, Aisar
Branch: C
OLS, OLIP
2018-Jan-26

1885 BIANCHI, David
Branch: C
OLS, OLIP
2004-Sep-08

2072 BIELEN, Marcin
Branch: C
OLS, OLIP
2021-Jan-19

2031 BIENKOWSKI, Pawel
Branch: C
OLS, OLIP
2018-Jul-25

1738 BODE, Ralph T.
Branch: C
OLS, OLIP, CLS
1993-Jan-16

1580 BOEHME, Kerry
Branch: C
OLS, OLIP
1985-Dec-18

1967 BOGDANOV, Yuriy
Branch: C
OLS, OLIP
2014-Jan-22

1689 BORTOLUSSI, Adrian
Branch: C
OLS, OLIP
1991-Jan-29

CR67 BOWLBY, Ewart D.
Branch: G
OLS, OLIP
1991-Jan-29

1530 BOWYER, Edward W.
Branch: C
OLS, OLIP
1982-Jun-04

1760 BRACKEN, George N.
Branch: C
OLS, OLIP
1994-Jan-14

2105 BRAVO, Junnel
Branch: C
OLS, OLIP
2021-Jul-15

1917 BRIDGES, Ron
Branch: C
OLS, OLIP
2009-Jan-15

2139 BROWN, Kevin Harold
Branch: C
OLS, OLIP
2023-Jan-25

1971 BROXHAM, Andrew James
Branch: C
OLS, OLIP
2014-Feb-27

CR157 BUCKLE, Alan D.
Branch: I
OLS, OLIP
2002-Jun-27

2128 BUDZIAK, Monika
Branch: C
OLS, OLIP
2022-Jul-27

1768 BUISMAN, Jeffrey E.
Branch: C
OLS, OLIP
1995-Jan-11

2106 BULUA, Amanda
Branch: C
OLS, OLIP
2021-Jul-15

1947 BUNKER, Chris
Branch: C
OLS, OLIP
2011-Oct-06

2062 BUNKER, Tim
Branch: C
2020-Jan-21

CR142 CADEAU, Francis M.
Branch: I
OLS, OLIP
2002-Feb-21

1982 CALONIA, Gualberto C.
Branch: C
OLS, OLIP
2015-Jul-10

1747 CAMPBELL, Brian R.
Branch: C
OLS, OLIP
1993-Aug-11

1810 CAMPBELL, Kenton H.
Branch: C
OLS, OLIP
1997-Aug-13

2135 CAVANAGH, Jack Francis
Branch: C
OLS, OLIP
2022-Jul-27

1654 CHAMBERS, Donald G.
Branch: C
OLS, OLIP
1989-Jun-19

CR159 CHAPMAN, Michael A.
Branch: I
OLS, OLIP, P.Eng., PhD.
2002-Jun-27

1811 CHAPPLE, Brooke D.
Branch: C
OLS, OLIP
1997-Aug-13

2032 CHAPPLE, Riley
Branch: C
OLS, OLIP
2018-Jul-25

1962 CHERIAN, Boney
Branch: C
OLS, OLIP
2013-Jul-22

1886 CHITTY, Phil W.
Branch: C
OLS, OLIP
2004-Sep-08

1338 CLANCY, Ronald W.
Branch: C
OLS, OLIP
1973-Aug-17

1690 CLARK, W. Bruce
Branch: C
OLS, OLIP A.L.S
1991-Jan-29

1254 CLIPSHAM, Robert E.
Branch: C
OLS, OLIP P.Eng.
1970-May-12

1781 COAD, Brian A.
Branch: C
OLS, OLIP
1995-Jul-20

1542 COLE, J. Anne
Branch: C
OLS, OLIP CLS
1982-Dec-06

1803 COMERY, David A.
Branch: C
OLS, OLIP
1997-Feb-19

1511 CONSOLI, Guido V.
Branch: C
OLS, OLIP CLS
1980-Dec-05

1788 COONS, Scott E.
Branch: C
OLS, OLIP
1996-Jan-23

1801 CORMIER, Dan J.
Branch: C
OLS, OLIP CLS
1997-Jan-18

2119 CORTENS, Thomas
Branch: C
OLS, ALS
2021-Oct-18

1987 CÔTÉ, Sophie-Rose
Branch: C
OLS, OLIP
2015-Jul-20

1837 COUTTS, Hugh S.
Branch: C
OLS, OLIP
2000-Jan-26

1805 CRANCH, Crystal R.
Branch: C
OLS, OLIP
1997-May-13

1977 CROCKER, J. Paul
Branch: C
OLS, OLIP
2015-Jan-15

1527 CULBERT, Douglas
Branch: C
OLS, OLIP
1982-Jan-25

1928 CUMMINGS, Dwayne
Branch: C
OLS, OLIP
2010-Jan-18

1892 CURRIE, Lise Roxan
Branch: C
OLS, OLIP
2006-Aug-14

CR132 CZAJKA, Stephen D
Branch: I
OLS, OLIP
2001-Sep-12

2047 DALZIEL, Scott
Branch: C
OLS, OLIP
2019-Jan-22

1714 D'AMICO, John M.J.
Branch: C
OLS, OLIP
1992-Jan-29

CR196 DAVIS, Kelly P.
Branch: I
OLS, OLIP
2003-Feb-20

2060 DAWE, Lauren Elizabeth
Branch: C
2019-Nov-29

1748 DAY, Nigel A.P.
Branch: C
OLS, OLIP
1993-Aug-26

1739 DE HAAN, Peter
Branch: C
OLS, OLIP
1993-Jan-16

1983 DE JAGER, Matthew
Branch: C
OLS, OLIP
2015-Jul-10

1458 DE RIJCKE, Izaak
Branch: C
OLS, OLIP LL.B.
1978-Jul-19

1789 DE ROSA, Pier L.
Branch: C
OLS, OLIP
1996-Feb-22

2107 DEJONG, Philip R.
Branch: C
OLS, OLIP
2021-Jul-15

1655 DEL BOSCO, Terry W.
Branch: C
OLS, OLIP
1989-Jun-19

1876 DELLA MORA, Rick
Branch: C
OLS, OLIP
2003-Aug-13

2033 DEMARCO, Michael
Branch: C
OLS, OLIP
2018-Jul-25

1878 DENBROEDER, Ross
Branch: C
OLS, OLIP
2003-Sep-10

1863 DI COSMO, Matthew
Branch: C
OLS, OLIP
2002-Feb-21

1568 DIETZ, Terry P.
Branch: C
OLS, OLIP
1984-Dec-20

1478 DIXON, Richard C.
Branch: C
OLS, OLIP
1979-Jun-27

2145 DOCKX, Jamie
Branch: C
OLS, OLIP
2023-Jan-25

1921 DOMAGALSKI, Adam
Branch: C
OLS, OLIP
2009-Jul-22

2122 DONKO, Victoria
Branch: C
OLS, OLIP
2022-Jan-26

1661 DORE, Ronald
Branch: C
OLS, OLIP
1989-Nov-06

1400 DORLAND, David S.
Branch: C
OLS, OLIP
1975-May-09

2006 DORLAND, James D.
Branch: C
OLS, OLIP
2017-Jan-31

1854 DOSEN, Vladimir
Branch: C
OLS, OLIP
2001-Jan-31

1726 DUNLOP, R. Dean
Branch: C
OLS, OLIP
1992-Aug-04

2143 DUNSWORTH, Peter Alexander V.
Branch: C
OLS, OLIP
2023-Jan-25

1491 DUTRISAC, Denis
Branch: C
OLS, OLIP
1979-Aug-15

1716 DZALDOV, Ophir N.
Branch: C
OLS, OLIP
1992-Jan-29

1852 DZALDOV, Dan
Branch: C
OLS, OLIP
2001-Jan-16

1538 EDWARD, Paul C.
Branch: C
OLS, OLIP
1982-Dec-06

1990 EL-CHANTI, Oussama
Branch: C
OLS, OLIP
2016-Jan-18

2034 ELLIOTT, Jason
Branch: C
OLS, OLIP
2018-Jul-25

2056 ELMOV, Dmitri
Branch: C
OLS, OLIP
2019-Sep-20

CR113 EMODE, Richard E.O.
Branch: G
OLS, OLIP, P.Eng., FEC
1993-Feb-11

1554 ENGLAND, Brent J.
Branch: C
OLS, OLIP, CLS
1983-Dec-21

1782 ERTL, Lawrence O.
Branch: C
OLS, OLIP
1995-Jul-31

2127 ERTL, Kevin Otto Jose
Branch: C
OLS, OLIP
2022-Jul-27

1812 EVEN, James
Branch: C
OLS, OLIP
1997-Aug-13

1975 FATHI, Seyed Abdolmajid
Branch: C
OLS, OLIP
2014-Jul-24

2108 FAULHAMMER, Bennett
Branch: C
OLS, OLIP
2021-Jul-15

1937 FEE, Jeff John
Branch: C
OLS, OLIP
2011-Jan-12

1932 FEREN, Peter Raymond
Branch: C
OLS, OLIP
2010-Sep-08

CR64 FERGUSON, James E.
Branch: G
OLS, OLIP
1990-Nov-06

1616 FERIZOVIC, Ken
Branch: C
OLS, OLIP
1987-Jun-17

2028 FERNANDES, Annie
Branch: C
OLS, OLIP
2018-May-31

1957 FIDDES, Zachary
Branch: C
OLS, OLIP
2013-Jan-14

1575 FINNIE, Roderick
Branch: C
OLS, OLIP
1985-Jun-10

1934 FISHER, Michael John
Branch: C
OLS, P.Eng.
2010-Sep-08

1828 FLEGUEL, Robin L.
Branch: C
OLS, OLIP
1999-Feb-03

1555 FLIGG, Robert A.
Branch: C
OLS, OLIP CLS
1983-Dec-21

1974 FORD, Greg
Branch: C
OLS, OLIP
2014-Jul-24

1882 FOURNIER, Marc G.
Branch: C
OLS, OLIP
2004-Jan-09

1988 FOX, Christopher
Branch: C
OLS, OLIP
2015-Aug-19

CR21 FRANCIS, Paul M.
Branch: P,I
OLS, OLIP
1990-Jan-23

1138 GACSER, Ernest
Branch: C
OLS, OLIP
1963-May-28

1636 GALEJS, John
Branch: C
OLS, OLIP
1988-Jun-07

1727 GARDEN, Edward
Branch: C
OLS, OLIP
1992-Aug-04

2054 GARDNER, Tareyn
Branch: C
OLS, OLIP
2019-Aug-29

CR95 GARIEPY, David H
Branch: P
OLS, OLIP, P.Eng.
1991-Nov-19

1762 GAUTHIER, Richa
Branch: C
OLS, OLIP
1994-Jun-15

2003 GAUTHIER, John
Branch: C
OLS, OLIP
2017-Jan-30

2109 GAUTRON, Daniel Benoit Josep
Branch: C
OLS, OLIP
2021-Jul-15

1808 GELBLOOM, Jaime
Branch: C
OLS, OLIP CLS
1997-Jun-17

1718 GEYER, Rodney H
Branch: C
OLS, OLIP
1992-Jan-29

1984 GHOFRANI, Mansour
Branch: C
OLS, OLIP
2015-Jul-20

1952 GHOLAMI, Ali
Branch: C
OLS, OLIP
2012-Jul-19

1819 GIBSON, Laura E.
Branch: C
OLS, OLIP
1998-Jan-27

1625 GIFFORD, Steven J.
Branch: C
OLS, OLIP
1987-Dec-14

1791 GILMORE, Mark V.
Branch: C
OLS, OLIP
1996-Feb-22

2018 GIRIN, Ignat
Branch: C
OLS, OLIP
2018-Jan-24

CR96 GOADSBY, J. Morgan
Branch: G
OLS, OLIP
1991-Nov-19

1813 GOEBELLE, Hugh B.
Branch: C
OLS, OLIP CLS
1997-Aug-13

1814 GOLDMAN, Barry D.
Branch: C
OLS, OLIP
1997-Aug-13

1998 GOLINSKI, Waldemar
Branch: C
OLS, OLIP
2016-Dec-02

1942 GONDO, Thomas
Branch: C
OLS, OLIP
2011-Feb-24

1663 GOODRIDGE, Paul
Branch: C
OLS, OLIP
1990-Jan-23

2035 GOONEWARDEN A, Shan
Branch: C
OLS, OLIP
2018-Jul-25

1839 GORMAN, Michael
Branch: C
OLS, OLIP
2000-Jan-26

1430 GOSSLING, Steven
Branch: C
OLS, OLIP
1977-Feb-02

1288 GRAHAM, Derek G
Branch: C
OLS, OLIP
1971-Nov-22

1183 GRANDER, Helmut
Branch: C
OLS, OLIP
1965-Dec-13

1759 GRANDER, Ralph
Branch: C
OLS, OLIP
1994-Jan-13

CR120 GREENFIELD, Kirsten M.
Branch: I
OLS, OLIP CLS
2000-Jul-19

1868 GRIFFITHS, Michael A.
Branch: C
OLS, OLIP
2002-Jul-18

1999 GROSE, Roger
Branch: C
OLS, OLIP
2017-Jan-25

1824 GROZELLE, Nancy J.
Branch: C
OLS, OLIP
1998-Aug-12

2110 GUNATHILLAKE, Kosala
Branch: C
OLS, OLIP
2021-Jul-15

1465 GUTRI, John H.
Branch: C
OLS, OLIP
1978-Oct-30

2044 HADDAD, Kevin
Branch: C
OLS, OLIP
2018-Oct-24

2121 HADIAN, Ario
Branch: C
OLS, OLIP
2022-Jan-26

1556 HALLIDAY, Robert D.
Branch: C
OLS, OLIP CLS
1984-Jul-04

2048 HANDSPIKER, Andrew James Gerald
Branch: C
OLS, OLIP
2019-Jan-22

2073 HANG, Jackie
Branch: C
OLS, OLIP
2021-Jan-19

2002 HANNA, Maryna
Branch: C
OLS, OLIP
2017-Jan-30

1713 HARAMIS, Patrick J.
Branch: C
OLS, OLIP
1991-Aug-22

1693 HARPER, William A.
Branch: C
OLS, OLIP CLS
1991-Jan-29

1532 HARRIS, Robert K.
Branch: C
OLS, OLIP CLS
(St. Lucia)
1982-Jun-04

1786 HARRIS-HERR, Nancy L.
Branch: C
OLS, OLIP
1995-Oct-14

1847 HARTWICK, Travis G.
Branch: C
OLS, OLIP
2000-Jul-19

1705 HARTWICK, Gregory J
Branch: C
OLS, OLIP CLS
1991-Aug-14

1761 HAWLEY, David J.
Branch: C
OLS, OLIP
1994-Apr-13

1880 HAZEN, Jason P.E.
Branch: C
OLS, OLIP
2004-Jan-08

2036 HEALEY, Owen
Branch: C
OLS, OLIP
2018-Jul-25

1930 HERMAN, Zoltan
Branch: C
OLS, OLIP
2010-Jan-18

1576 HERWEYER, Edward H.
Branch: C
OLS, OLIP
1985-Jun-10

1899 HEWLETT, James A.
Branch: C
OLS, OLIP
2007-Jan-15

1621 HEYWOOD, Allan J.
Branch: C
OLS, OLIP
1987-Dec-14

1720 HICKSON, Gerald G.
Branch: C
OLS, OLIP
1992-Jan-29

1596 HIGGINSON, Leslie M.
Branch: C
OLS, OLIP
1986-Jun-18

1494 HILEY, John W.
Branch: C
OLS, OLIP
1979-Dec-07

1634 HILLIS, Kerry F.
Branch: C
OLS, OLIP
1988-Jun-07

1631 HIMMA, Mart H.
Branch: C
OLS, OLIP
1988-Jun-07

1919 HODGSON, Shawn
Branch: C
OLS, OLIP
2009-Jan-15

1533 HOFMANN, Phillip
Branch: C
OLS, OLIP
1982-Jun-04

2074 HOOD, Brett
Branch: C
OLS, OLIP
2021-Jan-19

1815 HOOK, Stephen D.
Branch: C
OLS, OLIP
1997-Aug-13

1773 HOPPE, Thomas
Branch: C
OLS, OLIP
1995-Jan-25

CR144 HORWOOD, D
Branch: I
OLS, OLIP
2002-Feb-21

2075 HOSSEINI, Ali
Branch: C
OLS, OLIP
2021-Jan-19

1958 HU, Yahui
Branch: C
OLS, OLIP
2013-Jan-14

2076 HUBERT, Shawn
Branch: C
OLS, OLIP
2021-Jan-19

2125 HUMBER, Jen Elizabeth
Branch: C
OLS, OLIP
2022-Apr-13

1582 HUSTED, Kim
Branch: C
OLS, OLIP
1985-Dec-18

1827 HYDE, Harold
Branch: C
OLS, OLIP
1999-Feb-03

1832 IAVICOLI, Bruno
Branch: C
OLS, OLIP
1999-Jul-21

2144 IBRAHIM, Hassan Elobeid
Branch: C
2023-Jan-25

1573 IRWIN, Gary A.
Branch: C
OLS, OLIP
1985-Feb-19

2130 ISMAILI, Jurgen
Branch: C
OLS, OLIP
2022-Jul-27

1086 JACKSON, John E.
Branch: C
OLS, OLIP
1961-Sep-20

1629 JACOBS, Bryan
Branch: C
OLS, OLIP
1988-Jun-07

1425 JASON, Ronald M.
Branch: C
OLS, OLIP CLS, P.Eng.
1976-Jul-15

1927 JEFFRAY, Angela
Branch: C
OLS, OLIP
2010-Feb-18

1574 JENKINS, Kevin G.
Branch: C
OLS, OLIP
1985-Feb-19

1864 JERAJ, Alnashir
Branch: C
OLS, OLIP
2002-Feb-21

1889 JOHNSON, James W.
Branch: C
OLS, OLIP
2005-Jan-26

1626 JORDAN, Robert J.
Branch: C
OLS, OLIP
1987-Dec-14

1955 KACZMAREK, Rafal P
Branch: C
OLS, OLIP
2013-Jan-10

2077 KAHUE, Christopher
Branch: C
OLS, OLIP
2021-Jan-19

1922 KALANTZAKOS, Harry
Branch: C
OLS, OLIP
2009-Jul-22

2017 KANAGANAYAGAM, Athiththan
Branch: C
OLS, OLIP
2017-Sep-08

1985 KASPRZAK, Simon A.
Branch: C
OLS, OLIP
2015-Jul-20

1557 KASPRZAK, Adam
Branch: C
OLS, OLIP
1984-Jul-04

2014 KAYUK, Andrew Wade
Branch: C
OLS, OLIP
2017-Jul-24

1883 KEATLEY, Gordon R.
Branch: C
OLS, OLIP
2004-Jan-13

2037 KELSALL, Jason
Branch: C
OLS, OLIP
2018-Jul-25

1352 KERR, Brian W.
Branch: C
OLS, OLIP
1973-Nov-22

2057 KESHAVARZ, Amir
Branch: C
OLS, OLIP
2019-Sep-20

2078 KETCHUM, Emmett
Branch: C
OLS, OLIP
2021-Jan-19

2063 KHOSRAVIRAD, Fereidoon
Branch: C
2020-Jan-21

1972 KING, Adam
Branch: C
OLS, OLIP, BCLS
2014-Feb-27

1429 KIRKLAND, James E.
Branch: C
OLS, OLIP P.Eng.
1977-Feb-02

1639 KIRKUP, Roy S.
Branch: C
OLS, OLIP
1988-Jun-07

1607 KLIAMAN, Cindy S.
Branch: C
OLS, OLIP, CLS
1986-Jun-18

1649 KNISLEY, Martin W.
Branch: C
OLS, OLIP
1988-Dec-19

2064 KOSMACHUK, Stephen
Branch: C
2020-Jan-21

1851 KOVACS, David A.
Branch: C
OLS, OLIP
2000-Jul-22

2081 KRAWCZUK, David
Branch: C
OLS, OLIP
2021-Jan-20

1775 KRCMAR, Saša
Branch: C
OLS, OLIP
1995-Jan-25

1370 KRCMAR, Vladimir
Branch: C
OLS, OLIP
1974-Jan-22

1774 KRCMAR, Maja
Branch: C
OLS, OLIP
1995-Jan-25

1900 KRCMAR, Tomislav
Branch: C
OLS, OLIP
2007-Jan-23

1722 KRISTJANSON, Tom
Branch: C
OLS, OLIP
1992-Jan-29

1865 KUBICKI, Borys D.
Branch: C
OLS, OLIP
2002-Feb-21

1564 KUELLING, Laurence
Branch: C
OLS, OLIP
1984-Sep-04

1848 KUJALA, Kevin P.
Branch: C
OLS, OLIP
2000-Jul-19

1986 KUMAR, Vaitheki
Branch: C
OLS, OLIP
2015-Jul-20

2080 KUMARANAYAKE, Aloka Udani
Branch: C
OLS, OLIP
2021-Jan-20

1956 LADINES, Jayson F.
Branch: C
OLS, OLIP
2013-Jan-10

1898 LAFRAMBOISE, Gabriel
Branch: C
OLS, OLIP
2007-Jan-11

2079 LAKHAN, Satesh Anil
Branch: C
OLS, OLIP
2021-Jan-20

1951 LALE, Goran
Branch: C
OLS, OLIP
2012-Jun-06

1729 LAMB, Peter B.
Branch: C
OLS, OLIP
1992-Aug-04

1829 LAMONT, David A.
Branch: C
OLS, OLIP
1999-Feb-03

2136 LANGLOIS, Gordon Jacob
Branch: C
OLS, OLIP
2022-Jul-27

2140 LAOMOC, Geniphill
Branch: C
OLS, OLIP
2023-Jan-25

1918 LAPOINTE, Stéphane
Branch: C
OLS, OLIP
2009-Jan-15

1798 LAROCQUE, Brent R.
Branch: C
OLS, OLIP
1996-Aug-13

1953 LAU, Jansky Tak Choi
Branch: C
OLS, OLIP
2012-Jul-19

1914 LAU, Francis
Branch: C
OLS, OLIP
2008-Aug-28

1906 LAWRENCE, Gavin Eldred
Branch: C
OLS, OLIP
2008-Jan-23

1792 LAWS, James M.
Branch: C
OLS, OLIP
1996-Feb-22

1809 LEGAT, Jaro A.
Branch: C
OLS, OLIP
1997-Jun-17

1755 LEGROW, Neil A.
Branch: C
OLS, OLIP
1994-Jan-11

1896 LEMMETTY, Anita I.
Branch: C
OLS, OLIP
2006-Nov-10

2058 LEROUX, Shawn Ryan
Branch: C
OLS, OLIP
2019-Nov-29

1940 LESLIE, Jamie William
Branch: C
OLS, OLIP
2011-Jan-26

1694 LESLIE, Craig
Branch: C
OLS, OLIP P.Eng.
1991-Jan-29

1989 LEVAC, Patrick
Branch: C
OLS, OLIP
2016-Jan-18

1830 LIN, Joseph
Branch: C
OLS, OLIP
1999-Feb-03

1825 LINHARES, Eduardo J.
Branch: C
OLS, OLIP
1998-Aug-12

1963 LISE, Arthur J.
Branch: C
OLS, OLIP
2013-Jul-22

2051 LIU, Leo
Branch: C
OLS, OLIP
2019-Jan-25

2082 LIU, Guannan
Branch: C
OLS, OLIP
2021-Jan-20

1991 LOAI, Amar
Branch: C
OLS, OLIP
2016-Jan-18

1679 LORD, Rodney D.
Branch: C
OLS, OLIP
1990-Jul-10

2027 LOSYEV, Sofia
Branch: C
OLS, OLIP
2018-May-31

2083 LUCIKS, Andrejs
Branch: C
OLS, OLIP
2021-Jan-20

1849 MACDONALD, Christopher A.
Branch: C
OLS, OLIP
2000-Jul-19

2007 MACDONALD, Michael
Branch: C
OLS, OLIP
2017-Feb-07

1822 MACDONALD, T G.
Branch: C
OLS, OLIP
1998-Jul-22

1605 MACEK, Michael
Branch: C
OLS, OLIP
1986-Jun-18

1816 MAGEE, Bret G.
Branch: C
OLS, OLIP
1997-Aug-13

1785 MAK, Ronald M.
Branch: C
OLS, OLIP
1995-Aug-15

1546 MAK, Rudy
Branch: C
OLS, OLIP
1982-Dec-06

2015 MALEK, Maaz
Branch: C
OLS, OLIP
2017-Aug-01

2111 MALLIK, Humair
Branch: C
OLS, OLIP
2021-Jul-15

1549 MALONEY, Brian J.
Branch: C
OLS, OLIP
1983-Jul-12

1744 MANTHA, Andrew S.
Branch: C
OLS, OLIP
1993-Jan-19

2000 MANTHA, Alec Sloan
Branch: C
OLS, OLIP
2017-Jan-30

1924 MARES, Viorel
Branch: C
OLS, OLIP
2009-Aug-11

1337 MARR, Douglas G.
Branch: C
OLS, OLIP
1973-Aug-14

1907 MARTON, Alexandru
Branch: C
OLS, OLIP
2008-Jan-23

2067 MASCIOTRA, Michael J.
Branch: C
OLS, OLIP
2020-Jan-29

1881 MATTHEWS, Jeremy C.E.
Branch: C
OLS, OLIP
2004-Jan-09

1740 MATTHEWS, Michael F.
Branch: C
OLS, OLIP CLS
1993-Jan-12

1884 MAUGHAN, David U.
Branch: C
OLS, OLIP
2004-Jan-20

2012 MAULION, Keene
Branch: C
OLS, OLIP
2017-May-31

1548 MAURO, Frank
Branch: C
OLS, OLIP
1983-Jul-12

1756 MAYO, Roy C.
Branch: C
OLS, OLIP
1994-Jan-11

1966 MC RAE, Reuben
Branch: C
OLS, OLIP
2014-Jan-22

2112 MCARTHUR, Jonathan D.
Branch: C
OLS, OLIP
2021-Jul-15

1724 MCCONNELL, Robert
Branch: C
OLS, OLIP
1992-Jan-29

1730 MCDERMOTT, Robert M.
Branch: C
OLS, OLIP
1991-Aug-04

2050 MCFADZEN, Nicholas James
Branch: C
OLS, OLIP
2019-Jan-22

1751 MCGUIRE, Gordon D.
Branch: C
OLS, OLIP
1993-Sep-23

1949 MCKECHNIE, Michael
Branch: C
OLS, OLIP
2012-Feb-23

1708 MCKIBBON, Robert W.
Branch: C
OLS, OLIP
1991-Aug-14

2084 MCLAREN, Robert Alexander
Branch: C
OLS, OLIP
2021-Jan-20

1709 MCLAREN, Daniel S.
Branch: C
OLS, OLIP P.Eng.
1991-Aug-14

2085 MCLEAN, Merrill
Branch: C
OLS, OLIP
2021-Jan-20

1874 MCMORRAN, Douglas Scott
Branch: C
OLS, OLIP
2003-Feb-20

1558 MCNABB, Marvin D.
Branch: C
OLS, OLIP (RET)
1984-Jul-04

1840 MCNEIL, Trevor D.A.
Branch: C
OLS, OLIP
2000-Jan-26

1780 MELDRUM SMITH, Julia M.
Branch: C
OLS, OLIP CLS
1995-Jul-19

1903 MERRLLES, John
Branch: C
OLS, OLIP
2007-Sep-07

1559 MERRY, William I.
Branch: C
OLS, OLIP
1984-Jul-04

1585 MILLER, Richard D.
Branch: C
OLS, OLIP
1985-Dec-18

1512 MILLER, Paul A.
Branch: C
OLS, OLIP CLS
1980-Dec-05

1855 MILNE, Neil C.
Branch: C
OLS, OLIP
2001-Jan-31

1806 MIRET, Dario A.
Branch: C
OLS, OLIP
1997-May-13

1923 MIRZAKHANLOU, Manouchehr
Branch: C
OLS, OLIP
2009-Jul-22

1946 MITREV, Simeon E.
Branch: C
OLS, OLIP
2011-Jul-29

1980 MO, Jason Chun-Ho
Branch: C
OLS, OLIP
2015-Jan-29

2113 MONAHAN, John
Branch: C
OLS, OLIP
2021-Jul-15

2114 MOORE, Stuart
Branch: C
OLS, OLIP
2021-Jul-15

2086 MORGAN, David James
Branch: C
OLS, OLIP
2021-Jan-20

1467 MOUNTJOY, Maureen V.
Branch: C
OLS, OLIP
1978-Dec-14

1779 MUIR, John W.
Branch: C
OLS, OLIP CLS
1995-Jul-24

1912 MUSCLOW, Chris
Branch: C
OLS, OLIP
2008-Jul-25

2030 MUSIL, Andrew
Branch: C
OLS, OLIP
2018-Jul-13

2038 MUTH, Nicholas
Branch: C
OLS, OLIP
2018-Jul-25

2021 NAJJARBASHI, Navid
Branch: C
OLS, OLIP
2018-Jan-26

1870 NANFARA, Joseph
Branch: C
OLS, OLIP
2002-Oct-03

1871 NG, Foo Yip
Branch: C
OLS, OLIP
2003-Jan-08

1959 NICOL, James Andrew
Branch: C
OLS, OLIP
2013-Jan-14

CR199 NIELSEN, Peter M.
Branch: G
OLS, OLIP
2004-Jan-08

1682 NISBET, T. Martin
Branch: C
OLS, OLIP CLS
1990-Jul-10

1908 NISIOIU, Tudor
Branch: C
OLS, OLIP
2008-Jan-23

1867 O'CONNOR, Shawn M
Branch: C
OLS, OLIP
2002-Jul-16

2087 OLENDER, Stephen
Branch: C
OLS, OLIP
2021-Jan-20

1893 OSINSKI, Marek
Branch: C
OLS, OLIP
2006-Aug-14

CR200 OSUCHOWSKA, Zofia
Branch: P
OLS, OLIP
2004-Sep-08

1936 OYLER, Christopher
Branch: C
OLS, OLIP
2010-Sep-08

1572 PACKOWSKI, Thom
Branch: C
OLS, OLIP
1984-Dec-20

1834 PAGE, Dasha
Branch: C
OLS, OLIP
1999-Jul-21

2088 PAINE, Adam
Branch: C
OLS, OLIP
2021-Jan-20

1909 PAPA, Valerio G.
Branch: C
OLS, OLIP
2008-Jan-23

1680 PEARSON, Michèle M.
Branch: C
OLS, OLIP
1990-Jul-10

1670 PEARSON, Robert G.
Branch: C
OLS, OLIP
1990-Jan-23

2115 PENGELLY, Jeffrey
Branch: C
OLS, OLIP
2021-Jul-15

1994 PERERA, Wickramage Sunil Branch: C
OLS, OLIP
2016-Jan-27

1776 PESCE, David
Branch: C
OLS, OLIP
1995-Jan-25

1586 PHILLIPS, Gary W.
Branch: C
OLS, OLIP
1985-Dec-18

1217 PILLER, Helmut
Branch: C
OLS, OLIP
1968-May-22

2065 PINEROS, Ricardo A.
Branch: C
2020-Jan-21

CR130 POOT, Robin W.L.
Branch: G
OLS, OLIP
2001-Aug-10

1891 POPA, Dorin
Branch: C
OLS, OLIP
2006-Jan-13

1973 POPA, Dacian Nicola
Branch: C
OLS, OLIP
2014-Jun-12

CR173 POWER, K. Michael
Branch: I
OLS, OLIP
2002-Jun-27

1993 PU, Tony
Branch: C
OLS, OLIP
2016-Jan-20

1683 PURCELL, T. Murra
Branch: C
OLS, OLIP
1990-Jul-10

1965 QUERUBIN, Ron
Branch: C
OLS, OLIP
2014-Jan-22

1637 QUESNEL, Paul M.
Branch: C
OLS, OLIP
1988-Jun-07

1579 QUINLAN, Danny P.
Branch: C
OLS, OLIP
1985-Jun-10

2023 RAHMAN, Shafic
Branch: C
OLS, OLIP
2018-Jan-26

1841 RAIKES, Peter T.
Branch: C
OLS, OLIP CLS
2000-Jan-26

2089 RAIKES, Cole
Branch: C
OLS, OLIP
2021-Jan-20

1684 RAITHBY, David J.
Branch: C
OLS, OLIP
1990-Jul-10

2004 RAJAKULENDRAN, Shajeeshane
Branch: C
OLS, OLIP
2017-Jan-31

1968 RAMACHANDRAN, Piratheepan
Branch: C
OLS, OLIP
2014-Jan-22

1561 RAMSAMOOJ, Sase N.
Branch: C
OLS, OLIP
1984-Jul-04

1943 RATHNAYAKE, Vineetha S.
Branch: C
OLS, OLIP
2011-Feb-24

2120 RECCHIA, David
Branch: C
OLS, OLIP
2022-Jan-26

1872 REED, Thomas R.
Branch: C
OLS, OLIP
2003-Jan-09

1766 REID, Rodger J.
Branch: C,G
OLS, OLIP CLS, P.Eng.
1994-Dec-01

2055 RENAUD, Tyler
Branch: C
OLS, OLIP
2019-Aug-29

2039 RESTIVO, Ben
Branch: C
OLS, OLIP
2018-Jul-25

1915 RIZK, Ashraf
Branch: C
OLS, OLIP
2008-Sep-03

2091 ROBBINS, Phillip
Branch: C
OLS, OLIP
2021-Jan-20

2116 ROBINSON, Alyci
Branch: C
OLS, OLIP
2021-Jul-15

1931 ROBINSON, Dani Bernard
Branch: C
OLS, OLIP
2010-Aug-18

1725 ROBINSON, Greg
Branch: C
OLS, OLIP
1992-Jan-29

2092 RODGER, Greg
Branch: C
OLS, OLIP
2021-Jan-21

1804 RODY, Eric
Branch: C
OLS, OLIP
1997-Feb-19

1856 ROUSE, Tracy R.
Branch: C
OLS, OLIP
2001-Jan-31

1910 ROY, André
Branch: C
OLS, OLIP
2008-Jan-23

1733 RUDNICKI, Les S.
Branch: C
OLS, OLIP
1992-Aug-04

1541 RUEB, Erich
Branch: C
OLS, OLIP
1982-Dec-06

1875 SALB, Thomas J.
Branch: C
OLS, OLIP
2003-Jul-15

2010 SALEHI, Farzad
Branch: C
OLS, OLIP
2017-May-29

1523 SALNA, Robert
Branch: C
OLS, OLIP
1981-Dec-02

1894 SALZER, Eric G.
Branch: C
OLS, OLIP
2006-Aug-14

CR12 SANI, Anthony P.
Branch: P,I
OLS, OLIP M.R.I.C.S.
1989-Nov-06

1842 SANKEY, Alister D.
Branch: C
OLS, OLIP
2000-Jan-26

1895 SCOTT, John S.
Branch: C
OLS, OLIP
2006-Aug-14

2008 SEAMAN, Gavin P.T.
Branch: C
OLS, OLIP
2017-Feb-08

2024 SEDAGHATJAHROMI, Saeid
Branch: C
OLS, OLIP, CLS
2018-Jan-26

1920 SEGUIN, Ryan William
Branch: C
OLS, OLIP
2009-Feb-19

1611 SENKUS, Tom A.
Branch: C
OLS, OLIP
1986-Dec-15

1857 SHANMUGARAJAH, Tharmarajah
Branch: C
OLS, OLIP
2001-Jan-31

2040 SHANMUGARAJAH, Ragavan
Branch: C
OLS, OLIP
2018-Jul-25

1686 SHANTZ, Murray R.
Branch: C,I
OLS, OLIP
1990-Jul-10

1719 SHELP, Andrew V.
Branch: C
OLS, OLIP
1992-Jan-29

1697 SHIPMAN, Jeffrey P.
Branch: C
OLS, OLIP
1991-Jan-29

2102 SHRIVASTAVA, Prakha
Branch: C
OLS, OLIP
2021-May-17

2138 SHYLLON, Damilola O.
Branch: C
OLS, OLIP
2022-Sep-29

1904 SIBTHORP, Raymond James
Branch: C
OLS, OLIP
2007-Sep-14

CR124 SILBURN, James L.
Branch: I
OLS, OLIP
2000-Jul-19

1698 SIMONE, Roy A.
Branch: C
OLS, OLIP MIS
1991-Jan-29

1794 SIMPSON, Michael J.
Branch: C
OLS, OLIP
1996-Feb-22

1518 SIMPSON, Walter J.
Branch: C
OLS, OLIP CLS
1981-May-08

1687 SINGH, Tirbhowan
Branch: C
OLS, OLIP P.Eng.
1990-Jul-10

1673 SINNIS, Spiro
Branch: C
OLS, OLIP CLS
1990-Jan-23

1699 SKURO, Peter M.
Branch: C
OLS, OLIP
1991-Jan-29

1960 SMITH, Kevin R.D.
Branch: C
OLS, OLIP
2013-Feb-28

2090 SMITH, Gerard
Branch: C
OLS, OLIP
2021-Jan-21

1448 SMITH, Andrew
Branch: C
OLS, OLIP
1978-Jun-05

2093 SNOW, Trisha
Branch: C
OLS, OLIP
2021-Jan-21

2094 SOLTANKHAH- BIDKHTI, Alborz
Branch: C
OLS, OLIP
2021-Jan-21

2041 SONIER, Katherine
Branch: C
OLS, OLIP
2018-Jul-25

1799 SPERLING, Ernest G.
Branch: C
OLS, OLIP
1996-Aug-13

1570 STANTON, Chester J.
Branch: C
MBA, CLS, OLS, CLS
1984-Dec-20

1850 STARCEVIC, Dario
Branch: C
OLS, OLIP
2000-Jul-19

1457 STEWART, Rona
Branch: C
OLS, OLIP, CLS
1978-Jul-05

1769 STIDWILL, Grant
Branch C
OLS, OLIP P.Eng.
1995-Jan-20

2095 STIRLING, Tom
Branch: C
OLS, OLIP
2021-Jan-21

1843 STOJANOVIC, Svetomir
Branch: C
OLS, OLIP
2000-Jan-26

2124 STOREY, William Coel
Branch: C
2022-Jan-26

1783 STRINGER, David B.
Branch: C,G,I
OLS, OLIP P.Eng.
1990-Jul-10

1589 SUDA, Philip
Branch: C
OLS, OLIP
1985-Dec-18

2042 SUKUMARSATH, Surendran
Branch: C
OLS, OLIP
2018-Jul-25

1969 SUNDAR, Ganesh
Branch: C
OLS, OLIP
2014-Jan-22

2096 SURGENOR, Jake
Branch: C
OLS, OLIP
2021-Jan-21

1435 SUTHERLAND, Norman Elliot
Branch: C
OLS, OLIP CLS, P.Eng.
1977-Jun-24

1858 SUTHERLAND, Bloss J.
Branch: C
OLS, OLIP
2001-Jan-31

1879 SWIFT, Phillip S.
Branch: C
OLS, OLIP B.CLS
2003-Oct-01

2131 SZEREMETA, Daw
Branch: C
OLS, OLIP
2022-Jul-27

1862 TALBOT, Jeffrey P
Branch: C
OLS, OLIP
2001-Sep-12

2097 TANDON, Mayank
Branch: C
OLS, OLIP
2021-Jan-21

1734 TAURINS, Norman
Branch: C
OLS, OLIP
1992-Aug-04

2059 TAVALLAEE, Mojtaba
Branch: C
OLS, OLIP
2019-Nov-29

1795 THOM, Kevin S.
Branch: C
OLS, OLIP
1996-Feb-22

1844 THOMSEN, Paul R.
Branch: C
OLS, OLIP
2000-Jan-26

1635 TIEMAN, Andrea E
Branch: C
OLS, OLIP
1988-Jun-07

1911 TOMASZEWSKI, H
Branch: C
OLS, OLIP
2008-Jan-23

2098 TREMBLAY, Wayne Leslie
Branch: C
OLS, OLIP
2021-Jan-21

1938 TRUCHON, Mel
Branch: C
OLS, OLIP, P. Eng
2011-Jan-17

1905 TULLOCH, Mark Kenneth
Branch: C
OLS, OLIP
2008-Jan-15

1954 TULLOCH, David
Branch: C
OLS, OLIP
2012-Aug-13

2099 TYLER, Gavin
Branch: C
OLS, OLIP
2021-Jan-21

2146 URBANSKI, Mariusz
Branch: C
OLS, OLIP
2023-Jan-25

1476 URSO, David S.
Branch: C
OLS, OLIP CLS
1979-Feb-20

1935 VAN DER VEEN, Blake Campbell
Branch: C
OLS, OLIP
2010-Sep-08

2043 VAN LANKVELD, Michael
Branch: C
OLS, OLIP
2018-Jul-25

1777 VANDERVEEN, Gary B.
Branch: C
OLS, OLIP
1995-Jan-25

2129 VAZ, Anthony A.
Branch: C
OLS, OLIP
2022-Jul-27

1757 VERDUN, Michael
Branch: C
OLS, OLIP
1994-Jan-11

2026 VIBERT, Natalie
Branch: C
OLS, OLIP
2018-Mar-01

1417 VOLLEBEKK, Dan
Branch: C
OLS, OLIP
1975-Oct-27

2100 VOLLEBEKK, Jon
Branch: C
OLS, OLIP
2021-Jan-21

1765 VOLLICK, Stephen
Branch: C
OLS, OLIP, A.L.S
1994-Aug-17

2005 WAHBA, Kevin
Branch: C
OLS, OLIP
2017-Jan-31

1929 WAHBA, Christopher
Branch: C
OLS, OLIP
2010-Jan-18

1845 WAHBA, Youssef
Branch: C
OLS, OLIP
2000-Jan-26

1902 WALCZAK, Jacek
Branch: C
OLS, OLIP
2007-Aug-23

1846 WALKER, Darren R.
Branch: C
OLS, OLIP
2000-Jan-26

1056 WALLACE, Ivan B.
Branch: C
OLS, OLIP
1960-May-20

1944 WANNACK, Robert John
Branch: C
OLS, OLIP
2011-Feb-24

1660 WARREN, Brad K.
Branch: C
OLS, OLIP
1989-Jun-19

1735 WATSON, Keith
Branch: C
OLS, OLIP
1992-Aug-04

2029 WEBB, Todd Edward William
Branch: C
OLS, OLIP
2018-Jul-12

1770 WEBSTER, Brian J.
Branch: C
OLS, OLIP CLS
1995-Jan-20

1319 WEBSTER, William J.
Branch: C
OLS, OLIP F.S.P.L.S.
1972-Dec-22

1887 WERRELL, Adam J.
Branch: C
OLS, OLIP
2004-Sep-08

1696 WIEGENBRÖKER, Robert
Branch: C
OLS, OLIP
1991-Jan-29

1877 WILBAND, Jason P.
Branch: C
OLS, OLIP P.Eng.
2003-Sep-10

1996 WILCOX, Luke G.
Branch: C
OLS, OLIP
2016-Jul-26

1758 WILKINSON, Kenneth D.
Branch: C
OLS, OLIP
1994-Jan-11

1675 WILLIAMS, Edward J.
Branch: C
OLS, OLIP
1990-Jan-23

1612 WILTON, David
Branch: C
OLS, OLIP
1986-Dec-15

2025 WOOD, Robert
Branch: C
OLS, OLIP
2018-Jan-26

1645 WOOLLEY, Patrick J.
Branch: C
OLS, OLIP
1988-Jun-07

1613 WOROBEC, Alan J.
Branch: C
OLS, OLIP
1986-Dec-15

1820 WYLIE, David J.
Branch: C
OLS, OLIP
1998-Jan-27

1344 WYMAN, Paul C.
Branch: C
OLS, OLIP
1973-Nov-16

1866 YADOLLAHI, Seyed M.
Branch: C
OLS, OLIP
2002-Jul-16

1916 YALDA, Bahram
Branch: C
OLS, OLIP
2008-Sep-03

2101 YAO, Jing
Branch: C
OLS, OLIP
2021-Jan-21

1807 YEO, Michael W.
Branch: C
OLS, OLIP
1997-May-13

1821 YOUNG, Joseph R.
Branch: C
OLS, OLIP
1998-Jan-27

1964 YUEN, John Ho-Ting
Branch: C
OLS, OLIP
2013-Jul-22

1979 ZAPATA, Juan Diego
Branch: C
OLS, OLIP
2015-Jan-19

1925 ZENG, Zhiqiang
Branch: C
OLS, OLIP
2009-Aug-11

1835 ZERVOS, George J.F.
Branch: C
OLS, OLIP
1999-Jul-21

2052 ZHANG, Yifan
Branch: C
OLS, OLIP
2019-Jun-17

2013 ZIEMLEWSKA, Justyna Marzena
Branch: C
OLS, OLIP
2017-Jul-24

2023 ANNUAL REPORT
– RETIRED Membership –
(as of March 1, 2023)
Branches: Cadastral, Geodetic, Geographic Information, Hydrographic, Photogrammetry

1772 AGNIHOTRI, Anil
Branch: C
OLS, OLIP (RET)
1995-Jan-25

2019 AKHLAGHI, Armin
Branch: C
OLS, OLIP (RET)
2018-Jan-26

1498 ARON, Douglas R.
Branch: C
OLS, OLIP (RET)
1979-Dec-07

1525 AVIS, Roger
Branch: C
OLS, OLIP (RET) CLS,
M.I.A.S., F.R.I.C.S.
1982-Jan-25

CR206 BAILA, Mircea
Branch: I
OLS, OLIP (RET)
2013-Feb-28

1551 BAKER, Bruce
Branch: C
OLS, OLIP (RET)
1983-Dec-21

1702 BLACK, David A.
Branch: C
OLS, OLIP (RET)
1991-Aug-14

1651 BOGUE, Colin B.
Branch: C
OLS, OLIP (RET) P.
1988-Dec-19

1861 BOUNSALL, Andre
Branch: C
OLS, OLIP (RET)
2001-Sep-12

1440 BOWDEN, Graham W.
Branch: C
OLS, OLIP (RET) P.Eng.
1977-Sep-27

1553 BROUWERS, Bruce
Branch: C
OLS, OLIP (RET)
1983-Dec-21

1295 BUCK, William D.
Branch: C
OLS, OLIP (RET) P.Eng., CLS
1971-Dec-17

1323 BUNKER, Thomas A.
Branch: C
OLS, OLIP (RET) CLS, P.Eng., C.A.
1973-Jan-29

1314 CAMERON, Andrew
Branch: C
OLS, OLIP (RET) P.Eng.
1972-Nov-06

1269 CARD, William H.
Branch: C
OLS, OLIP (RET)
1971-May-26

1531 CHAU, Marvin M.
Branch: C
OLS, OLIP (RET) MHKIS,
Accredited Mediator
1982-Jun-04

1443 CLARKE, Carlton H.
Branch: C
OLS, OLIP (RET)
1978-Jan-18

912 CLARKE, Alvin J.
Branch: C
OLS, OLIP (RET)
1956-Aug-15

1201 CLARKE, Ross A.
Branch: C
OLS, OLIP (RET) P.L.E., P. Mgr.
1966-Oct-04

902 COE, William R.
Branch: C
OLS (RET)
1955-Nov-28

1641 COLLETT, Brent W.
Branch: C
OLS, OLIP (RET)
1988-Jun-07

1413 COTTERILL, J. Stanley
Branch: C
OLS, OLIP (RET)
1975-Oct-08

1608 COULAS, Timothy A.
Branch: C
OLS, (RET)
1986-Dec-15

791 CREWE, Richard H.
Branch: C
OLS (RET)
1952-May-05

1304 DANIELS, William J.
Branch: C
OLS, (RET)
1972-Jun-20

1939 DAVIDSON, Steven Palmer
Branch: C
OLS, OLIP (RET)
2011-Jan-21

1630 DELORME, Line G.
Branch: C
OLS, OLIP (RET)
1988-Jun-07

1521 DOLLIVER, Dan
Branch: C
OLS, OLIP (RET)
1981-Dec-02

1125 DONALDSON, Bruce A.
Branch: C
OLS, OLIP (RET)
1962-Nov-17

1309 DOUGLAS, Robert
Branch: C
OLS (RET)
1972-Jul-11

1424 FENCOTT, Robert
Branch: C
OLS, OLIP(RET) P.Eng.
1976-Jul-15

1059 FENTON, William
Branch: C
OLS, OLIP (RET)
1960-Aug-26

1615 FERGUSON, Kerry
Branch: C
OLS, OLIP (RET)
1987-Jun-17

1436 FORCE, Robert T.
Branch: C
OLS, OLIP (RET)
1977-Jun-24

1311 FORTH, Paul F.
Branch: C
OLS, OLIP (RET)
1972-Jul-24

1359 FULFORD, Bruce
Branch: C
OLS, OLIP (RET)
1973-Dec-27

1644 GALATI, Pasquale
Branch: C
OLS, OLIP (RET)
1988-Jun-07

1111 GOOD, Gordon S.
Branch: C
OLS (RET)
1962-Jun-19

1595 GREGOIRE, Paul J.
Branch: C
OLS, OLIP (RET) CLS
1986-Jun-18

1516 GUNN, Robert C.
Branch: C
OLS (RET) P.Eng.
1981-Feb-06

1118 GURNETT, Edward G.
Branch: C
OLS (RET)
1962-Sep-17

2001 HAINES, Michael
Branch: C
OLS, OLIP (RET)
2017-Jan-26

1406 HAWKINS, Robert C.
Branch: C
OLS, OLIP (RET)
1975-Jun-17

CR135 HENRICKSON, David R.
Branch: I
OLS, OLIP (RET)
2001-Sep-12

1058 HERMANSON, Glenn D.
Branch: C
OLS (RET) CLS
1960-Jun-21

1078 HILL, James L.
Branch: C
OLS (RET) CLS
1961-May-10

1617 HOGAN, J. Russell
Branch: C
OLS, OLIP (RET)
1987-Jun-17

2049 HOLSTEAD, Donald
Branch: C
OLS, OLIP (RET)
2019-Jan-22

1360 HUME, Darrell L.
Branch: C
OLS (RET) CLS
1973-Dec-31

1534 HUNT, Douglas E.
Branch: C
OLS, OLIP (RET)
1982-Jun-04

1728 IRWIN, Bruce C.
Branch: C
OLS, OLIP (RET)
1992-Aug-04

1897 ISIP, Reynaldo Lagman
Branch: C
OLS, OLIP (RET)
2007-Jan-11

1550 JEMMETT, Douglas W
Branch: C
OLS, OLIP (RET)
1983-Jul-12

1688 JOHNSTON, Kerry S.
Branch: C
OLS, OLIP (RET)
1991-Jan-15

1282 JONES, Russell W.R.
Branch: C
OLS, OLIP (RET)
1971-Sep-13

1488 KOWALENKO, Walter
Branch: C
OLS, OLIP (RET)
1979-Aug-15

1401 KRUPICZ, Joseph A.
Branch: C
OLS (RET) P.Eng.
1975-May-09

1368 KUPFERSCHMIDT, Martin
Branch: C
OLS (RET)
1974-Jan-10

1610 LAWLOR, Michael J.
Branch: C
OLS (RET) A.M.C.T.
1986-Dec-15

1198 LEGROS, Leo A.
Branch: C
OLS (RET)
1966-Aug-03

1997 LEIPER, Rob Colin
Branch: C
OLS, OLIP (RET)
2016-Jul-26

CR167 LI, Songnian
Branch: I
OLS, OLIP (RET) Ph.D., P.Eng.
2002-Jun-27

1656 MACGREGOR, Susan F.
Branch: C
OLS, OLIP (RET)
1989-Jun-19

1459 MACINTOSH, James A.
Branch: C
OLS, OLIP (RET)
1978-Jul-19

1489 MACLEOD, Alistair M.
Branch: C
OLS, (RET) CLS
1979-Aug-15

1535 MANSFIELD, Peter J.
Branch: C
OLS, OLIP (RET) CLS
1982-Jun-04

1540 MARLATT, Michael E.
Branch: C
OLS, OLIP (RET) CLS
1982-Dec-06

920 MAUGHAN, Michael J.M.
Branch: C
OLS (RET) P.Eng.
1956-Aug-15

CR101 MCELRAVY, Gordon
Branch: P
OLS, OLIP (RET) C.C.
1991-Nov-19

1741 MCLEOD, Daniel J.
Branch: C
OLS, OLIP (RET)
1993-Jan-21

1710 MINNIE, Steven J.
Branch: C
OLS (RET) CLS, BCLS
1991-Aug-14

889 MOFFATT, W. Harland
Branch: C
OLS, (RET)
1955-Jul-05

1681 MOLLOY, Perry A.
Branch: C
OLS, OLIP (RET)
1990-Jul-10

1053 MONTEITH, John D.
Branch: C
OLS, OLIP (RET)
1960-May-13

1317 MORETON, Peter G.
Branch: C
OLS, OLIP (RET) CLS
1972-Dec-19

1746 MOUNTJOY, Robert G.
Branch: C
OLS, OLIP (RET) P.Eng.
1993-Jan-12

1658 MWINYI, Omari B.S.
Branch: C
OLS, OLIP (RET)
1989-Jun-19

1420 O'DONNELL, J. Hugh
Branch: C
OLS (RET), QLS
1975-Dec-10

1010 OGILVIE, Donald W.
Branch: C
OLS (RET) CLS
1959-May-06

CR208 OREN, Nedim
Branch: I
OLS, OLIP (RET)
2016-Jan-20

1290 PATTERSON, Douglas W.
Branch: C
OLS (RET)
1971-Nov-29

1695 PERKINS, Kevin D.
Branch: C
OLS, OLIP (RET)
1991-Jan-29

1787 PETTIT, Bruce D.
Branch: C
OLS, OLIP (RET)
1995-Oct-19

1539 PREISS, Richard A.
Branch: C
OLS, OLIP (RET)
1982-Dec-06

1752 PRESTON, Gary L.
Branch: C
OLS, OLIP (RET)
1993-Aug-18

1421 PUN, Yip K.
Branch: C
OLS (RET)
1975-Dec-30

1731 RAY, Gordon A.
Branch: C
OLS, OLIP (RET)
1992-Aug-04

1342 REDMOND, Donald A.
Branch: C
OLS, OLIP (RET)
1973-Nov-16

1386 REYNOLDS, Rodney G.
Branch: C
OLS, OLIP (RET)
1974-Jul-25

1001 ROBERTS, Anthony F.
Branch: C
OLS (RET)
1959-Apr-22

1472 ROBINSON, Ian D.
Branch: C
OLS, OLIP (RET)
1979-Feb-07

1140 ROESER, Heinrich L.S.
Branch: C
OLS (RET)
1963-Dec-04

CR122 SAUVÉ, Sheryn I.
Branch: I
OLS, (RET)
2000-Jul-19

1188 SEXTON, Christopher A.
Branch: C
OLS, OLIP (RET)
1965-Dec-13

1600 SMITH, Anthony G.
Branch: C
OLS, OLIP (RET)
1986-Jun-18

CR125 SMITH, Ian D.
Branch: I
OLS, OLIP (RET)
2000-Jul-19

1601 SNELL, William D.
Branch: C
OLS, OLIP (RET) CLS
1986-Jun-18

CR52 SROM, Jaromir
Branch: G
OLS (RET) P.Eng.
1990-Jul-10

1469 STATHAM, James S.
Branch: C
OLS (RET) CLS
1979-Feb-07

1948 STEPHEN, Adam Michael F.
Branch: C
OLS, OLIP (RET)
2012-Jan-13

1164 STEWART, Robert Craig
Branch: C
OLS (RET)
1964-Nov-17

1588 STIDWILL, Kirk L.
Branch: C
OLS, OLIP (RET) P.Eng.
1985-Dec-18

1513 STIRLING, Robert D.
Branch: C
OLS, OLIP, (RET) CLS
1980-Dec-05

1428 STRONGMAN, Charles T.
Branch: C
OLS, OLIP (RET)
1976-Nov-11

1659 SUPPA, Pasquale
Branch: C
OLS, OLIP (RET)
1989-Jun-19

1326 TAGGART, Ross W.
Branch: C
OLS, OLIP (RET) P.Eng.
1973-Feb-04

1603 THORPE, Peter
Branch: C
OLS, OLIP (RET)
1986-Jun-18

1340 TORRANCE, Paul H.
Branch: C
OLS, OLIP (RET) CLS
1973-Nov-01

2118 TSVETANOVA, Anna
Branch: C
OLS, OLIP (RET)
2021-Jul-15

1515 VAN LANKVELD, Ted
Branch: C
OLS, OLIP (RET)
1980-Dec-05

2066 VANDERWOERD, Col
Branch: C
OLS, OLIP (RET)
2020-Jan-21

1259 VINKLERS, John
Branch: C
OLS, OLIP (RET) CLS, P.Eng.
1970-Nov-16

1396 VISSER, Raymond J.
Branch: C
OLS, OLIP (RET) CLS
1975-Jan-10

1504 WATSON, Mark T.
Branch: I/I
OLS, OLIP (RET)
1980-Jul-09

CR152 WATT, David R.
Branch: I
OLS, OLIP (RET)
2002-Jun-14

1035 WELSMAN, Roger R.
Branch: C
OLS (RET)
1959-Nov-25

1427 WILSON, Paul
Branch: C
OLS, OLIP (RET) P.Eng.
1976-Nov-11