

this issue

Chair and CEO Report	1
Amendments to Member Categories	2
Special Feature: Envisioning the Future of PEGNL	3
NEGM Roundup	5
New License Holders	6
Annual General Meeting	7

Chair and CEO Report

To stand still is to fall behind.

Making progress at PEGNL allows us to stay prepared to act as a regulator and licensing body of engineering and geoscience.

Recently, we have been very pleased to see such progress exemplified through our Board of Directors Election candidates, newly formed events and license holder feedback.

The election features a total of 14 candidates (2 for Chair-Elect and 12 for Director-at-Large), more than double last year's nominees. One person will be chosen for Chair-Elect and two for Director-at-Large based on the votes of members. As you may have seen, electronic ballots have been administered by ClearPicture and will include candidate profiles. The successful candidates will be announced at our Annual General Meeting, to be held on June 7 at the Delta Hotel in St. John's.

The Board of Directors has begun an envisioning process which will help inform the direction of PEGNL and the goals we hope to achieve. Last year the Board participated in a similar activity which helped identify opportunities and threats for the future, while also determining potential planning and partnerships based on differing scenarios. The outcomes of last year's sessions are featured on pages 3 and 4.

In March, PEGNL representatives visited Corner Brook and Labrador City where they hosted luncheons with local engineers and geoscientists to talk about the work of the organization and to hear feedback relevant to the professions.

The response from attendees was positive and informative and has helped inform future initiatives while also sparking important conversations.

The luncheons were held during National Engineering and Geoscience Month, for a which a roundup of activities is featured on page 5. This year, several new activities were included in the calendar and we were pleased with their success.

Finally, moving forward also means making necessary, important decisions despite their difficulty. We are in a position where we must make changes to member categories and how individuals use professional titles and designations. The proposed amendments are outlined on page 2.

As always, thank you for reading illuminate!

Darlene Spracklin-Reid, P. Eng.
Chair



Geoff Emberley
MBA, P. Eng., FEC
CEO & Registrar



Amendments to Member Categories

Prompted by a concern of lack of public clarity on who is and is not licensed to practice engineering or geoscience, and through a review of the requirements as stipulated in the Engineers and Geoscientists Act (the Act) and associated Regulations, PEGNL has undertaken a comprehensive review of our non-practicing categories.

According to the Act, 'Professional Members' are defined as those who are registered to engage in practice, with further definition of practicing categories stipulated by The Engineers and Geoscientists Regulations. While our primary function is to regulate the practice of professional members, PEGNL has recognized, and wishes to continue to recognize, that persons who are no longer registered to practice in either engineering or geoscience in Newfoundland and Labrador may want to continue their membership in PEGNL as an association.

With the above-discussed objectives in mind, PEGNL is modifying the qualifications and conditions for membership in PEGNL, as an association, for persons who are no longer registered to practice in either engineering or geoscience.

PEGNL is proposing to introduce a new member category - "Non-Practicing Associate" - which is intended to replace the Life Membership and Non-Practicing categories.

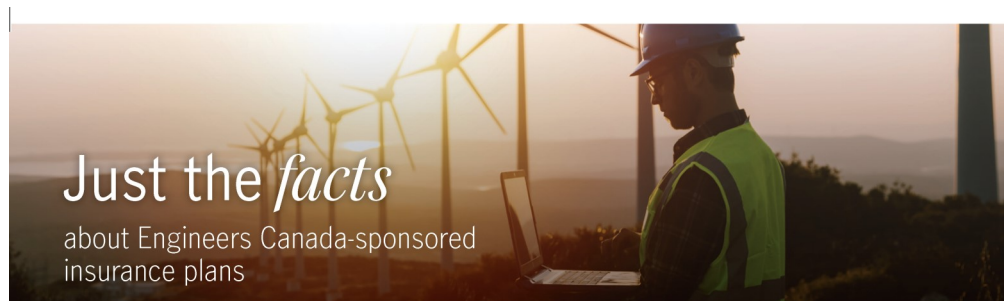
In accordance with The Act, Non-Practicing Associates will not have a right to a professional designation or to use any other protected titles as they are not registered to engage in practice. It is of paramount importance that the public be able to distinguish who is currently registered to practice and able to provide professional services.

Those currently in the Life Membership and Non-Practicing categories will receive a letter which outlines the options available to them if they wish to return to practicing status, or if they do not wish to practice but choose to move to Non-Practicing associate.

Non-Practicing Associates will retain voting privileges, access to national group insurance programs and all desired PEGNL communications. They are also eligible for membership in Connections chapters and to serve as volunteers.

A list of FAQs is available [here](#) and will be updated periodically.

We welcome your input and questions on these proposed changes and request them by May 23, 2019. Please email them to Megan at main@pegnl.ca. If you wish to speak with someone, please call (709) 753-7714 and you will be directed to the appropriate person.



✔ Over **90,000** of your peers and their families enjoy these benefits. *You can, too.*

Here are more key facts about these valuable plans:

- + You have **exclusive access** to insurance plans created specifically for engineering professionals.
- + Engineers Canada and Manulife **continually assess the plan benefits and rates** to ensure they're highly competitive.
- + They're innovative, with recent enhancements like the **job loss waiver of premium** – the first of its kind in Canada.

Learn more about how these plans can benefit you.

manulife.com/pegnl

1 877 598-2273

- Term Life
- Health & Dental
- Major Accident
- Critical Illness
- Disability Income
- Manulife One

 **Manulife**





Manulife, Manulife & Stylized M Design, and Stylized M Design are trademarks of The Manufacturers Life Insurance Company and are used by it, and by its affiliates under license. All rights reserved. © 2019 The Manufacturers Life Insurance Company. Manulife, P.O. Box 670, Stn Waterloo, ON N2J 4B8.

Underwritten by The Manufacturers Life Insurance Company

Special Feature: Envisioning the Future

One of the many functions of the PEGNL Board of Directors is to determine the Ends of the organization – the resulting goals that the CEO and staff work towards accomplishing. These Ends are developed and periodically reviewed to ensure PEGNL is focused on key areas in relation to protecting the public interest.

As part of determining Ends, the Board takes part in envisioning activities in which they review internal and external factors to define potential future scenarios which could affect the scope and effectiveness of the organization.

In August 2017, the PEGNL Board selected two sets of uncertainties which could have impacts on public welfare and the practice of engineering and geoscience:

Economy: Poor economy versus good economy

Climate change: High climate change versus minimum climate change

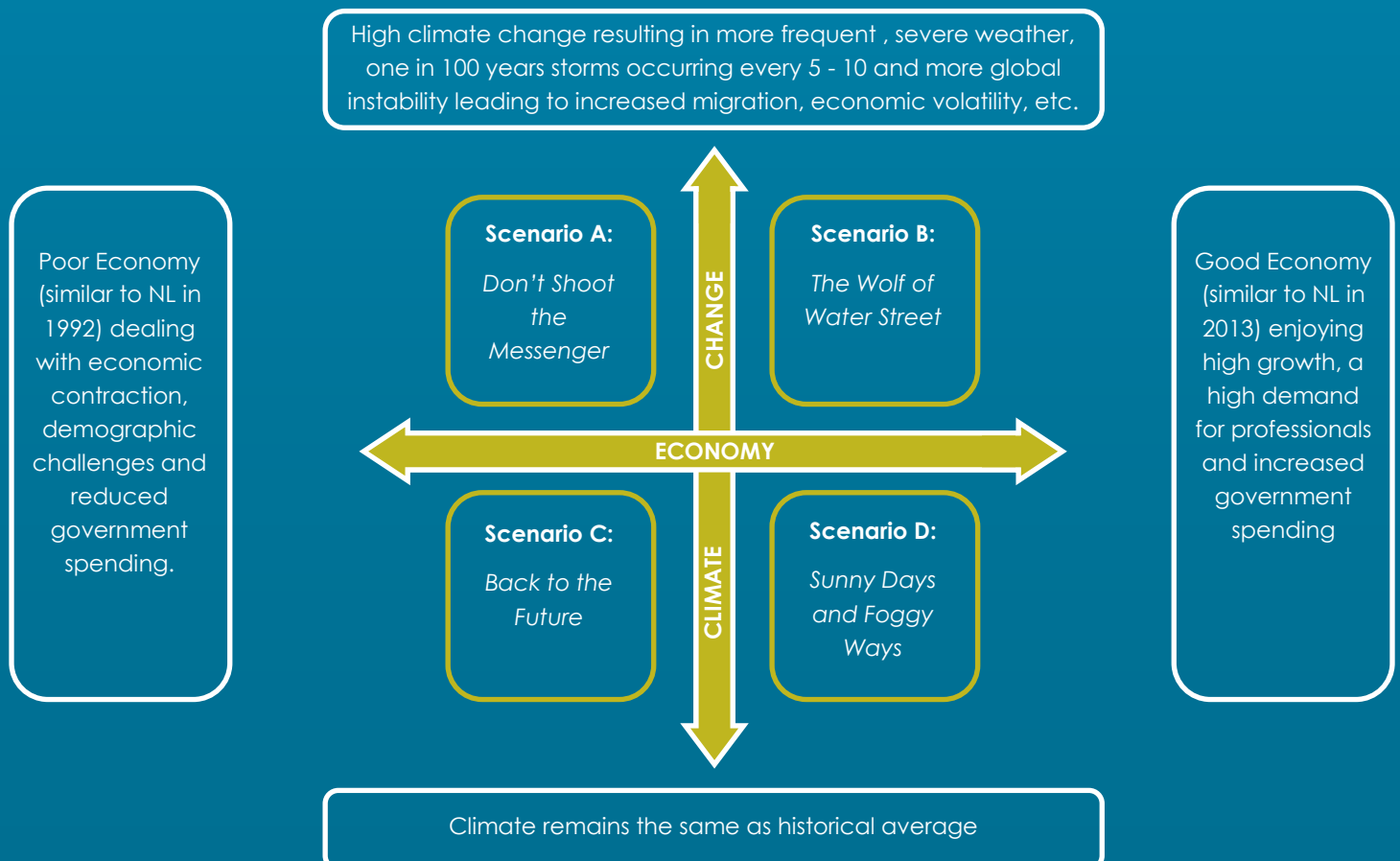
Combining these axes produced four distinct potential Envisioned Futures scenarios. (see Figure below).

While none of these scenarios may fully materialize, there are elements of each that could occur. Determining how PEGNL would need to adapt to deal with such scenarios is a valuable exercise to ensure preparedness and adaptability.

The scenarios are presented in brief below. A full summary is available [HERE](#). Further scenarios are currently being reviewed by the Envisioning Committee and will undergo similar review.

A: Poor Economy and High Rate of Climate Change:

In such a future, potential challenges include fewer opportunities for new engineering and geoscience graduates (budget challenges lead to reduced hiring), aging infrastructure (critical upgrades not being completed due to budget constraints, while the increasing severity and frequency of storms exacerbate the issue), growing unemployment, cuts to government services, and pressure to streamline regulation of the professions.



Opportunities are likely to be found in increased demand for new solutions/innovation (e.g. electric vehicles; environmental engineering; rare earth minerals), public support for moving to a “green” economy, and increased demand for cost-effective approaches to replacement of infrastructure due to climate concerns or damage.

The public are likely to expect engineers and geoscientists to proactively anticipate climate change impacts and offer effective mitigation and adaptation strategies. The professions, on the other hand, must continue to put safety first, communicate effectively with those in leadership positions and provide objective advice.

B: Good Economy and High Rate of Climate Change:

In such a future, possible challenges may include a higher cost of living, increased demand for engineers and geoscientists (requiring an increase in the size of Memorial University cohorts and/or streamlining the licencing for professionals from other jurisdictions), recruitment and retention of qualified professionals (particularly for small businesses and government), less demand for innovation (and, therefore, fewer entrepreneurs), pressure to hire underqualified or less experienced personnel and a tendency towards lowering of workplace safety, both as a result of pressure to ‘make hay while the sun shines’

Opportunities are likely to include enhanced employment opportunities for new engineers and geoscientists, increased investment in “green” technologies, industry growth and increased availability of capital for development.

Challenges for PEGNL in particular may include the need to prepare for increased environmental risk and underqualified work, ensuring a greater public understanding of PEGNL’s role, attracting more individuals to the professions, and ensuring public standards are properly championed by engineers and geoscientists.

C: Poor Economy and Stable Climate:

In this future scenario, potential issues include fewer job opportunities for engineers and geoscientists (budget challenges lead to reduced hiring), less incentive to innovate, cutting corners to save costs, lower interest in “green” solutions, reluctance to upgrade or replace aging infrastructure, less emphasis on environmental protection.

Considerations for PEGNL in this future scenario include ensuring that ethical standards and professional development are maintained in a poor economy, a potential reduction in the number of licensees, and increased pressure on professionals to practice in areas in which they may be less experienced, which is likely to lead to more discipline cases. PEGNL would need to ramp up efforts to ensure clear understanding of the disciplinary process, accommodate professionals who may be struggling to maintain professional development, and increase mentorship opportunities for young professionals who may be struggling to find work in their chosen field. PEGNL might also need to deal with loss of non-resident licensees, and address any barriers to doing work outside the province.

D: Good Economy and Stable Climate:

In this potential reality, representing the best of all worlds, challenges may include recruitment and retention of qualified professionals (particularly for small businesses and government agencies), less incentive to be licensed as companies come under pressure capitalize on opportunities, and the danger of lower quality work as less experienced professionals may be pressed into service.

Opportunities are likely to be centred around a growing population, improved quality of life, more funding for education, and improved infrastructure planning and spending.

In this scenario PEGNL will need to be ready to deal with an influx of new graduates and professionals from other jurisdictions (particularly those from other countries who may lack knowledge and experience with regard to Canadian licensure requirements), increasing pressure on professionals to practice in areas in which they are less experienced, holding all professionals accountable for their work (discipline) and strict adherence to standards and regulations in the face of increasing demand for progress.

NEGM Roundup

With a blend of new events and returning favourites, National Engineering and Geoscience Month (NEGM) was a huge success for 2019.

Taking place throughout March, PEGNL staff and volunteers established new connections, promoted regulation and the professions and opened the worlds of engineering and geoscience to a host of individuals.

The annual Bridge Building Competition was held in 5 different locations across the province with students from 18 different schools taking part. Events in Campbellton, Corner Brook, Goose Bay, Labrador City and St. John's challenged students to put their design skills to the test by building a bridge out of popsicle sticks and white school glue. The creativity and ingenuity on display at each event was exciting, and the events continue to inspire youth from across the province, even in its 28th year. Results will be announced soon so keep an eye out for the winners!



Judges for the St. John's edition of the 28th Annual PEGNL Bridge Competition reviewed bridges prior to testing.

PEGNL representatives hosted luncheons in the Western and Labrador regions during NEGM. License holders in Corner Brook and Labrador City were invited to come by and discuss local issues while also learning more about the PEGNL mandate. PEGNL staff and board members were pleased with the insight given by attendees regarding issues such as the Procurement Act, employability and wages, handling overlap and public confusion with other professions, increasing visibility and understanding of engineering and geoscience roles and capabilities, improving the registry to include more information on Members in Responsible Charge, and more. These sessions have already resulted in positive changes and planning for the future.

This year, the Board of Directors chose NEGM to host a series of governmental meetings designed to increase awareness, strengthen partnerships and inform the direction of the organization.

PEGNL was pleased with the response and interest from our provincial government partners and the varied and deep discussions that took place. These meetings have already aided the Board in its envisioning activities (read more on page 3) and helped provide focus on how the professions and the government can work together for optimal public benefit.

Another new addition to the calendar for NEGM was the Engineering and Geoscience Family Day. Held at the Avalon Mall, the event saw about 500 individuals come by to learn about engineering and geoscience principles such as coding, robotics, and 3D printing and also featured demos and VR tours of projects happening right here in the province. The day was a fun, exciting outing for people of all ages.

PEGNL would like to thank the NEGM committee, local event organizers, bridge building judges and testers, booth participants, governmental partners, and all the other volunteers and personnel who made NEGM 2019 memorable and successful.

New License Holders

Since our last issue of *illuminate*, the people below have gained or upgraded licensure with PEGNL

Stephanie Abbott, G.I.T.	Aaron Cull, E.I.T.	Michael Kelly, G.I.T.
Arturo Talon Abrera, P. Eng.	Julie Desilets, P. Eng.	Dr. Ladan Khaksar, E.I.T.
Brent Simon Abrera, P. Eng.	Ralph Downing, P. Eng.	Micheal King, G.I.T.
Ibraheem Adeoti, P. Eng.	Nicholle Drover, P. Eng.	Colin King, P. Eng.
Opeyemi Afolabi, P. Eng.	Bijit Dutta, P. Eng.	Stephanie King, P. Eng.
Mansoor Ahmad, P. Eng.	Omer Eissa, P. Eng.	Sameh Kodsi, P. Eng.
Geoffrey Axell, P. Eng.	Matthew Evans, P. Eng.	John Korczak, P. Geo.
Paul Babin, P. Eng.	Marti Faura Carrera, P. Eng.	Martin Lambe, P. Eng.
Binaya Baniya, E.I.T.	Martin Fournier, P. Eng.	Erik Lantz, E.I.T.
Andrew Batstone P. Eng.	Alexander Fulop, P. Eng.	Marc Leblanc, P. Eng.
Catherine Beh, P. Eng.	Salvatore Gaetano, P. Eng.	Vincent Lelievre, P. Eng.
Matthew Bell, P. Eng.	Mathieu Girard, P. Eng.	Brian Lewis, P. Eng.
Kenneth Berg, P. Eng.	Gustavo Gonzales, P. Eng.	Mandy Lim, G.I.T.
Christina Birmingham, E.I.T.	Stephen Green, P. Geo.	John Lindsay, G.I.T.
Mario Boisvert, P. Eng.	Gangadhara Raju Gumma, P. Eng.	Gurmeet Lohchav, P. Eng.
Christopher Bolger, P. Eng.	Luke Hancox, P. Eng.	Maurenia Lynds, P. Eng.
Aaron Bolt, P. Eng.	Shahryar Hedayat, P. Eng.	Luke MacGregor, P. Eng.
Brian Boutilier, P. Eng.	Donald Helleur, P. Eng.	Alexander MacKinnon, E.I.T.
Dr. Paul Bredenkamp, P. Eng.	Todd Holden, P. Eng.	Manuel Malenfant-Corriveau, P. Eng.
Ford Burden, P. Eng.	KC Hosler, P. Eng.	Tyler Malone, E.I.T.
Thomas Burt, G.I.T.	Robert Hunt, E.I.T.	Matthew Manning, P. Eng.
Kirby Burt, P. Eng.	Rodger Hussey, P. Eng.	Matthew Martin, P. Eng.
Mark Campbell, P. Eng.	Thomas Jardine, P. Eng.	Shane Mavin, P. Eng.
Antoine Champagne, P. Eng.	Robert Juszkievicz, P. Eng.	April McBride, P. Geo.
Patrick Chartrand, P. Eng.	Avery Kartes, P. Eng.	Kimberly Mitchell, P. Eng.
Adam Chubbs, Eng. L.	Dr. Khoshrooz Kazemi, P. Eng.	Paul Mitchelmore, P. Eng.
Dennis Cluett, P. Eng.	David Keating, P. Eng.	Michael Moffatt, P. Eng.
Alison Cox, G.I.T.		Eric Moisan, P. Eng.
Jordan Cramm, P. Eng.		Raymond Moquin, P. Eng.

New License Holders (cont'd)

Gregory Zale Mosher, P. Geo.	Phillipe Pronovost, P. Eng.	Michael Simpson, P. Eng.
Ahmed Moustafa, P. Eng.	Laura Purchase, E.I.T.	Aaron Smith, P. Eng.
Maria Murrin, P. Eng.	Chengwen Qu, E.I.T.	Gregory Snelgrove, P. Eng.
Mohammad Rehan Naeem, P. Eng.	Sheikh Rabbi, E.I.T.	Sarah Sooley, E.I.T.
Andrew Noseworthy, P. Eng.	Edgar Rangel Ramirez, P. Eng.	Michael Sooley, P. Eng.
Alexandre Nowakowski, P. Eng.	Nicolas Rivet, P. Eng.	Laura Spinney, P. Eng.
Shaun O'Connor, P. Geo.	Nicholas Rompre-St-Yves, P. Eng.	Dino Titon, P. Eng.
Roy Ojala, P. Eng.	Shawn Russell, P. Eng.	Robert Trudel, P. Eng.
David Onalo, P. Eng.	Damian Ryan, P. Eng.	Stuart Veysey, P. Eng.
Laura O'Neill E.I.T.	Gopal Saha, P. Eng.	Brandon Vriens, P. Eng.
Andrew Organ, P. Eng.	Adnan Sarwar, E.I.T.	Jeffrey Ward, P. Eng.
Sujay Pande, P. Eng.	Susan Scarth, P. Eng.	Jennifer Watson, P. Eng.
Colin Partridge, P. Eng.	Marc Seewald, P. Eng.	Mark White, P. Eng.
Andrew Pelley, E.I.T.	Jonathan Sehn, P. Eng.	Scott Wight, P. Eng.
Calum Pike, G.I.T.	Scott Shears, P. Eng.	Karen Williams, P. Eng.
Benjamin Powell, P. Eng.	France Sigouin, P. Eng.	Alexander Wilson, P. Eng.

Annual General Meeting

PEGNL will be holding its Annual General Meeting at the Delta hotel in St. John's on June 7. The meeting will begin at 3:30 p.m. Prior to the Meeting, the PEGNL Board of Directors will host a session on the envisioning process and the activities conducted and planned therein. This session will begin at 2:45 p.m.

Earlier that afternoon, PEGNL will give out its annual awards. Moved to a new luncheon format, license holders will be sent registration details and more information in a separate communication. Watch your inbox for the invite!

At the AGM, PEGNL will announce the successful candidates for the Board of Directors election. Voting is now underway and available by email to all those with a valid address. ClearPicture is administering the online ballots which include candidate profiles. Paper ballots have been distributed to all those without a valid email address. Voting is open until June 3.