

THE KEYSTONE PROFESSIONAL

THE OFFICIAL PUBLICATION OF ENGINEERS GEOSCIENTISTS MANITOBA

2024 VOLUME NO. 1



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Engineers Geoscientists Manitoba would like to hear from you. Please e-mail your comments to: Info@EngGeoMB.ca.

Practitioners are also encouraged to submit articles and photos on topics that would be of interest to the membership.

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PRESIDENT'S MESSAGE

KATHRYN ATAMANCHUK, P.ENG., FEC

WHAT'S IN A NAME?

In Romeo and Juliet, Shakespeare wrote, “What’s in a name? That which we call a rose, by any other name would smell as sweet”. This famous quote implies that names and words are just a convention used to differentiate between people or things but are essentially an irrelevant construct. I disagree.

The Manitoba Engineering and Geoscientific Professions Act, section 58(1), states that “No person, other than a professional engineer, shall use the title “professional engineer”, “engineer”, or “consulting engineer”, a variation or abbreviation of those titles or an equivalent in another language in a manner that implies that they are a professional engineer or entitled to engage in the practice of professional engineering”¹. So, in the eyes of the public, whose safety we uphold in all that we do, the word “engineer” means something – it means that the person using the name has demonstrated the required training, experience, and professional and personal conduct to warrant said title. If we allow the word (or name) “engineer” to be used by anyone, then its meaning loses value and becomes confusing to those it is intended to serve and protect. However, despite current legislation and the case for clarity and consistency in the use of the title “engineer”, our profession’s efforts to protect it are being challenged.

On November 6, 2023, the Alberta Government announced that the title “software engineer” will now be exempt from regulation by the Association of Professional Engineers and Geoscientists of Alberta (APEGA)². This means that non-engineers (i.e., people without an engineering degree, or maybe even without any formalized training at all) will be allowed to call themselves software engineers. What’s more is that the Government reserves the right to add “related titles” to this exemption list.

On November 9, 2023, the Alberta Court of King’s Bench dismissed a case that APEGA brought forward regarding the inappropriate use of the word “engineer” in job postings made by Getty Images and Jobber Inc.³ APEGA announced in December that it will be appealing the ruling on the grounds that the decision could compromise public safety. As Jay Nagendran, Registrar and CEO for APEGA, states: “Public trust in engineering is built around the title “engineer,” which is associated with a standard of excellence, a commitment to

the public interest, and an adherence to a code of ethics. Defending the integrity of this title is pivotal in protecting Albertans”⁴. I would argue that protection of the title “engineer” is of concern to all regulators and to all engineering interns, professional engineers, and licensees practicing in Canada. It’s not necessarily about how the word “engineer” is defined, it’s about what the word represents – and it’s something that we should be keen to protect.



If the situation in Alberta seems drastic, it may just be our perception based on the Canadian context we’re used to. In the US, the term “engineer” is not protected and “software engineer” is routinely used to describe the work of programmers and computer scientists, regardless of their education or credentials. I follow an American page on Instagram called @Interestingengineering which posts lots of neat engineering related stuff, but also often features an ‘Engineer of the Day’. Many times, these “engineers” are not engineers by way of training at all – they are inventors, entrepreneurs, or scientists. I’ll admit that it grates on my nerves when they use the term “engineer” in these cases.

Should we ignore the Canadian regulatory context we’ve developed in favour of a less protectionist approach like we see south of the border? I don’t think so. In the changing landscape of both the educational system and the work world, where software and AI play an increasingly integral role in various aspects of our lives, it’s likely that we’ll continue to see push back against our right to title. But there is inherent and undeniable value in knowing what you’re getting when you ask for help from an “engineer”.

So, what’s in a name? Knowledge, trust, integrity, and accountability. And to me, that’s worth protecting. I am always interested in what others think about this or any other topic that affects our professions. Feel free to reach out to me anytime at President@EngGeoMB.ca.

Your feedback and engagement are appreciated. ☺

1 <https://web2.gov.mb.ca/laws/statutes/ccsm/e120.php>

2 <https://www.cbc.ca/news/canada/edmonton/alberta-software-engineer-amendment-1.7019743>

3 <https://www.apega.ca/news/2023/11/10/court-dismisses-apega-s-application-regarding-job-postings>

4 <https://www.apega.ca/news/2023/12/11/apega-appealing-court-decision-on-engineer-title-usage>

CEO'S MESSAGE

M. GREGOIRE, P.ENG., FEC

RINGING IN A NEW YEAR

It has been nearly a year since the last article that I wrote for the Keystone Professional. The Association has explored a significant number of topics over the 2023 calendar year, and we expect that the momentum built over the 12-month period will only continue to build.

In the spring, proclamation was made for the changes to *The Engineering and Geoscientific Professions Act*, with a coming into force of November 1. The Association had been seeking an update to the Act for several years. The changes included:

- streamlining of the disciplinary procedures,
- empowering the Registrar to approve rote applications such as those for Canadian mobility, and,
- implementing a new appeal board for the review of decisions made by the registration and investigation committees.

The spring also brought the release of a positive report from the Fair Registration Practices Office (FRPO) after their review of Engineers Geoscientists Manitoba's admissions policies. The report recommended changes that were implemented as soon as possible to satisfy the governing legislation of the FRPO. These changes included removal of the residency requirement and clarifying English language proficiency requirements.

Engineers Geoscientists Manitoba's Manitoba Climate Resilience Training (MCRT) project, which provided important insights for practitioners in Manitoba, drew to a close. This project was funded by the Government of Manitoba and carried forward the work undertaken previously under the BRACE program. Professional development sessions occurred throughout March and April and proved to be popular with members who attended live, as well as those who have accessed the archived presentations online.

This year also saw the launch of the mentorship centre at the Engineers Geoscientists Manitoba office. The centre is open to all Association mentorship program participants. The bright, modern office space has been opened to allow participants in the programs for use as a group or as individuals. The latest cycle of the circular mentorship program is getting underway as I write this article.

A new program that was launched in 2023 was the Our Future campaign. Engineers Geoscientists

Manitoba developed this initiative to encourage indigenous students to consider a career in engineering. The marketing strategy is fulsome, and includes directly reaching out to students in their final years of post-secondary education. The final stage of marketing is expected to occur in the coming months.



One of the major policies that is currently under review is the one set by Council to establish insurance requirements for holders of a certificate of authorization. This policy was last reviewed about 20 years ago. The task group performing the review is planning to engage stakeholders this winter, so keep an eye out for more news on this item.

Another major initiative by Council was the establishment of three new committees in the fall; the Human Resources committee, the Governance committee, and a standing By-law Review committee. New committees were part of the recommendations made by the third-party governance consultant in the fall of 2022.

Engineers Geoscientists Manitoba also continues to collaborate with national groups. Some of the initiatives that we have participated in include engagement activities related to:

- Engineers Canada's Strategic Plan development,
- Geoscientists Canada's Implementation Plan Renewal,
- Engineers Canada's Collaboration and Harmonization project, and
- Engineers Canada's Future of Accreditation initiative.

Most recently, Engineers Geoscientists Manitoba has decided to start a review of the Manual of Admissions. The current version, adopted in 2022, will be reviewed by a task group that includes Councillors, staff, and members of the Registration Committee. Extensive engagement is planned, to ensure that all stakeholders have a say in any changes that are made.

As always, I appreciate comments and discussion about standards issues. If you'd like to talk about any of the above topics or any other area of concern, please do not hesitate to contact me at:

MGregoire@EngGeoMB.ca 



2023 ANNUAL GENERAL MEETING

On Thursday, October 19, 2023, Engineers Geoscientists Manitoba welcomed Kathryn Atamanchuk, P.Eng., as the new Association President for 2023-2024 at the 2023 Annual General Meeting. The event took place at the RBC Convention Centre with voting and non-voting participants attending both in-person and online. Reports and draft minutes from the meeting can be found on the website at www.EngGeoMB.ca/AGM.html.

The Association’s Council acts in the name of, and on behalf of, Engineers Geoscientists Manitoba to exercise all the powers, authority and privileges conferred to the Association through *The Engineering and Geoscientific Professions Act*. The Association welcomed three new members to Council at the Annual General Meeting.

- Carol Martiniuk, P.Geo.
- Kyle Ward, EIT
- Steven Wu, P.Eng.



Much thanks to Ian Smallwood, P.Eng., F.E.C., for serving as President and leading the Association Council during the 2022-2023 year.

Prior to the meeting, a Recognition Lunch sponsored by the Friends of Engineering was held to present this year’s 13 new Fellows of Engineers Canada (FEC) and Geoscientists Canada (FGC) recipients, as well as showcase multiple projects by the University of Manitoba student groups. Congratulations to all FEC and FGC recipients. ⊕

SCRUTINEERS REPORT

The ballots on the voting for the by-law changes were counted in accordance with By-law 16.6.10, commencing at 12:15 p.m. on Friday, October 13, 2023. The results were announced at the 2023 Annual General Meeting.

Total number of professional members eligible to vote: 6689
 Percentage of eligible professional members that voted: 13.2%.

BY-LAW PROPOSALS	PASS/FAIL	FOR	AGAINST	ABSTAINED
Omnibus Proposal to support the legislative changes to <i>The Engineering and Geoscientific Professions Act</i>	PASS	691	55	139

MEET THE NEW ASSOCIATION PRESIDENT:

KATHRYN ATAMANCHUK, P.ENG., FEC

It was Kathryn Atamanchuk's parents that encouraged her to first consider engineering. After spotting an article in the newspaper one day mentioning that more women were needed in the profession, Kathryn decided to take the plunge into her future career.

"I took the chance and was hooked in my first year!"

Since her studies began at the University of Manitoba, Kathryn graduated with her B.Sc. in Mechanical Engineering in 1999, an MBA in 2007, and a M.Sc. in Biosystems Engineering in 2020. She has worked in the aerospace sector for over 23 years now, the first 13 years with StandardAero and the last 11 years, as an Engineer-in-Residence at the Price Faculty of Engineering at the University of Manitoba.

"In this role, I support the aerospace and aero-engine test sector in Manitoba through support of collaborative research projects, student experiential learning opportunities, and curricular and co-curricular course offerings", claims Kathryn in a recent interview. Her office, located in the Stanley Pauley Engineering Building in the heart of the University of Manitoba campus, allows her a closeness with the new and upcoming engineers that will soon be shaping their careers.

Passionate about her craft, Kathryn began volunteering regularly with the Association in 2013, joining the Investigation Committee (IC) for her first volunteer role. Soon, she found herself more and more involved with EngGeoMB and engineering in Manitoba, specifically, helping young women get their start in the field of engineering, and supporting them throughout their journey: something that parallels her initial interest in the profession when her parents first showed her that newspaper article.

"I was interested in serving on the IC as I thought it would be a good opportunity to gain exposure to different areas of engineering, as well as provide me with a better understanding of the regulatory and legal aspects of our professions," said Kathryn.

"Shortly after joining the IC, I also became involved with the Committee for Increasing the Participation of Women in Engineering (CIPWIE). This was one of my favourite volunteer roles to date, as I was able to work with so many amazing women who see the value in a diverse and well-represented profession and are passionate about making engineering an attractive and inviting profession for girls and young women to consider."



Now, Kathryn has recently moved into a new role: the Association President for 2023-2024. On Thursday, October 19, 2023, Engineers Geoscientists Manitoba welcomed Kathryn Atamanchuk, P.Eng., FEC, as the new Association President at its Annual General Meeting held at the RBC Convention Centre in downtown Winnipeg.

“I’m excited and humbled to be Council President – there are so many distinguished individuals who have come before me that it’s sometimes hard not to have a bit of the imposter phenomenon! It’s going to be a busy year for Council as we continue to implement recommendations from our governance review and as we proceed with the hiring process for a permanent CEO/Registrar,” said Kathryn in her recent interview.

Recognizing that these tasks will require significant effort and ongoing planning, Kathryn is confident in Council and the Councillors that sit alongside her.

“I think self-regulation and the right to title are important aspects of our profession that we’re starting to see change in other parts of Canada,” says Kathryn. “While we don’t have full control over these types of decisions, it is incumbent upon us to be knowledgeable about what is happening around us, to ensure that we’re upholding our duties of self-regulation, and to be proactive in recognizing potential changes to our regulatory environment.”

To Kathryn, the most important thing about the profession is making changes and facing challenges head-on. From addressing climate change, to acknowledging issues and obstacles within the profession, and everything in between, the future of engineering and geoscience must be looked at through a new and progressive lens – something Kathryn is determined to continue doing in her role as Association President.

“We’re facing wicked problems that will require substantial changes in the way we do things in the future,” says Kathryn. “It’s the challenge we face as engineers, and it’s what makes the professions exciting and important.”

As she continues forward with her role as the 2023-2024 Association President, Kathryn’s leadership skills, ample experience, and plans for the future allow for confidence in the Association, and the ability to shine a spotlight on the importance of the engineering and geoscience professions in the province of Manitoba. ⊕

IRON RING CEREMONY UNDER REVIEW

Re-Tool the Ring is the name of a movement to change the voluntary process of ‘The Ritual of the Calling of an Engineer’ - a nearly 100-year-old tradition that sees that engineering graduates are welcomed to the profession by those who preceded them. An iron ring is given, serving as a reminder to them and others of their obligation.

Overseeing this process is The Corporation of the Seven Wardens, and recently they have expressed their need for change and their desire to update *The Ritual* to be a more inclusive ceremony for all those involved.

“Societal changes are necessitating a review,” said Dr. Paul Labossiere, P.Eng., in his presentation to Council. “We need to adapt, we need to change, and we need to make sure we’re doing the right thing as engineers.”

“The Corporation addressed some of the concerns this Spring by issuing a directive to all 28 Camps across Canada to use a modified (interim) version

of the Ritual. Further, it requested that Camps move, where possible, to open ceremonies at which family and friends of participants are invited to attend,” stated The Seven Wardens in a recent press release.

“The Committee is currently developing the guiding principles and strategy as part of the second phase of its mandate. Four primary options for the Ritual are under consideration:

- Continue to use the modified (interim) version
- Make further refinements to address additional concerns
- Keep the best elements of the traditional Ritual and embed them in a modernized Ritual
- Maintain the purpose and intent but develop a completely modernized the Ritual.”

Feedback about the Ritual can be made in writing by contacting the Ritual Review Committee at Ritual_Review@Corp.IronRing.ca. ⊕



MEET THE NEW COUNCIL MEMBERS



Carol Martiniuk, P.Geo.

Elected Councillor
(2023-2025)

DEGREE(S) AND DISCIPLINE

B.Sc. (Honours) Geology.

YEARS OF EXPERIENCE AND AREA OF PRACTICE/SECTOR OF WORK

Petroleum geology & senior management.

EMPLOYER

Province of Manitoba (retired in 2017). Green Building Coordination Team, Special Projects Consultant, 2015-2016.

WHY I CHOOSE TO SERVE ON COUNCIL

To make a contribution as a geoscientist and give back to the profession. My varied work experience, mentorship, and committee background has provided me with a broad range of perspectives.

MY BIGGEST ASSET

My organization skills, and that I'm a big picture thinker.

WHAT IS ONE THING THAT MOST PEOPLE DON'T KNOW ABOUT YOU?

I love to travel!



Kyle Ward, EIT

Elected Councillor
(2023-2025)

DEGREE(S) AND DISCIPLINE

Bachelors of Science in Electrical Engineering from the University of Manitoba with a focus area in Biomedical Systems. I additionally completed the majority of a second focus area in Power and Energy systems.

YEARS OF EXPERIENCE

My years of experience are approximately three years. One year of undergraduate internship experience and two years of post graduate experience.

AREA OF PRACTICE/SECTOR OF WORK

Electrical Engineering EIT, Utilities Sector

EMPLOYER

Manitoba Hydro.

WHY I CHOOSE TO SERVE ON COUNCIL

I campaigned to be on Council to become more involved with the Engineering profession outside of my immediate workplace.

MY BIGGEST ASSET

I like to think that my strongest asset is an analytical and systematic approach to long term goals and outcomes.

WHAT IS ONE THING THAT MOST PEOPLE DON'T KNOW ABOUT YOU?

I had originally wanted to write the MCAT and become a doctor after completing my undergraduate studies in Engineering.

Steven Wu, P.Eng.

Elected Councillor
(2023-2025)

DEGREE(S) AND DISCIPLINE

M.Sc. degree in Biosystems Engineering from the University of Manitoba.

YEARS OF EXPERIENCE

16+ years of experience in the consulting engineering industry as a design engineer and project manager.

AREA OF PRACTICE/SECTOR OF WORK

I have been practicing in the area of building science and project management.

EMPLOYER

I have been working for Manitoba Hydro since 2023. Before that, I worked for a local consulting engineering firm.

WHY I CHOOSE TO SERVE ON COUNCIL

I feel a strong sense of belonging to our Association. As a volunteer, I have served on several committees at EngGeoMB, and was the Chair for the Registration Committee. I feel rewarded from the involvement with the Association and from the engineers I have worked with. I would like to continue my contribution to our engineering community.

MY BIGGEST ASSET

Experience could be my biggest asset. Through my involvement with the Association, I have gained a well-rounded understanding and appreciation of our profession, and the Association. As a design engineer and project manager, I have completed complex construction projects throughout my practice in the consulting industry and have obtained experience dealing with conflicts and resolving disputes. I have also served as a Councillor for another similar self-regulated association.

WHAT IS ONE THING THAT MOST PEOPLE DON'T KNOW ABOUT YOU?

I have an addiction to snowboarding in winter and fishing in summer.





COMMITTEE AND CHAPTER SPOTLIGHT

QUEER PLUS MEMBERS CHAPTER

A new chapter has been established at Engineers Geoscientists Manitoba: during the December 2023 Council meeting, Council approved a proposed Queer Plus Members Chapter that will soon begin accepting members in the 2024 year.

“I’m very proud that we’ve officially established our chapter with EngGeoMB, and I am honoured to be the first chair. Our founding members started working to form the Queer Plus Chapter over a year ago, and it is encouraging to see the sense of community that is forming,” says Mitchell Haw, P.Eng., in a recent interview with *The Keystone Professional*.

“Representation of marginalized communities within our Association is essential, and the creation of this chapter is a small step toward celebrating the contributions of Queer Plus engineers and geoscientists in Manitoba.”

Additionally, the new chapter welcomes allies to join and participate as associates, something that is defined by the chapter’s constitution.


“It is very important to us that our chapter is an inclusive, welcoming, and safe space for everyone. Our chapter focuses on members with diverse sexual and gender identities, orientations, expressions,

and romantic and relationship lifestyle practices (2SLGBTQ+); however, we do not ask members to label themselves when they register to join our chapter,” adds Mitchell.

“We do not gatekeep or evaluate peoples’ queerness, and we welcome anyone to join who identifies with our chapter or feels they would benefit by participating in our chapter. We require all members and associates to be respectful, kind, and supportive toward every person in our chapter and community.”

The chapter’s goal is to allow advocacy and a sense of community for those involved, and in the future, aims to provide networking opportunities for individuals, as well as support for new Association practitioners and students.

“We look forward to expanding our membership and connecting with more engineers and geoscientists, and we will be working to advance the goals of EngGeoMB by supporting professional development and increasing chapter engagement and participation within the Association,” says Mitchell.

For more information, please email EGMQueerChapter@gmail.com or submit an online application form. 

ADMISSION DEPARTMENT UPDATE

In November 2023, the Manual of Admissions was updated to align with *The Engineering and Geoscientific Professions Act* amendments which came into force November 1, 2024. This included the ability of the Registrar to approve mobility applications, which is expected to assist in meeting legislated decision timelines for mobility applicants of 30 days, as specified in *The Fair Registration Practices Regulation Act*. In January 2024, the Province launched a consultation on a new proposed Domestic Labour Mobility Applicants Regulation under that Act.

Council established a Manual of Admissions Task Group, which includes members of Council and the Registration Committee in December 2023 to review policies, including but not limited to, academic assessment criteria for internationally-educated applicants and international mobility. Future engagement and consultation with members and recent applicants is planned for early 2024.

Competency-Based Assessment (CBA), a pan-Canadian approach which was adopted by the Association in 2022, is required for all new first-time engineering and geoscience applicants to obtain professional registration and specified scope of practice licensure. Now, almost all provinces and territories are using CBA to assess experience and competency.

The Association continues to recruit CBA Assessors in all disciplines of geoscience and engineering, and specifically in the engineering areas of mechanical, civil, biosystems, and biomedical engineering. CBA Assessors review an applicant’s competencies and recommend readiness for professional registration to the Registration Committee. Interested? Contact the Association to volunteer for this important role. Admissions-related feedback and questions are always welcome at Apply@EngGeoMB.ca. 

EQUITY IN PROFESSIONAL REGULATION PROJECT

In recent years, Engineers Geoscientists Manitoba has taken actionable steps to maintain its commitment to strategic Ends 5 – that Practitioners reflect the diversity of the public.

As of December 2022, the Association has been working directly with Guiding Star Consulting and Flip Learning based in Alberta on the first phases of the multi-phase Equity in Professional Regulation plan to explore future policies to advance equity, diversity, and inclusion.

The relevance of this work connects to the low representation of Indigenous (1%) and female practitioners (12%), as well as other minority demographics in the professions.

Qualitative data gathered through interviews and surveys have shown that there are members who are presently experiencing racism, sexism, homophobia, discrimination, and harassment in their workplaces. The Association recognizes its responsibility to protect the public, and therefore is engaged in developing new Equity in Regulation

policies to respond to these unjust harms to ensure that the professions uphold clear standards of integrity.

PHASES 1 & 2

The first phase of the plan involved the creation of the Equity in Professional Regulation Environmental Scan document, which looks at different equitable policies, legislation, by-laws, and guidelines across different self-regulating professions. Health, law, engineering, and geoscience professions were included in the scan.

The document was first circulated to Council, committees, and the Manitoba 2030 Coalition in March 2023, commencing phase 2; stakeholder engagement. Questions were included in the May 2023 practitioner survey to all of membership garnering 979 survey responses.

To further the qualitative capture of member experiences in the profession, seven consultation sessions were held virtually in June and July 2023



for those who belonged to both minority and dominant groups.

Among the minority groups were women, Indigenous practitioners, internationally educated, practitioners of colour, and 2SLGBTQQA+ and Non-Binary, with the dominant group being heterosexual able-bodied white-men.

The feedback from the initial survey provided a wealth of knowledge on member experiences, from which three personas were created to give a human-centered perspective and shown at each consultation. The sessions were facilitated by Guiding Star and Flip Learning consultants.

CONSULTATION HIGHLIGHTS

- Members are united around a desire for all members of the professions to be treated with dignity and respect, and to have fair access to opportunity.
- Members desire actions and messaging that bring the membership together over common

desires and goals versus segregates based on differences.

- At least 1/4 of members across all demographic groups have experienced and/or witnessed inequitable treatment within the profession.
- Most members have positive hopes or sentiments toward enabling diverse, equitable, and inclusive professions, with attention to unity within the membership and upholding standards.

MORE HIGHLIGHTS AND RECOMMENDED ACTIONS

The third phase is currently underway, with the development of a draft action plan for 2024-2028. The actions will build upon leading practice within professional regulators included in the Environmental Scan and in alignment with feedback from stakeholders interviews to humanize member experiences. The top four recommended actions that arose from the consultation sessions are:

1. Develop and launch mandatory training.
2. Continue to offer initiatives, programs, and events that support members that are presently experiencing inequity.
3. Develop standard for Professional Practice Management Plans to include equity, diversity, and inclusion and Truth and Reconciliation.
4. Update all regulations for inclusive language/terminology.

The draft action plan thus far is designed to focus on learning before requiring commitments, engaging the voice of Association members on an ongoing basis, and introducing significant changes only after they have been piloted and their impact on members are assessed and planned for.

It is designed to introduce change at a manageable pace. More updates and information regarding this work will be announced within the next year. ⊕





2023 AWARDS CEREMONY

On Friday, October 20, 2023, nine awards were presented to outstanding individuals and companies at the Annual Awards Ceremony. Masters of Ceremonies was Dean Jenkinson, and music and entertainment was provided by the Big City All Star Band.

For next year's Awards Ceremony, the Association is asking for members to submit nominations for the Team Achievement Award, the Innovation Award, the Diversity Employer Award, the Student Achievement Award, the Intern Award, the Early Achievement Award, the Judith Weiszmann Women in Engineering Champion Award, the Outstanding Service Award, the Leadership Award, and the Technical Excellence Award.

Your help supports the ongoing success of the awards program, and to ensure that Manitoba's most worthy engineers and geoscientists are recognized for their contributions to our professions and society.

More information regarding the Association award program can be found on at www.EngGeoMB.ca/Awards.html. Take a look at the following pages to learn more about the award winners from 2023!

Congratulations to all winners! ⊕

2023 TEAM ACHIEVEMENT AWARD

WSP Canada's Response to the City of Iqaluit Water Crisis

Justin Rak-Banville, P. Eng., Dr. Charles Goss, Ian Moran, EIT, and Steven Simpson, EIT

In October 2021, residents of the City of Iqaluit reported taste and odour issues with their tap water and a Do Not Consume order was issued by the Territory's Chief Public Health Officer. Immediately, WSP responded by dispatching an engineering team to site.

Iqaluit, being the capital of Nunavut and one of the most northernmost cities in Canada, is home to 8,500 residents who draw their drinking water from a nearby reservoir. The water is of normally pristine condition, reflective of the city being just outside the Arctic Circle.

During the investigation, WSP personnel discovered a sub-surface cavity (the 'void') below the water treatment plant. In the deepest reaches of the void, WSP personnel discovered a historic underground fuel oil storage tank. Following analyses of several different contamination pathways, the WSP team identified the pathway and were successfully able to bypass the contamination entry point.

While there are numerous technical documents and news articles published describing the contamination event, there are few that truly address the major contribution of the engineering team to this project. Specifically, the integration of the S::CAN technology into the water treatment plant was a unique and pioneering approach to safeguard public health, expedite the flow of usable data, help prove the contamination source and pathway, and provide the foundation to restore public confidence in the drinking water supply.

The S::CAN is an online spectrophotometer that utilizes custom calibrations sensitive

enough to analyze treated water, in real time, for hydrocarbon contamination and other constituents. This installation was the first of its kind in Canada's North to monitor for hydrocarbons in drinking water. Working alongside the equipment supplier, Aquatic Life Ltd., WSP developed a forensic fingerprinting program that assisted in differentiating samples i.e., comparing jet fuel to heating oil and other potential contaminants, as well as isolating potential sources of contamination. The S::CAN was critical in overcoming logistical sampling challenges and assessing which treated water tank could be strategically removed from service to isolate the contamination. The forensic fingerprint analysis ultimately linked the undocumented 60-year-old underground fuel tank as the source of the contamination.

Customized spectrophotometric calibrations were instrumental to the project, while integration of an early warning detection system triggering an automatic plant shut down allowed the larger team to develop and implement critical upgrades. WSP worked around the clock with Aquatic Life to push the limits of the system to establish credibility and efficacy among the numerous high-profile stakeholders including City Council, the Government of Nunavut, Health Canada, the Canadian Armed Forces, national news media outlets, and, most importantly, the public.

Key innovative highlights delivered by the engineering team included the installation of two online spectrophotometers to help safeguard the public water supply, the development of an extensive records



database to generate reports for public distribution to help restore consumer confidence in the water system, and the integration of customized equipment programming into the city's supervisory control and data acquisition (SCADA) and alarm dial-out systems to notify city staff of potential contamination.

Dr. Charles Goss and Ian Moran, EIT, led the onsite investigation team, while the project was managed by Justin Rak-Banville, P.Eng. Together with the support of seven additional offsite WSP team members and Aquatic Life Ltd. technicians, the team successfully identified the contamination source, implemented critical mitigation measures, navigated the complex stakeholder landscape, and delivered technical information to the public in consultation with city officials.

In recognition of the engineering excellence demonstrated in the timely handling of the 2021 City of Iqaluit Water Crisis, Engineers Geoscientists Manitoba is pleased to present the 2023 Team Achievement Award to WSP and Aquatic Life Ltd.

2023 DIVERSITY EMPLOYER AWARD *Tetra Tech Canada Inc.*

Tetra Tech believes their employees are high performing individuals who reflect the diversity of the communities in which they work and live. Tetra Tech's commitment to diversity and inclusion includes recruiting and retaining employees from diverse backgrounds and experiences, creating awareness of diversity issues, and fostering a supportive environment where inclusivity is expected and prioritized.

Their drive for diversity and inclusion is supported by a range of policies and business practices such as an employee code of conduct, corporate code of conduct, equal employment opportunities, leave policies, and a wide range of employee resource groups (ERG) including Tetra Pride ERG for LGBTQIA+ employees, Professional Women's Network ERG, Believe ERG for Black

employees and allies, Disability-focused ERG, Voces ERG for Latino and Hispanic employees, Salute ERG for military veterans, Ascend ERG for Asian employees, and Emerging Professionals ERG.

Around 14% of the employees in the company's Winnipeg office are internationally educated. Tetra Tech recognizes the challenges that internationally educated professionals may encounter in obtaining their professional designation in Canada. They encourage these employees to fulfill the steps required by the relevant regulatory association to obtain such designations and offer assistance in pursuing registration.

Following recommendations of the Truth and Reconciliation Commission, Tetra Tech



believes that First Nation, Inuit, and Métis people should be actively involved in shaping their future. Since engineering work is crucial in supporting society's development, Tetra Tech donates funds annually to the University of Manitoba Engineering Access Program (ENGAP) while continuing effort in recruiting Indigenous staff.

In recognition of their commitment to advancing diversity within their organization, Engineers Geoscientists Manitoba is pleased to present the 2023 Diversity Employer Award to Tetra Tech Canada Inc.

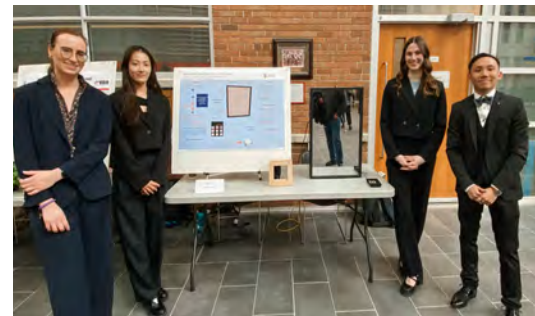
2023 STUDENT ACHIEVEMENT AWARD *Assistive Smart Mirror* *Yuyao Du, Dora Modrcin, Sydni Reimer, and Hester Yin*

Reimagining the use of a smart mirror as an assistive device, this project team adapted a conventional smart mirror to help guide individuals suffering from Mild Cognitive Impairment (MCI) to independently execute daily hygienic tasks. Individuals with MCI struggle with forgetfulness in one of two ways: forgetting that they need to do a task or forgetting how to do a task and may require support from others to ensure they complete their daily hygiene routine.

The user can interact with the assistive smart mirror through a simple nine-button keypad, allowing the operator to select a variety of tasks. Once the user has selected a task, the assistive smart mirror provides cuing to execute the task by displaying each step of the task, one at a time, allowing the user to follow along.

According to the World Health Organization, over 90% of individuals requiring assistive technologies do not have access to the devices they need, partly due to a lack of training and availability of these devices. The simple user-friendly interface has been designed to be like many other common smart devices with minimal buttons and automatic on and off. Therefore, operation of the device requires minimal training as it is so intuitive.

Although the initial scope of the project was individuals with MCI, it became apparent to the group by working with occupational therapists that this assistive smart mirror has applications well beyond the initial scope. This assistive smart mirror is a device that can allow individuals to live more independently, helping grow an individual's self-confidence.



In recognition of the innovation and excellence shown in their undergraduate engineering project, Engineers Geoscientists Manitoba is pleased to present the 2023 Student Achievement Award to Sydni Reimer, Dora Modrcin, Hester Yin, and Yuyao Du.

2023 INTERN AWARD *Ian Moran, EIT*

Ian Moran, EIT, is an engineering intern working for WSP in Winnipeg, Manitoba. Ian joined WSP's Water and Wastewater Group in 2020 and is a graduate of the Bachelor of Engineering program at the University of Manitoba. Ian has worked in nearly all Canadian provinces and territories and has collaborated with industry experts across North America.

Ian specializes in membrane filtration and has designed, hand-constructed, and operated several pilot-scale membrane filtration systems for water treatment plants in Western Canada. The systems Ian has designed evaluate the performance of several membrane alternatives, the efficacy

of cleaning programming, and have been used to identify and address unique fouling concerns. Ian's pilot-scale systems have been the subject of several publications, earning recognition through the Government of Canada's Scientific Research and Experimental Development program.

Ian has provided significant engineering contributions to water infrastructure projects for First Nations and remote Northern communities. One of Ian's most notable accomplishments was during the Iqaluit Water Crisis which left 8,500 people under a Do Not Consume water quality advisory. Ian led the investigation, coordinated multiple onsite contractors and investigation



personnel, and managed several key stakeholders in various levels of government. Through his investigation, Ian was able to identify the source of the contamination, theorize and prove the contamination entry point into the treated water supply, and implement immediate response measures

to sever the contamination pathway. Ian designed and implemented an emergency bypass system which was used for over a year while critical repairs were made to the water treatment plant. Although it was an overall team effort, Ian made important contributions to this award-winning project.

Ian also led the investigation of the Whitedog First Nations Water Emergency where, again, fuel was found in the drinking water supply. Ian led engagements with community and government stakeholders, as well as other consulting firms. His holistic and collaborative approach to the investigation led to the discovery of the contamination pathway and the development of a response plan to address the extent of the contamination.

In addition to being registered as an engineering intern with both Engineers Geoscientists Manitoba and the Northwest Territories and Nunavut Association of Professional Engineers and Geoscientists (NAPEG), Ian holds several committee positions through Western Canada Water (WCW), American Water Works Association (AWWA), and Association of Consulting Engineering Companies of Manitoba (ACEC-MB).

Ian has written published content for several industry magazines and delivered technical presentations at international water conferences on topics such as cold climate engineering, public consultation and consumer awareness, and innovative approaches to unique project challenges. Ian

is one of the faces of WSP's Global Water for People Champion campaign and has initiated, planned, and executed fundraising campaigns to help provide lasting access to clean water and sanitation to those in need in developing countries. Through his many achievements, Ian has raised the profile of young engineers in the water sector.

In recognition of his exceptional achievements as an engineering intern, Engineers Geoscientists Manitoba is pleased to present the 2023 Intern Award to Ian Moran, EIT.

2023 EARLY ACHIEVEMENT AWARD

Sarah Soprovich, P.Eng.

Sarah Soprovich, P.Eng., received her Bachelor of Science in Civil Engineering (Co-op with Distinction) in 2013 from the University of Manitoba, and her Master of Engineering in Civil Engineering in 2020 from the University of Calgary.

Joining Stantec in Winnipeg in 2012, Sarah's career has taken her to live and work in Calgary and Chicago before returning to Winnipeg in 2020. She is currently an Associate and the Bridge Team Lead for Stantec's Winnipeg Transportation Business Centre. Sarah has extensive experience managing design and construction of interdisciplinary projects from small bridges to large design builds. Sarah has a very strong background in structural design and has designed vehicular, pedestrian, and rail structures from functional planning through detailed design.

Her marquee project has been leading the design of the Lawrence to Bryn Mawr Modernization (LBMM) segment for the Chicago Transit Authority's Red and Purple Modernization design build project, a \$2.1 billion project revitalizing Chicago's transit system. The LBMM segment consists of

over 2km of new twinned concrete box girder structures, four new stations, two temporary stations, and the associated structural, civil, rail, and systems works, with unique construction staging challenges. She is also particularly proud of her design of a two-span post-tensioned Nebraska University (NU) girder bridge over Airport Trail in Calgary, as well as the work she has done replacing structures throughout rural Manitoba and seeing how the replacements affect the local communities.

Sarah is a member of the ACEC-Manitoba Technical Women in Consulting Engineering (TWICE) committee, Engineers Geoscientists Manitoba's Engineering Changes Lives committee, the Canadian Society for Civil Engineering, and the Transportation Association of Canada (TAC) Structures committee. As an active member of TWICE, Sarah is a key contributor trying to increase diversity in the consulting engineering sector, and advocates for the increased retention of women in consulting, engineering, and the construction industry.

Sarah was the co-founder for Calgary's local chapter of Stantec's Developing



Professionals Group, which drives the initiative of connecting employees across the company who are in the early stages of their career to engage with one another and provide mentorship.

Sarah also supervises a team of professional engineers and is a strong advocate for promoting mental health, leading by example by maintaining a healthy work-life balance. Sarah shows general care for all her team members and is immensely motivated by seeing their growth and success.

In recognition of exceptional achievement at the start of their career, Engineers Geoscientists Manitoba is pleased to present the 2023 Early Achievement Award to Sarah Soprovich, P.Eng.

2023 CHAMPION OF ENGINEERING EDUCATION AWARD

Grant Koropatnick, FEC

Grant Koropatnick, FEC, served as CEO and Registrar of Engineers Geoscientists Manitoba for 17 years. During his tenure, he championed engineering education by expanding the ways in which Engineers Geoscientists Manitoba engages with the Price Faculty of Engineering, with the impact of shaping students' sense of identity as future engineers and their sense of belonging in the engineering profession.

Under his leadership, the Women in Engineering and Geoscience Mentorship Program for female-identifying students, engineering interns, and professional members was established as a partnership

with the Price Faculty of Engineering. As this program continues to grow, it creates an early and lasting sense of belonging for students in the Faculty and the engineering profession, and creates networks for new graduates.

Grant has been a frequent guest lecturer in the Technology & Society course as well as the Design in Engineering course which all first-year students take in the Price Faculty of Engineering. He was also a regular guest lecturer in capstone design courses, bookending his interaction with students at the beginning and at the end of their engineering studies.

Grant led Engineers Geoscientists Manitoba to be a continual advocate for the Internationally-Educated Engineers Qualification (IEEQ) Program for newcomers to Canada seeking qualifications recognition, advocating for IEEQ to the provincial government and in the practice community. Likewise, he led Engineers Geoscientists Manitoba as a continual advocate for



the Engineering Access Program (ENGAP) for Indigenous engineering students.

Under his leadership, Engineers Geoscientists Manitoba developed the reputation of the Making Links Engineering Classic Golf Tournament as one of the must-do tournaments each summer, and the funds raised are in direct support of the Price Faculty of Engineering. Proceeds are used to support student initiatives that would otherwise not be possible, or possible as quickly. Similarly, Grant ensured that Engineers Geoscientists Manitoba was an active member of Friends of Engineering, an industry group that exists to support student design teams and technical societies at the

Price Faculty of Engineering.

When the Engineers Geoscientists Manitoba's planned centennial-year celebration gala in 2020 was cancelled due to the pandemic, Grant encouraged Council to instead use those resources to establish the Engineers Geoscientists Manitoba Centennial Recognition Endowment Fund at the University of Manitoba. As CEO, he designated an annual donation be made to the Engineering and Geoscience Foundation to aid in the creation of an endowment fund, which supports engineering and geoscience students with annual scholarships.

Within Engineers Geoscientists Manitoba's mandate to regulate the engineering and

geoscience professions for the public interest, Grant consistently saw and developed opportunities to foster a strong and close relationship of support with the Price Faculty of Engineering at the University of Manitoba, as the school welcomed the next generation of professional engineering talent in Manitoba.

In recognition of his leadership and support for engineering education, Engineers Geoscientists Manitoba, together with the Price Faculty of Engineering at the University of Manitoba, are pleased to present the 2023 Champion of Engineering Education Award to Grant Koropatnick, FEC.

2023 JUDITH WEISZMANN WOMEN IN ENGINEERING CHAMPION AWARD

Natalie Wilson, P.Eng.

Natalie Wilson, P.Eng., has made significant positive impacts on communities throughout Manitoba, Western Canada, North America, and the Caribbean through her work as the AECOM Wastewater Market Sector Lead for Western Canada. As a senior wastewater treatment process engineer, project manager, and department manager for Winnipeg, she has displayed remarkable expertise in upgrading wastewater and water treatment facilities, ensuring the provision of clean and sustainable water resources.

Throughout her 17-year tenure at AECOM, Natalie's work-related achievements have been truly outstanding. She has excelled in process design, project management, environmental impact assessments, and project contract administration in the realm of wastewater and water treatment projects. Notably, Natalie completed her master's thesis in civil engineering on de-ammonification while on maternity leave, showcasing her dedication and perseverance.

Natalie's leadership and commitment to recruiting and retaining women in engineering are exemplary. As the Manager of the Plants Water Department and the

AECOM Market Sector Leader, she has become a visible role model within her organization. In an office of over 200 staff, and department of 70, she stands as one of the only females in a leadership position and the only female senior engineer. Moreover, Natalie has fostered a supportive environment for women engineers, mentoring and advising nine female engineers or interns within her team. Natalie embodies the spirit and qualities of Judith Weiszmann as an outstanding engineer, role model, and influencer of the profession.

Natalie's impact extends beyond her workplace, including extensive involvement in the industry through volunteer work. She has served on the board of various organizations, including the Western Canada Water Environment Federation and Western Canada Water, actively contributing to their development and growth. Her commitment to public education and technical societies has been instrumental in advancing the engineering profession, and her participation in conferences and committees further demonstrates her dedication to continual professional development.

Beyond her professional endeavours, Natalie's dedication to community service is commendable. She has served on the Parent Advisory Board for Cornish Child Care and has been actively involved in fundraising for CancerCare Manitoba. Additionally, she has volunteered her time and expertise in organizing water education classes and child education programs, further emphasizing her commitment to the betterment of society.

In recognition of her exceptional engineering accomplishments, her role as a trailblazing leader, and her unwavering commitment to advancing and supporting women in the field of engineering, Engineers Geoscientists Manitoba is pleased to present the 2023 Judith Weiszmann Women in Engineering Champion Award to Natalie Wilson, P.Eng.



2023 OUTSTANDING SERVICE AWARD

Lindsay Melvin, P.Eng., FEC

Lindsay Melvin, P.Eng., FEC, holds a B.Sc. in Mechanical Engineering, an M.Sc. in Mechanical and Industrial Engineering and an MBA, all from the University of Manitoba. Lindsay is currently the Manager of Integrated Resource Planning Policy & Coordination at Manitoba Hydro. During over 18 years with Manitoba Hydro, Lindsay has fulfilled diverse roles in System Modelling, Resource Planning; Market and Risk Studies, Export Power Marketing; and Business Performance and Project Management, Distribution.

Lindsay is a strong advocate of diversity, equity, and inclusion, with a focus on advancing women in engineering, and strives to provide

her service across the engineering profession in active volunteer and leadership roles. Lindsay contributes through many roles with Engineers Geoscientists Manitoba, Engineers Canada and the Canadian/Manitoba Coalition of Women in Engineering, Science, Trades & Technology (CCWESTT & MCWESTT). A frequent participant as a panelist and presenter, Lindsay served as CCWESTT Conference Co-Chair for the first national conference in Manitoba in 2010, and regularly organized the Manitoba contingency for various conferences until 2018.

At a national level, Lindsay is currently the Vice Chair of the Public Affairs Advisory Committee and has participated in Parliament Hill Day in

Ottawa. From 2017 to 2019, Lindsay served as Vice Chair on the Equitable Participation in Engineering Profession Committee; from 2015 to 2017 with the Sustainable Profession Committee; from 2007 to 2015 with the Women in Engineering



Committee/Advisory Group, where she was first national Chair for two years; and has been a presenter and panelist, representing Engineers Canada at various conferences.

Within Engineers Geoscientists Manitoba, Lindsay has served as a member of the Investigation Committee since 2021. She served on Council from 2016 to 2018, including as President in 2017; the Committee for Increasing the Participation of Women in Engineering (CIPWIE) from 2011 to 2019, including four years as Chair; the Nominating Committee from 2009 to 2010 and Chair in

2018; the Finance Committee in 2018; and the Women's Action Committee from 2005 to 2011 with four years as Chair. She has been an Ingenium presenter and panelist, contributor to *The Keystone Professional* magazine, and has participated in various Association task groups including for rebranding and the centennial.

Lindsay's volunteering with the University of Manitoba includes mentorship, providing presentations, and serving as an MBA judge. Through the Manitoba Hydro Professional Engineers Association, she has served as

an elected Councillor, and contributed to committees and authored articles for *Hy-Lites* magazine.

The contributions captured here are only some of the many ways Lindsay has provided service, mentorship, and leadership throughout her career. In recognition of her commitment to the Association, the profession, and the public, Engineers Geoscientists Manitoba is pleased to present the 2023 Outstanding Service Award to Lindsay Melvin, P.Eng., FEC.

2023 TECHNICAL EXCELLENCE AWARD

Efrem Teklemariam, P.Eng., FEC

Efrem Teklemariam P.Eng., FEC, is the Department Manager of Water Resources and Manager of Research and Development with Manitoba Hydro and has over 30 years of experience in hydropower engineering. Efrem completed his Master of Engineering in Water Resources Engineering from Delft Technical University in the Netherlands in 1988. He continued his studies in 1999 and completed his Master of Science in Water Resources Engineering from the University of Manitoba. He also attained a Master Certificate in Project Management from York University in 2003.

Efrem is vastly experienced in the field of hydropower engineering, including engineering design, planning, and maintenance, and has been instrumental in the application of computational fluid dynamics and physical modelling to energy planning and optimization studies. His technical excellence has also extended to numerical models for ecohydraulics applications, dam public safety and risk assessment studies, and climate change impact studies on water resources infrastructure.

Efrem was the Hydrotechnical Engineering Lead for the planning, design, and construction of the Wuskwatim Generating Station on the Burntwood River, the Keeyask Generating Station on the Nelson River, and the Pointe du Bois spillway replacement

project. His technical work supporting rehabilitation and maintenance projects at Manitoba Hydro includes re-running of the turbines at the Kelsey, Pine Falls, and Great Falls Generating Stations which increased output and efficiency. In 2006, Efrem supported the development of climate change strategies and internal climate science expertise at Manitoba Hydro which are now being widely used.

Efrem's technical leadership at Manitoba Hydro is in the operational implementation phase of a modernization of its decades' old inflow forecasting framework. This is a giant step in Manitoba Hydro's ability to forecast inflows, manage the hydraulic system, and enable efficient use of all available water in the system. This system will help better forecast floods which impact all Manitobans.

Throughout his career, Efrem has been a pioneer in the application and incorporation of state-of-the-art numerical modelling technology at Manitoba Hydro. Since 2004, Efrem has initiated and driven the concepts of ecohydraulics studies at Manitoba Hydro, introduced it at the University of Manitoba and in the consulting industry of Manitoba. This influence of Efrem's work has been enormous and a lot of these concepts have been incorporated by the broader consulting community in the province.

Efrem has been an active volunteer throughout his career, serving in a number

of positions with Engineers Geoscientists Manitoba as part of the Academic Review Committee and as a councillor. He is a current member of the University of Manitoba's Alumni Board of Directors and sits on the university senate on behalf of the alumni association. He represents Manitoba Hydro at Friends of Engineering and 30 by 30 initiative events and he is a founding member of the Internationally-Educated Engineers Qualification (IEEQ) Program, the immigrant settlement organization Manitoba Start, and the Ethiopian Members Chapter of Engineers Geoscientists Manitoba.

In recognition of his outstanding leadership and technical contributions to the field of hydropower engineering, Engineers Geoscientists Manitoba is pleased to award the 2023 Technical Excellence Award to Efrem Teklemariam, P.Eng., FEC. ⊕



KEYSTONE PROFESSIONAL NOTICE

In April 2023, a practitioner survey was conducted regarding the Association's communications strategies, format, and overall quality of the current communications provided. Thank you to the 1,372 stakeholders who participated and provided your opinions. From this information, it was decided that *The Keystone Professional* will continue production on a bi-yearly basis, focus on regulatory and Association content only, and will slowly be moved to an exclusively online publication format. Practitioners currently have the ability to choose how they would like to receive the publication through their preferences in the online profile.

If you have any questions or comments on this topic, please contact Cella Lao Rousseau, Communications Coordinator, at CRousseau@EngGeoMB.ca. Thank you.

MEMBER UPDATE

FEBRUARY 2023 - DECEMBER 2023

NEW MEMBERS

L.A. Abalo
B.F. Abou
A.O. Adigun
J.T. Adu
M.O. Afolabi
B. Agarwal
V. Aggarwal
J.B. Akom
A.M.H. Al-Abbasi
M.M.I. Alam
A. Albuquerque Robaina
A. Amid
N. Amiri
A.R. Amirthanathan
L. Andersen
A.M. Anderson
E. Anema
M. Ansah-Sam
S. Arjomandi
M.D. Arnold
K.A. Arteaga Andrade
M. Aryanpurkashani
M. Ashiri
R. Askarifar
F. Asselin-Boilard
M.B. Avaiya
R.W. Avery
A.M.H.I. Azzam
M.C. Baci
M. Bajwa
S.S. Bajwa
A.T. Baker
B.R. Baker
S.M. Bale
T.P. Baltzer
M. Bansal
J.I. Barabonoff
J.S. Barmi
E.K. Barnson
S. Barua
B. Bayat
T.K. Bedi
D.G. Beernaert
H.E. Bejarano Huerfano
S.A.P. Bellin
B. Benny
I.G. Benoit
M.S. Berthelette
A.F. Bhanji
N.N. Bhatt
C.W. Bialobzyski
C.C. Birdsall
C.S. Bodimeade
A.J. Boissonneault
C.O. Boris
B.J. Borton
T. Brandt
R.E. Brewer
B.T. Brosda
G. Brown
N.E.P. Bruce
J.O.M. Buchanan
R. Budzis
A.J. Bugera
B.D. Bull
G.R. Burttt
S.J. Butler
A. Caci
C.L. Campbell
D.J. Campbell
K.B. Carnegie
R.T. Carscadden
P.P. Casalino
J.S. Castrucci
M.A. Caufin
J.P.V. Cenerini
N.S.M. Chan
D.W. Chandler
D.O. Chase
L. Che
D. Chen
E.L.H. Chen
J.F. Chen

K.W. Chiang
R. Choudhary
N.K. Chu
F.J. Chua
R.J. Clanachan
K.W. Cloutier
M.J. Coben
A.J. Cochrane
T.C. Collister
N. Comtois
S.D. Cross
J.D. Cruise
A.C. Cuda
D.D. Cuthill
I. Czerniak
T.O. Dada
J.P. Dai
B.J. Daniels
S. Dassylva
F. Dator
R.W. Davidson
T.A. Davies
E.C. Davis
P.A. Dekker
A.M. Dennis
J. Desilets
S.A. Desrosiers
Y. Dewan
M.A. Deyo
C.M. Di Pietro
A.D. Dowling
J. Drossis
J.S. Dunlop
J.D. Edmundson
V. Einstein Barathyraj
T.K. Eisner
N.L. Ekrebe
J.R. Elliott
G.A. Enns
B.G. Erkabu
C.A. Espino
M.M. Fajardo
D. Fan
V.Y.X. Fan
M. Farzamfar
M.D. Fazal
C.J. Fedorchuk
B.C. Feener
S.D. Fehr
L. Ferland-Brissette
D.F. Fernandes
S.M. Fernando
J. Ferreira
B.M. Fidyk
A.P. Fitzgerald
T.P. Fogarty
F. Forget Robert
L.P. Fortier-Roberge
F.C. Froehlich
S.Y. Fu
F.L. Gabler
B.W. Gagnon
S. Garcia Giraldo
Z. Ghafoori
V.B. Giang
K.S. Gill
U. Gill
M.J.S. Gillis
A.J. Gmeinwesser
J. Gonzalez Suarez
L.J. Graff
N. Grainger
D.A. Gramer
D.J.R. Gray
S.D. Grieve
J.S. Gruber
T. Gu
N.D. Gullacher
A. Haider
G.W. Hall
N. Hamdi Cherif
B. Hamilton
A.Z.A. Hammouz

Z.F. Hamzeh
E.M. Harms
C.J.M. Harrison
A. Hassan
T.M.K. Hathiyaldeniye
Mudiyansela
K.D. Helmecki
S. Hempel
B.H. Heppner
L.M. Hernandez
P.K. Hicks
C.W. Hildebrand
J.K.W. Ho
T.V.G. Hohn
T.B. Holder
S. Holzhauser
T. Horalek
S.C. Horner
J.N. Hover
J.A. Hu
K. Hu
Y. Hu
J.A. Huang
B. Huitsing
N. Hurens
P.G. Husack
K.A. Hyam
E.M.L. Inacio
O. Inetabor
C.A.Q. Inocencio
P. Ionica
I. Jabalameli
A. Jafari Kang
M.E. Jaglowitz
Y. Jamal
L. Jankunas
A.R. Jaques
K. Jayawardene
D.Z. Jeba
J.N. Jebbin
T.M. Jeffery
M. Jin
W. Jin
R.W. Johnson
D.K. Jones
A.K. Juneja
C.R. Kaatz
I. Kaffashan
J.P. Kaiser
M.A. Kealty
T.R. Kehler
K.D. Kenler
S.M. Kenney
B.K. Kermode
E.J.R. Kerr
M.W. Khalil
M. Khurshed
Y. Kim
J.M. Kimelman
M.A. Klettke
J.T.R. Kliner
M.D. Klymochko
B.M. Knowles
L.M. Knudson
C.J.Q. Kodors
J.R. Koerner
D.J. Kolijn
S.L. Kolt
H.K.K. Konara
Mudiyanselage
A.B. Kot
D. Kothari
M.E. Kozarchuk
J.M. Kryszanski
K. Kumar
C.H. Kwan
H.M. Kyle
L.N. LaBine
J.P. Lacoursiere
H.S. Ladhania
A.P. Lalonde
B.B. Lam
J.D. Lapsley

P.S.H. Lau
A.A. Lazzcano Perez
L.R. Le Léannec
S.E. LeGal
D.J. Leonard
N. Lewis
F. Li
K. Li
X.X. Li
Y. Li
N.D. Licowsky
J.J. Lind
J. Ling
K. Lipinski
A.M. Lischuk
H. Liu
J.Z. Liu
S. Liu
Y. Liu
Z. Liu
C.B. Livingston
T.B. Llewellyn
G.S. Lohchav
C.M. Longobardi
J.W. Lucht
J.R. Lueck
A. Lupascu
C.D. Lytwyn
H. Ma
A. Machado Alves
R.M. Magalang
S. Mahboubi
C.J. Mandock
J.A. Mann
I.S. Mansfield
M.D. Mansoor
D.R. Marks
M.E. Marks
M.A.I. Marquez
E.A. Massey
S.J. Matiowsky
S.G. Mc Garry
C.S. Mc Intyre
B.A. McCrindle
L. McGarry
C.D.F. McGrath-Hardy
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E.A. Yavich
T. Yeom
C.K.Y. Yim
U. Younas
M.R. Yousaf
A. Yousefi
O.M. Yousef
L.H. Yuen
J.L.T. Yumol
R.A. Zamora
J.B. Zapp
L. Zhan
P. Zhang
K.Y. Zhen
R. Zhong

SPECIFIED SCOPE OF PRACTICE LICENSEES

M.G. Evans
T.W.R. Fleming
C.P. Kingerski
A.L. Wolsey

US TEMPORARY LICENSEES

I. Aramburu
A. Aranzales
C.K. Brence
M.J. Buser
S.T. Callahan
J.R. Church
N.S. Doyle
V. Dunaev
N.J. Edwards
U. Gonzalez
M. Grahek
M.R. Greufe
J.M. Heim
C.A. Hendrix
S.W. Hester
L.W. Hillis
B.K. Kermode
S. Krotec
D.A. Olheiser
B.M. Schnier
M.D. VanderZanden
J.Y. Wang
W.C. Weaver, II
V.J. Wycko

IN MEMORIAM

Kenneth Morgan Adam
Yaw Yeboah Afriyie
Lyle Gordon Crowe
Anthony Frederick Eshmade
Samir H.A. Hammad
Hugh Wayne Kinsella
Junil Valmores Palacios
Pundalikh Ujire Prabhu
Bryan Weldon Purdy
Stephen Ward Roper
George Gary Swan
John Ernest Towle



NEWS+NOTES



2023 SPAGHETTI BRIDGE COMPETITION - A SMASHING SUCCESS!

Over 780 enthusiastic students joined the Association from all over Manitoba to design, build, and smash their bridges during the annual 2023 Spaghetti Bridge Competition in honour of Professional Engineering and Geoscience Week (PEGW). In total, Association volunteers smashed 381 trusses that were designed by Manitoba students. The strongest bridge entered into the competition was made by a Grade 10 student from John Taylor Collegiate. As part of the ongoing partnership with Harvest Manitoba, a donation of \$18,661.50 was made to help families in need.

The Spaghetti Bridge Competition is part of National Engineering Month, which occurs across Canada in March of each year. Provincial Engineering and Geoscience Week (PEGW) also promotes careers in engineering and the geosciences to young people of all ages. **Registration now open for the 2024 competition!**

2023 MAKING LINKS ENGINEERING CLASSIC

On June 15, the 2023 Making Links Engineering Classic golf day was held at Quarry Oaks in Steinbach. Over 216 golfers joined us on the links for a day of golf, prizes, and an opportunity to network with fellow professionals. Thank you to all of our generous sponsors and everyone who came out to make this event possible!

Event Benefactor and Gift Sponsor:
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Lafarge

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ADS
Tri-Core

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WSP Canada Inc.



SAVE THE DATE!
JUNE 20,
2024

INTERNATIONAL WOMEN IN ENGINEERING DAY

On June 22, 2023, in honour of INWED, the Association put on an event that included a panel of professional engineers who are experienced leaders in their fields. The next day, another presentation was held on Transportation and Gender Considerations. Thank you to everyone who came out to and celebrated INWED.



2023 INGENIUM PROFESSIONAL DEVELOPMENT SEMINARS

From November 7, 2023, to November 9, 2023, the Ingenium virtual professional development sessions ran daily between 9:00 a.m. and 4:00 p.m. The Ingenium Professional Development Seminars are the primary professional development series offered annually by Engineers Geoscientists Manitoba, featuring a wide variety of technical and soft skill topics of interest to members and non-members alike.

We would like to formally thank our generous sponsors for their contribution to this year's Ingenium sessions. The ingenium task group would also like to thank all the presenters and attendees of Ingenium 2023 for their support. The group is looking forward to planning Ingenium 2024: see you there!

Thank you to our sponsors:

Canada Life, CTTAM, Stantec, Engineering and Geoscience Education Foundation Inc., FWS Industrial Projects Canada Ltd., KGS Group, Sigfusson Northern Ltd., The Personal Insurance Company.

2024 CURLING FUNSPIEL

On January 10, 2024, practitioners, Association staff, and corporate partners gathered for an afternoon of fun on the ice at the St. Vital Curling Club. Thank you to everyone who attended this annual event, and thank you to our sponsors:

Major Sponsor: Canada Life

Lunch Sponsor: StandardAero

Rock Sponsor: FWS Group of Companies

Beer Sponsor: KGS Group

Sheet and Table Sponsor: Ag Growth International (AGI)

NEW ONLINE LEARNING MODULE: EXPERT WITNESS

Professionals should be aware of the many legal or quasi-legal situations that they may be requested to provide their professional services. They may be asked to testify on behalf of a client, or before a court or tribunal. This module explains the different situations that a practitioner might find themselves in, and what their duties and responsibilities are as an expert witness.

Members have access to this and other Learning Modules through the Association website or the Quick Links after they log into their online profile.



CONFÉRENCE
2024
CONFERENCE

30 BY 30 CONFERENCE 2024: TURNING KNOWLEDGE INTO ACTION FOR GENDER EQUITY IN ENGINEERING

The 2024 30 by 30 Conference, presented by Engineers Canada, offers both virtual and in-person programming. The Conference will kick off on April 24, 2024, with a virtual event open to everyone.

Following, a one-day, in-person Summit will take place on May 22, 2024, in Winnipeg, Manitoba, that brings together leaders from engineering workplaces, engineering educators, the engineering regulators, and others.

For more information and to register, please see the event listing:

www.EngGeoMB.ca/Events.html#Event2970

2024 ANNUAL GENERAL MEETING AND AWARDS CEREMONY: SAVE THE DATE

The 2024 **Annual General Meeting** of Engineers Geoscientists Manitoba is scheduled to be held at 2:30 p.m. on Thursday, October 24, 2024, at the Fort Gary Hotel, 222 Broadway, Winnipeg, Manitoba. Virtual attendance will also be available. Interns, professional members, and councillors are entitled to be present; any other person may be admitted by invitation of the President or with the consent of those present who are entitled to vote, as per By-law 13.5.

Registration is required to attend this event for voting authentication, and will open in the summer. Reports and supporting documents for the Annual General Meeting will be posted on the AGM webpage in due course.

In-person attendees of the 2024 Engineers Geoscientists Manitoba Annual General Meeting are invited to register for the **Recognition Lunch and Award Ceremony**, which will take place prior to the AGM, in the same room. *Please note that spots at this event will be limited and early registration is encouraged. More information will be available closer to the event.*

NOTICE

Under *The Engineering and Geoscientific Professions Act* and the Association's Discipline By-law

ORDER OF THE DISCIPLINE COMMITTEE

This is notice that on April 19, 2023, Mr. F. Daniel Wolfrom, P.Eng. consented to the registration of a conviction on four charges of professional misconduct or unskilled practice, in accordance with Section 46(1)(a)(c)(d) and (e) of The Engineering and Geoscientific Professions Act and Canons 1.3, 2.1, 2.2 and 3 of the Code of Ethics (the 2000 Code).

The convictions arise from Mr. Wolfrom's involvement in:

1. providing engineering services in support of a building permit for property to be constructed at 25 Van Hull Way in Winnipeg, Manitoba,
2. failing to provide records or information in his possession or under his control as requested by the Investigation Committee,
3. issuing and sealing interim occupancy certification letters to the City of Winnipeg for 130 Creek Bend Road in Winnipeg, Manitoba, and
4. providing engineering services in support of a building permit for property to be constructed at 690 Tache Ave in Winnipeg, Manitoba.

In accordance with Sections 47 and 48 of the Act, the Discipline Panel ordered that:

1. Mr. Wolfrom's licence to practice professional engineering shall be cancelled effective April 28, 2023, and Mr. Wolfrom shall not be entitled to apply for reinstatement.
2. Mr. Wolfrom shall return his manual seal to the office of the Association on or before April 28, 2023.
3. Mr. Wolfrom shall pay costs to the Association in the amount of \$20,000 within 60 days from the date of the Order made by the Panel.
4. The disposition of these matters shall be published in accordance with Engineers Geoscientists Manitoba's policy on publication.

Michael Gregoire, P.Eng., FEC
CEO & Registrar

NOTICE

Under *The Engineering and Geoscientific Professions Act* and the Association's Discipline By-law

ORDER OF THE DISCIPLINE COMMITTEE

This is Notice that on July 6, 2023, a Panel of the Discipline Committee found Gregory Fortune guilty of the charge of failing to comply with an Order of the Discipline Committee (dated August 3, 2022), thereby displaying conduct unbecoming of a professional engineer in violation of s. 46(1)(b) of the Act and/or displaying conduct which contravened the Act in violation of s. 46(1)(d) and/or displaying conduct which contravened the Code of Ethics (2018) in violation of s. 46 (1)(d) of the Act.

The Disciplinary Panel ruled that the Penalty shall be as follows:

- a) Mr. Fortune's certificate of registration is to be cancelled if the Disciplinary Order is not complied with within 30 days.
- b) Mr. Fortune pay a fine of \$2,500.00 due within 30 days.
- c) Mr. Fortune is ordered to return his member Certificate and Seal.
- d) Mr. Fortune pay Costs of \$3,500.00.
- e) Publication in accordance with Engineers Geoscientists Manitoba's by-laws.
- f) Mr. Fortune is barred from (applying for) reinstatement until all Disciplinary Orders are complied with.
- g) The Penalty is in addition to any penalties from the previous Disciplinary Order (dated August 3, 2022).

Michael Gregoire, P.Eng., FEC
CEO & Registrar

NOTICE

Under *The Engineering and Geoscientific Professions Act* and the Association's Discipline By-law

ORDER OF THE DISCIPLINE COMMITTEE

This is Notice that on July 6, 2023, a Panel of the Discipline Committee found Mazen Habash guilty of the charge of failing to comply with an Order of the Discipline Committee (dated August 3, 2022), thereby displaying conduct unbecoming of a professional engineer in violation of s. 46(1)(b) of the Act and/or displaying conduct which contravened the Act in violation of s. 46(1)(d) and/or displaying conduct which contravened the Code of Ethics (2018) in violation of s. 46 (1)(d) of the Act.

The Disciplinary Panel ruled that the Penalty shall be as follows:

- a) Mr. Habash's certificate of registration is to be cancelled if the Disciplinary Order and any other outstanding Disciplinary Order are not complied with within 30 days.
- b) Mr. Habash pay a fine of \$2,500.00 due within 30 days.
- c) Mr. Habash is required to comply with all applicable Engineers Geoscientists Manitoba CPD requirements.
- d) Mr. Habash is ordered to return his member Certificate and Seal if the member remains non-compliant.
- e) Mr. Habash pay Costs of \$3,500.00 due within 30 days.
- f) Publication in accordance with Engineers Geoscientists Manitoba's by-laws.
- g) Mr. Habash is barred from (applying for) reinstatement until all Disciplinary Orders are complied with.
- h) The Penalty is in addition to any penalties from the previous Disciplinary Order (dated August 3, 2022).

Michael Gregoire, P.Eng., FEC
CEO & Registrar

NOTICE

Under *The Engineering and Geoscientific Professions Act* and the Association's Discipline By-law

ORDER OF THE DISCIPLINE COMMITTEE

This is Notice that on January 3, 2024, Mohamed I. Matar, P.Eng. was issued a reprimand following a conviction on a charge of professional misconduct or unskilled practice, in accordance with Section 46(1)(d) and (e) of *The Engineering and Geoscientific Professions Act* and Canons 2 and 5 of the Code of Ethics.

The conviction arises from Dr. Matar's involvement in providing engineering services for structural renovations to a private residence in Winnipeg, Manitoba.

In addition to the reprimand:

- Dr. Matar shall reimburse the clients the amount of \$700.00 no later than 30 days of the date of the Order made by the Panel.
- Dr. Matar's licence to practice professional engineering shall be suspended for a period of 30 days from the date of the Order made by the Panel.
- Dr. Matar shall make a contribution to Engineers Geoscientists Manitoba's costs for the investigation and hearing of this matter in the amount of \$24,401.75 no later than six months from the date of the Order made by the Panel.
- Dr. Matar's name and circumstances relevant to the Panel's findings of professional misconduct and the imposed penalty shall be published in accordance with Engineers Geoscientists Manitoba's policy on publication.

Michael Gregoire, P.Eng., FEC
CEO & Registrar

Full text of the Order of the Discipline Committee and the Reasons for Decision can be found on the Engineers Geoscientists Manitoba website: www.EngGeoMB.ca/Discipline.html



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