

Minutes of the Board of Directors meeting **of the Ontario Association of Certified Engineering Technicians and Technologists (OACETT)**

February 28, 2025 (Virtual)

Present:

Micheal Mooney, C.E.T.	President
Christopher van Dop, C.E.T.	President-Elect
Rosanna Tyrer, C.E.T., rcji, CAPM	Past-President
Norman Sandberg, C.E.T.	Central Region
Brian Raymond, C.D., C.E.T.	Eastern Region
Shelley Parker, A.Sc.T.	Horseshoe Region
Stephanie Pesheau, C.E.T., CAPM	Northern Region
Roy Sue-Wah-Sing, C.E.T.	Toronto Region
Samuel Nammari, C.E.T., P.Eng	Western Region
Liam Croft	Student Representative
Mladen Ivankovic, C.E.T	Young Professionals Representative (<i>Left the meeting at 3:40pm and rejoined at 4:15pm</i>)
Alex Lusty	Public Representative
Daniel Liao	Heads of Technology Representative

Staff:

Cheryl Farrow, MBA, CAE	Chief Executive Officer
Lily Rudeychuk, CPA	Director, Finance and Corporate Services (<i>Left the meeting at 1:45pm</i>)
Barry Billing	Director, RPP & Registrar
David Terlizzi	Director, MES & Government Relations
Elle Armstrong	Administrator, Executive Office

❖ President's opening remarks and call to order

President Mooney called the meeting to order at 1:05 p.m. and welcomed the Board of Directors, noting that the meeting was being recorded for accuracy of minutes.

❖ Disclosure of Conflicts of Interest

There were no disclosed conflicts of interest.

❖ Approval of the Board Meeting Agenda

There was a proposed change to amend the agenda, by moving *Item #10: Discussion* to an earlier time in the meeting and adding a New Business item, as raised by Liam Croft, the Student Representative.

5941

Moved by Stephanie Pesheau, Seconded by Shelley Parker and Carried.
Resolved that the Board of Directors approves the agenda as amended.

CONSENT AGENDA

❖ Approval of the Consent Agenda

The Board of Directors approved the Consent Agenda, with the exception of the Member Engagement and Services Committee (MESC) Report, which was removed for separate discussion.

5942

**Moved by Roy Sue-Wah-Sing, Seconded by Rosanna Tyrer and Carried.
Resolved that the Board of Directors approves the items in the Consent Agenda as amended.**

The Board reviewed the MESC Report, addressing concerns about regional meetings overlapping with the incoming Board of Directors orientation on Sunday, June 15. To allow time for participation and a chance to meet with the Chapters in their region, the Board members are scheduled to attend the regional meetings for the first 90 minutes, when they will then convene for the Board orientation. The Board also noted the need for formal invitations for regional MESC representatives and clearer role distinctions to prevent Board members from overshadowing discussions or Chapters being confused as to whether they should be reaching out to a Board member or their MESC representative.

5943

**Moved by Norman Sandberg, Seconded by Shelley Parker and Carried.
Resolved that the Board of Directors approves the MESC Report as presented.**

FINANCE

❖ Fiscal 2024 Year-end Unaudited Financial Statements (Preliminary) and Treasurer's Report

The unaudited financial statements for Fiscal Year 2024 and the Treasurer's Report were presented. Preliminary figures indicate that revenues surpassed budget projections in all segments, expenses were controlled under budget, and no reserve draw was needed, resulting in a small operational surplus pending audit confirmation, and some significant unrealized gains with strong performance from our investments. The Finance and Audit Committee will evaluate potential risks associated with US-based investments, particularly in light of possible trade tensions and tariff impacts. A follow-up report with recommendations will be presented at the April meeting.

❖ Membership Dues and Fees Policy

The Board of Directors approved an amendment to the Membership Dues and Fees Policy to clarify fee reductions for eligible college faculty members. A concern was raised regarding the wording on membership termination due to Continuing Professional Development (CPD) non-compliance, suggesting a change from "will terminate" to "may terminate" to account for extenuating circumstances. The Finance and Audit Committee (FAC) and the Registration and

Professional Practice Committee (RPPC) will review this wording further. The Board proceeded with a vote based on the current policy draft and will revisit after both Committees have completed their review.

5944

Moved by Brian Raymond, Seconded by Mladen Ivankovic and Carried.

Resolved that the Board of Directors approves the amendment to the Membership Dues and Fees Policy GP201 as recommended by the Finance and Audit Committee, as presented.

DISCUSSION

❖ Exploration of Organizational Culture – Part 2

The Board reviewed key themes identified during the November 2024 Board Meeting on organizational culture, which included willingness to change, proactive vs. reactive approaches, increased agility, enhanced communication, a growth mindset, and inclusivity. The Board confirmed these themes as appropriate and moved forward with group breakout sessions to explore actionable steps. Discussions emphasized the need for broader engagement, consultation tactics, and improved communication processes to ensure effective organizational change. Staff will review the outcome of the break-out discussions and bring forward further recommendations for actions as appropriate for either 2025 or for initiative planning for 2026.

❖ Next steps re. Name Change

The Board discussed concerns about the name change process, including skepticism from Chapters regarding consultation efforts, the potential impact of a failure to reach national unanimity on the "Professional Technologist" title, and the marketing implications of the proposed changes. The Board considered maintaining the OACETT acronym while no longer spelling out all the words, but perhaps just adding a tag line, like "Ontario's Technology Professionals." It was decided that the executive officers will review the additional name change questions and answers that were in the Board package and will share the final proposed responses with the Board, before issuing them to the membership. A timeline was set to further engage members and it was agreed that OACETT would prepare for a special meeting of members in Fall 2025 to vote on the questions. The Board acknowledged the need for enhanced communication and broader consultation to ensure informed member participation, approving a motion to support these efforts.

5945

Moved by Norman Sandberg, seconded by Christopher van Dop, and Carried with one Opposition and one Abstention.

Resolved that the Board of Directors agrees that a) a decision on the name changes will not come to the 2025 AGM; b) the annual conference will serve as a key communication activity on the issues and clarifying misinformation and; c) that the decision will be made at a special meeting of members call in fall of 2025, date TBD.

REGISTRATION AND PROFESSIONAL PRACTICE (RPP)

❖ Update re. proposed changes to the Good Character declaration

The Board reviewed proposed changes to the Good Character Declaration, specifically regarding questions related to professional misconduct and criminal convictions without a pardon.

5946

Moved by Stephanie Pesheau, Seconded by Alex Lusty and Carried.

Resolved that the Board of Directors approves adding an additional declaration to the Good Character declaration: Have you ever been found guilty of professional misconduct under any rules or regulations governing the practice of any regulated profession?

Concerns were raised about the implications of asking applicants about past convictions, particularly for individuals who have served their time. The Board emphasized the need for a transparent process for evaluating applicants with past offenses and agreed that a screening mechanism will be developed to ensure fairness.

5947

Moved by Stephanie Pesheau, Seconded by Alex van Dop and Defeated.

Resolved that the Board of Directors approves adding an additional declaration to the Good Character declaration: Have you ever been convicted of an offence under the Criminal Code of Canada for which pardon has not been granted?

This motion was referred back to the RPPC for further review. The RPPC will develop appropriate procedures and report back to the Board of Directors before implementing any further changes to the Good Character Declaration.

It was also flagged that the Good Character Declaration only occurs once when an individual first registers, so it also wouldn't address issues that might arise after the initial application.

❖ Fellow OACETT

A confidential discussion followed regarding Fellow OACETT nominations. This section will be redacted from the final Board Meeting Minutes, until all Fellow OACETT recipients have been notified and the information has been shared publicly.

PROTECTION OF TITLE

❖ Protection of title update

Cheryl Farrow, CEO, provided an update on the protection of title initiative, noting that the affidavit has been completed and submitted and that hearing to request an injunction is scheduled for August 7, 2025. She also informed the Board that a response from Kal Tire is expected by the end of next week (the week of March 3).

MEGA ISSUE

❖ **Mega Issue: Emerging Technologies – proposed Action Plan**

The Board of Directors reviewed the proposed action plan for emerging technologies and discussed the next steps for its implementation. As part of this discussion, they recognized that a placeholder budget of \$25,000 had already been approved in the 2025 budget. After consideration, the Board formally approved the action plan, confirming the allocation of these funds to support the proposed initiatives.

5951

Moved by Rosanna Tyrer, Seconded by Stephanie Pesheau and Carried.

Resolved that the Board of Directors approves as presented, the proposed action plan on the Emerging Technologies Mega Issue, including the proposed disbursement of funds against the budgeted “placeholder” amount of \$25,000 that was approved in the 2025 budget.

GOVERNANCE

❖ **Committee Vice-Chairs**

The Board reviewed the revised policy GP105 Committees of the Board of Directors, which now encourages the appointment of Vice Chairs for all committees to ensure leadership continuity. Under the new policy, a Vice Chair can lead meetings in the Chair’s absence, provided quorum is met.

5952

Moved by Norman Sandberg, Seconded by Christopher van Dop and Carried.

Resolved that the Board of Directors approves as presented the update to policy GP105 Committees of the Board of Directors to reflect the recommendation to appoint Vice-Chairs.

❖ **Committee Member Changes: MESC & RPPC**

The Board reviewed the Nominating Committee’s recommendation to remove two members from the RPPC and MESC due to non-attendance. It was decided to keep both positions vacant until the upcoming recruitment in April 2025 and the MESC election in May 2025. MESC will ensure the Chapter Chairs are aware of their regional representative's removal and will ensure appropriate interim representation.

The Board also discussed the communication process for informing these committee members about their removal. The Committee Chairs will send a letter, with staff assistance in drafting it on letterhead. The Governance, Policy and Strategy Committee (GPSC) was tasked with drafting policy updates on committee member removal, for the June Board meeting.

5953

Moved by Stephanie Pesheau, Seconded by Brian Raymond and Carried.

Resolved that the Board of Directors approves the removal of Douglas (Bill) Davidson, C.Tech. from the RPPC and supports the NC's recommendation that the position remain vacant until the upcoming committee recruitment is completed.

5954

Moved by Roy Sue-Wah-Sing, Seconded by Stephanie Pesheau and Carried.

Resolved that the Board of Directors approves the removal of Jori Enstrom, C.Tech., rcji from the MESC and supports the NC's recommendation that the position remain vacant until the upcoming committee recruitment and MESC election in May, with any required representation of the region/Chapters delegated to other roles such as the Regional Secretary-Treasurer or the MESC Chair in the interim.

NOMINATING COMMITTEE

❖ Discuss the upcoming Public Representative vacancy

The Board discussed the upcoming vacancy for the Public Representative position, noting that this role has historically been held by a lawyer. The Nominating Committee outlined the next steps for the recruitment process, which include determining the specific competencies needed and how to solicit applications from potential candidates. Concerns were raised about potential gaps in competencies on the Board of Directors, suggesting that the Nominating Committee should assess current competencies before proceeding with recruitment. The Nominating Committee will work with staff to determine a recruitment approach based on competency requirements for the vacant Public Representative position.

MEETINGS

UPCOMING MEETINGS

- Thursday April 24, 2025: 5:00 p.m. – 7:00 p.m. -- Online – MS Teams
- Saturday June 7, 2025: 10:00 a.m. – 12:30 p.m. -- Online – Virtual AGM
- Friday June 13- Sunday June 15, 2025- Meeting and Conference – In-Person – Caesars Windsor: 377 Riverside Drive East, Windsor, ON, CA N9A 7H7

NEW BUSINESS

Liam Croft, Student Representative, raised concerns about the cancellation of engineering technology programs across Ontario and the financial strain on college programs due to reduced international student enrollment and decision related to program eligibility for post-graduate work permits. The Board discussed the potential impact of these closures on the membership pipeline and agreed there is a need to advocate for further investment in STEM

education. Funding challenges were highlighted, noting frozen tuition rates and low government funding since 2018. The Board emphasized the need for ongoing advocacy to secure funding for engineering technology and applied science programs.

ADJOURNMENT

President Mooney made his closing remarks, thanking everybody for their participation. He declared the meeting adjourned at 5:15 p.m., as moved by Norman Sandberg.

Email vote subsequent to the February meeting:

Following the decision made at the November 2024 Board meeting, staff prepared the February Board meeting minutes for review and approval via email vote. This streamlined process allows staff to post the approved minutes on the website more promptly, enhancing transparency and communication with members and chapters.

The Board was asked to vote by email on the following motion:

5955

Moved by Christopher van Dop, Seconded by Rosanna Tyrer and Carried.

Resolved that the Board of Directors approves the February 28, 2025 Meeting Minutes, as presented.

The motion was carried.

Email vote subsequent to the February meeting:

Following the February meeting, and further to the Board's approval at the November Board meeting, a Request for Proposal (RFP) was issued to consultants to conduct a labour market study for our profession in Ontario. As part of the RFP, it was proposed that a Steering Committee be established to support the selected consultants.

On April 2, President Mooney invited volunteers from the Board of Directors to serve as Chair of the Steering Committee. Two Board members expressed interest and each submitted a brief statement outlining their experience and reasons for wanting to serve. These statements were shared with the Board on April 11, along with a request to submit candidate preferences by end of day on April 15.

The voting process was opened on April 16, following the confirmation of movers and seconders. Board members were asked to submit their votes by end of day on April 17. President Mooney announced the results later that same day.

Board members were asked to vote by email on the following motion:

5956

Moved by Stephanie Pesheau, Seconded by Christopher van Dop and Carried.

Resolved that the Board of Directors appoints Norman Sandberg, C.E.T. as the Chair of the Steering Committee for OACETT's 2025 Labour Market study.

The motion was carried.