



THE ASSOCIATION OF ONTARIO LAND SURVEYORS

COUNCIL MEETING MINUTES

March 14, 2023 – Zoom Conference Call

Present

David Kovacs, President
Amar Loai, Vice-President
Andy Shelp, Past President
Ron Berg, Senior Councillor
Saša Krčmar, Senior Councillor
Natalie Vibert, Intermediate Councillor
Sophie Côté, Intermediate Councillor
Daniel Gautron, Junior Councillor
Robin Fleguel, Junior Councillor
James Hunt, Lay Councillor
Bruce Clark, Surveyor General

Staff

Al Jeraj, Executive Director
Penny Connors, Registrar
Dave Whitton, Recorder

Regrets

Martha George, Lay Councillor
Peter Meerveld, Lay Councillor

1: Call to Order; Reminder of Conflicts of Interest and Confidentiality

The meeting was called to order at 9:06 a.m.

D. Kovacs, President, provided a land acknowledgement prior to the start of the meeting.

Council was reminded to declare conflicts of interest and maintain the confidentiality of this meeting.

2: Approval of Agenda

The agenda was distributed prior to the Council meeting. A. Jeraj added an item to the agenda; a motion was called to approve the agenda.

Motion 22.73 MOVED: James Hunt SECONDED: Bruce Clark

BE IT RESOLVED THAT Council approves the agenda as amended.

DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

3: Consent Agenda

- Staff Reports
 - Executive Director
 - Registrar
- Approval of Previous Minutes
- Financial Reports
- Risk Summary/Strategy Update/Dashboard Review

A Consent Agenda was circulated prior to the meeting. P. Connors noted that a Registrar's Report was not included given the proximity of this meeting to the previous Council meeting.



A. Jeraj, Executive Director, brought to Council's attention that proposed *Surveyors Act* changes will not be included in this spring's Red Tape Reduction bill due to time constraints and will likely be included in late fall, or possibly next spring's Workers for Workers bill. The ED and the Registrar will be meeting with the Fairness Commissioner and staff this week and will inform them of this timeline. There are changes to licensing requirements for foreign professionals coming into effect on December 1, however any changes enacted by AOLS are dependent on MNR's schedule.

Motion 22.74 MOVED: Daniel Gautron SECONDED: Saša Krcmar

BE IT RESOLVED THAT Council approves the minutes from the meeting of February 28, 2023.

DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

4: Review of Action Items Arising from Previous Minutes

A. Jeraj updated Council.

The I & IT strategy is ongoing.

The Discipline Committee recommendations are ongoing.

Nothing to report regarding the SRD Committee.

The membership was generally in favour of the limited licensing model, so it is moving forward.

The Registration Committee and AOLS staff have been meeting, and the EAKs are soon to be finalized.

5: President's Remarks

D. Kovacs, President, provided an overview of his recent activities. He recently attended the Association of British Columbia Land Surveyors AGM, where he attended two professional development seminars. The first was on post-quake survey fabric and how boundaries can shift after a strong earthquake, and the second discussed bylaw modernization and the code of ethics and how regulators should be employing formal fair transparent processes for decision-making by elected or appointed board members.

There was a controversial motion at the AGM to amend an existing bylaw in which authority would be delegated to the BC board to enact amendments with consultation but without requiring a vote by the members. The motion was defeated after three hours of deliberation. The section in Ontario's Act respecting the passing of bylaws is similar to BC's; this is something AOLS might have to consider in the future, as it aligns with best regulatory practices and the *Professional Governance Act*.

6: Surveyor General's Report

The Surveyor General's report was not included given the proximity of this meeting to the previous Council meeting.

7: Committee Appointments



A. Jeraj presented a spreadsheet of committees and their members, revised to include councillor appointments for the 2023/24 Council year.

- D. Kovacs — Chair of Executive and AGM Task Force
- A. Loai — Council rep for AERC; member, Executive, Discipline, and AGM Task Force
- A. Shelp — Council rep for MRC; member, Executive, and Insurance Advisory
- N. Vibert — Council rep for Registration; Legislation/Regulation Task Force, Professional Standards, Underground Utilities
- R. Berg — Council rep for Fees Mediation and Continuing Education; member Professional Standards, Legislation/Regulation
- S. Krcmar — Chair, Discipline; member, Executive and Council rep for Insurance Advisory
- S. Côté — Council rep for Complaints, Inclusivity and Diversity, and Survey Review
- D. Gautron — member Registration, Marketing and Recruitment and Council rep for Monument Protection
- R. Fleguel — member Complaints, Continuing Education, and Municipal Surveyors, Council rep for PSRI
- P. Connors — AERC, Complaints, Discipline, Registration, Legislation/Regulation, Professional Standards, Survey Review
- J. Hunt — Complaints Review Councillor, Discipline, Registration
- P. Meerveld — Complaints, Executive, Nominating
- M. George — AERC, Fees Mediation
- B. Clark — Monument Protection

Council discussed matters of process, such as the difference between a Council rep and a committee member: a Council rep serves in an *ex officio* capacity. It was mentioned that several committees have been discontinued; a letter of thanks has been drafted and will be sent to members who served on those committees. Council considered whether members who have had a complaint filed against them can serve on the Complaints Committee, as they are required to be a member in good standing, and whether they should be suspended until that complaint is resolved.

Motion 22.75 MOVED: Ron Berg SECONDED: Amar Loai
BE IT RESOLVED THAT: Dave Kovacs be appointed Chair of Council.
DATE: March 14, 2023 Chair: David Kovacs Carried: (1 abstention)

Motion 22.76 MOVED: Andy Shelp SECONDED: Sophie Côté
BE IT RESOLVED THAT: Councillor Saša Krcmar be appointed as Finance Councillor.
DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

Motion 22.77 MOVED: Ron Berg SECONDED: Natalie Vibert



BE IT RESOLVED THAT: The signing officers of the Association for the 2023 Council term be:

President Dave Kovacs

Vice-President Amar Loai

Finance Councillor Saša Krcmar

Executive Director Al Jeraj

Registrar Penny Connors

And that two signatures be required on all cheques exceeding \$5,000.00 and that a digital approval via confirmation email be required from one of the council signing officers. And that an expense cheque is not signed by the recipient.

DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

Motion 22.78 MOVED: Robin Fleugel SECONDED: Sophie Côté

BE IT RESOLVED THAT: Council appoints the following to the Executive Committee in addition to the Statutory appointments of the Past President, President and Vice-President:

Executive Director Al Jeraj

Finance Councillor Saša Krcmar

Lay Councillor Peter Meerveld

DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

Motion 22.79 MOVED: Ron Berg SECONDED: Andy Shelp

BE IT RESOLVED THAT: Councillor Saša Krcmar be appointed Chair of the Discipline Committee.

DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

Motion 22.80 MOVED: Sophie Côté SECONDED: Saša Krcmar

BE IT RESOLVED THAT: Peter Feren be appointed Chair of the Complaints Committee.

DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

Motion 22.81 MOVED: Bruce Clark SECONDED: James Hunt



WHEREAS: The *Surveyors Act* requires that Councillors appointed by the Lieutenant Governor be appointed to Statutory Committees, therefore,

BE IT RESOLVED THAT: For the 2023 Council term, Council approves the following appointments:

James Hunt to the Discipline Committee and as Complaints Review Councillor

Peter Meerveld to the Executive Committee, Nominating Committee, and Complaints Committee

Martha George to the Fees Mediation Committee and Academic and Experience Requirements Committee

DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

Motion 22.82 MOVED: Daniel Gautron SECONDED: Saša Krcmar

BE IT RESOLVED THAT: Council approves the following Regional Group Liaison assignments for elected councillors for the 2023 Council term:

North Western Regional Group Vibert

North Eastern Regional Group Cote

Eastern Regional Group Shelp

Kawartha-Haliburton Regional Group Loai

South Central Regional Group Krcmar

Georgian Bay Regional Group Fleguel

Hamilton & District Regional Group Gautron

South Western Regional Group Berg

DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

Motion 22.83 MOVED: Ron Berg SECONDED: Daniel Gautron

BE IT RESOLVED THAT: the Committee assignments as amended be approved by Council.

DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

Motion 22.84 MOVED: Saša Krcmar SECONDED: Amar Loai



BE IT RESOLVED THAT: Benveen Selvanayakam, Chartered Accountant be appointed as Financial Auditors for the financial year 2023 and as Auditors with respect to the requirements of the Office of the Fairness Commissioner for 2023.

DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

Motion 22.85 MOVED: Amar Loai SECONDED: Natalie Vibert

BE IT RESOLVED THAT: Council authorize the acquisition by contract to the following Ontario Land Surveyors of the Peer Review Inspectors to assist the Survey Review Department in carrying out inspections per O.R. 1026 S.40.

D. Annable

C. Stanton

P. Hofmann

D. Quinlan

E. Sperling

T. Packowski

DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

Council discussed whether it was necessary to pass a motion yearly to appoint a marketing consultant. It was agreed that consultants whose fees were within an approved budget could be hired at the discretion of the Executive Director and that Council need not be involved. It would be up to an individual committee to decide which consultant it wanted to work with and then seek approval from the ED. It was mentioned that it might be appropriate to request a scope of work and a schedule of fees from marketing consultant G. Lee. It was agreed that motion 22.86 be withdrawn.

Motion 22.86 MOVED: James Hunt SECONDED: Robin Fleguel

BE IT RESOLVED THAT: Grant Lee be appointed as a consultant to support committees.

DATE: March 14, 2023 Chair: David Kovacs Withdrawn: (Unanimous)

8: Council Calendar

A. Jeraj provided a calendar of proposed dates for the 2023/2024 Council year. After discussion, it was agreed that the two-day summer Council meeting be moved from June to July to accommodate councillors' schedules. The motion was duly amended. In future years, the strategic planning session will be moved to earlier in the Council year.

Motion 22.87 MOVED: Daniel Gautron SECONDED: Saša Krcmar

BE IT RESOLVED THAT: the 2023 and 2024 Council meeting dates and locations be approved as follows:



Date	Duration	Format	Location
April 25, 2023	Half Day	Zoom	Online
June 13, 2023	Half Day	Zoom	Online
July 17/18, 2023	2 days	In-person	TBD
September 6/7, 2023	2 days	In-person	Toronto
October 24, 2023	Half Day	Zoom	Online
November 28, 2024	Half Day	Zoom	Online
January 29, 2024	Half Day	Zoom	Online
February 27, 2024	1 day	In-person	London

DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

9: Creation of Limited License Task Force

A. Jeraj offered some background to Council. The proposal to create a limited licence for new surveyors was presented to the members at this year’s AGM. To pursue this proposal, a task force is needed to define the scope of work that a limited licence would allow. The motion in front of Council is to create this task force. Once it is struck, terms of reference will be agreed. There will be some overlap with the registration project and the task force working on the EAKs.

A list of potential task force members has been compiled that would allow for representation from northern Ontario, AERC, industry, technicians, C of R holders, and the EAK task force.

Council suggested other areas that might be represented, such as newly licensed, newly articulated, and internationally educated surveyors. It was also suggested that a member of the Expanded Profession Task Force be included to address the concerns of C of R holders regarding the stricter definition of surveying recently proposed. A reconsideration of the proposed definition might be warranted.

The motion was amended to indicate that the task force should also consider temporary licences.

Motion 22.88 MOVED: Saša Krcmar SECONDED: Daniel Gautron

WHEREAS: The AOLS expects to meet the existing and upcoming economic demand for licensed surveyors as a result of Bill 23;

AND WHEREAS: the AOLS intends to address the requirements set by the Office of the Fairness Commissioner for Foreign Trained Professionals to gain licensure with no Canadian experience;

AND WHEREAS: the AOLS is considering the concept of granting a limited licence and temporary licence to practice professional surveying to meet the above;



BE IT RESOLVED THAT: the Limited Licence Task Force be struck to make recommendations to the AERC and to Council that define the scope of Professional Surveying services that would be permissible to deliver to the public by those individuals who are issued a limited license or temporary licence.

DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

10: Contract with Brian Maloney to Continue Regulation Changes

A. Jeraj presented a motion to Council. The Executive Committee is seeking Council's approval to enter contract with former Executive Director Brian Maloney to complete his work on proposed changes to the *Surveyors Act*. Maloney has been involved with the Legislation/Regulation Task Force, and for continuity purposes it would make sense for him to continue. He would also resume his role on the Limited Licence Task Force, but this work would be on a volunteer basis.

Motion 22.89 MOVED: Saša Krcmar SECONDED: Sophie Côté

WHEREAS: former Executive Director Brian Maloney had led the AOLS through significant changes to the *Surveyors Act*;

AND WHEREAS: the changes to the *Surveyors Act* are in progress and still require time to complete them;

BE IT RESOLVED THAT: Council grant the Executive Committee the authority to enter into a contract with Brian Maloney to procure consulting services to continue and complete the proposed changes to the *Surveyors Act* and corresponding regulations.

DATE: March 14, 2023 Chair: David Kovacs Carried: (Unanimous)

11: Update on York University

A. Jeraj provided an update on the future of the Geomatics program at York University. On March 6, A. Jeraj, B. Clark, and AOLS Deputy Registrar M. Mountjoy met with the Dean of Engineering to discuss potential options for continuing the program. The meeting was intended to brainstorm new ideas, but the AOLS team was not informed of this, and was unprepared to discuss ideas. The Acting Dean of Engineering was not supportive of funneling potential Geomatics students through the engineering stream, and expressed a belief that there was no room in the civil engineering program for a Geomatics stream. York's suggestion was to draw from an existing pool of students in computer science for a master's program in Geomatics. Another idea was the introduction of a co-op program. The Dean did not offer any solid proposals but wanted to convince the group to accept the closure of the Geomatics program and move forward together. There was a discussion of potential options, but there was no sense of urgency or timelines provided.

Council provided feedback on this update, considered the compatibility of computer science and cadastral surveying, and discussed the possibility of attracting new surveyors from other disciplines.

12: AGM Review

A. Jeraj advised Council that feedback from members on the March 1–3 AGM was very positive. The



concurrent sessions and the keynote speaker were uniformly praised.

The workload for staff is exceptional, both leading up to the event and during. To reduce the burden on staff, the Executive Director is considering keeping the event to two locations, one in the Greater Toronto Area and one in Ottawa. Both cities have major airports and easy access to venues. Limiting contracts to one hotel chain would simplify arrangements. An online survey about the AGM was distributed to members, and a question about future locations was included.

As the AOLS moves to a more regulatory role, it must consider what services it provides. To this end, a discontinuation of the Accompanying Persons program should be considered.

To make future organizing easier and reduce any learning curve, there should be permanent roles for volunteers as AGM chair, exhibitor reps, and hospitality suite reps. A call for volunteers will be sent soon.

Council considered ideas for future AGMs. It was noted that travel will be a concern for members anywhere the event takes place. It was suggested that the event be made hybrid, with an in-person component and a webcast for those who want the associated CPD hours but would prefer to stay home. A hybrid model would affect attendance, which would affect contract commitments, venues required, and accommodation requirements. It was suggested that lost revenues could be offset if AGM fees were included with registration.

13: Strategic Planning Session

A Jeraj requested feedback from Council about the need for a strategic planning session and whether it is necessary to have it so close to the next planned session.

It was suggested that a yearly review and update would be sufficient instead of a complete revisit of the plan. It was also proposed that the focus could be on regularly reporting updates on the strategic goals. There is value in getting everyone together to discuss and process the strategic plan, but perhaps the focus could be on committee work and maintaining connections and confirming alignment between committees and Council.

The Executive Director offered to make recommendations at the next Council meeting about which committees would be relevant to the plan.

It was suggested that a one-day session is not enough to properly address the issues facing the Association and that a two-day meeting might be more appropriate. The process leading up to it could involve multiple steps such as brainstorming, validating and prioritizing, selecting final goals, and assigning sponsors to each objective.

Takeaways:

- Replace the strategic plan tune-up with meetings with committee chairs
- Identify a facilitator to do a one- or two-day warm-up before the planning session
- Once the strategic plan is assembled, keep meeting throughout the year and assign champions to specific tasks.



Adjournment

The meeting was adjourned at 12:23 p.m.