THE ASSOCIATION OF ONTARIO LAND SURVEYORS

COUNCIL MEETING MINUTES – Approved on March 3, 2026 by Motion 26.272

January 13, 2026

MS Teams

Present
Saša Krcmar, President
Natalie Vibert, Vice-President
Amar Loai, Past President
Daniel Gautron, Senior Councillor (regrets)
Robin Fleguel, Senior Councillor
Peter Nielsen, Intermediate Councillor
Gavin Seaman, Intermediate Councillor (regrets)
Al Buckle, Junior Councillor
Peter Raikes, Junior Councillor
Bruce Clark, Surveyor General
James Hunt, Lay Councillor
Doug Pierson, Lay Councillor
Martha George, Lay Councillor (regrets)

Staff
Al Jeraj, Executive Director
Linda Latham, Registrar

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

The meeting was called to order at 9:01 a.m.

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

2: Approval of Agenda

Motion 26.261 MOVED: Robin Fleguel SECONDED: Doug Pierson

BE IT RESOLVED THAT Council approve the agenda.

DATE: January 13, 2026 Chair: Saša Krcmar Carried

3: Staff Reports, Previous Minutes and Financial Reports

Motion 26.262 MOVED: Al Buckle SECONDED: Peter Nielsen

BE IT RESOLVED THAT Council approve the following:

- Staff Reports
- Minutes from the November 18, 2025, meeting
- Financial Reports

DATE: January 13, 2026 Chair: Saša Krcmar Carried

No Regional Group reports were presented as no regional group meetings had taken place since the last Council meeting.

Council asked for additional details from the Executive Director on his report regarding the PSRI and pro-rating fees policy. With respect to the PSRI, the requirements under Regulation are still being enforced. With respect to pro-rating fees, a policy still needs to be developed.

Council was reminded that regional group representatives should prepare and send a report to Al J after their meeting to be consolidated into one comprehensive report for Council.

4: Review of Action Items

Al Jeraj provided a summary of the action items that arose from last month's Council meeting. These include:

- Al, Linda and Spiro to gather more information regarding costs to develop a policy, complete a scan of other regulators to identify best practices to deal with mental health concerns and bring those findings to a future council meeting (in progress).
  This is a long-term item and it was agreed that should come off the agenda.
- Sanning of rail field notes held by AMLS (in progress).
  Al Buckle is still looking into this and will execute a Proof Concept plan soon.
- Spiro to create a plan showing costs to develop and implement an expanded program and present it to Council (in progress)
  Work continues for this item and a report is expected soon.
- Al J to work with Committee chairs to review the term length for committee members, the number of members on a committee and to develop a list of desired criteria for a member to serve on the committee (in progress)
  Most committees have been contacted this item is almost complete.
- Linda to send out a letter to municipalities regarding the distribution of survey records (done).
- Linda to send a letter to firms regarding their PSRI obligation (done)
- Al and Robin to develop a policy to maintain a financial reserve (done)
  The draft policy was presented to Council and discussed. Council agreed with the recommendations within the policy and passed the following motion.

Motion 26.263 MOVED: Peter Raikes SECONDED: Amar Loai

WHEREAS Council has reviewed the document titles "AOLS Financial Reserves"

BE IT RESOLVED THAT Council approves the recommendations within the policy being that AOLS should aim to achieve on year of operating costs within its financial reserve. DATE: January 13, 2026 Chair: Saša Krcmar Carried

5: President's Report

President Saša provided a brief report. He plans to attend the New Brunswick AGM and the New York AGM. Relationships with some of the Presidents from American survey associations have been developed and the New York president will be attending our AGM.

Discussions focussed on ACLS's registration requirements and further clarification was requested.

Action Item: Al to obtain more information from ACLS.

6: Surveyor General's Report

Surveyor General, Bruce Clark confirmed the Act and Regulations were enacted as of January 1st, 2026. In addition, Bill 2 which deals with "As of Right" matters for regulators was also enacted on January 1st, 2026.

OSG is focussing on Crown Land permits and First Nation Treaty negotiations.

The Ministry of Mines is focussed on the lease process and AOLS prepared a document for OSG's review (see agenda item 14).

The Ministry responsible for Colleges and Universities was approached by MTO to focus on supporting surveying programs in academia. Discussions with TMU have taken place but it is unclear if those occurred as a result of MTO's initiative.

The professor for Survey Law at Loyalist college stepped down unexpectedly. A temporary OLS has stepped up to cover the vacancy.

7: Discipline Committee Appointments – In Camera

This item was discussed in-camera. Minutes are captured in the restricted file.

8: Strategic Plan Updates

On the modernization priority, the following events have occurred:

- The statues exam is online and in the new multiple-choice format.
- The written exam is expected to go digital this year
- The membership management system implementation has begun. Initial meetings with the vendor have taken place.

On the registration review priority, our consultant has completed initial interviews with interested parties and has assessed the current framework. Next steps will be to conduct jurisdictional scans and work with staff to develop recommendations for consideration.

9. Survey Field Notes Bulletin 2024-01

Member Andy Shelp identified that the bulletin may expose AOLS to risk under the Competition Act. To that end, AOLS obtained legal advice. Our lawyer recommended that AOLS revise the bulletin to reduce our risk by setting maximum prices as opposed to minimum prices. Based on this, council passed the following motion.

Motion 26.265 MOVED: Robin Fleguel SECONDED: Natalie Vibert

WHEREAS Council has been apprised of the risks facing the Association with respect to Bulletin 2024-01 as provided by external legal counsel in regard to the Competition Act.

AND WHEREAS Council wishes to amend Bulletin 2024-01 by changing the minimum hourly rate of $115 per hour to a maximum hourly rate of $115 per hour.

BE IT RESOLVED THAT Council instruct the Executive Director to amend Bulletin 2024-01 and reissue it by posting it on the website and notifying the members through In Sight.

DATE: January 13, 2026 Chair: Saša Krcmar Carried

The bulletin will be reviewed periodically to ensure it is in line with cost-of-living increases.

Action Item: Al to post the revised bulletin on the website and inform the members.

10. Application for Academic Exemption – In Camera

This item was discussed in-camera. Minutes are captured in the restricted file.

11. AGM Reports, Awards and Citations

The Committee reports and annual Executive Director's report were available for Council's review. The Registrar's report, Survey Review Department Manager's report and the Financial Report and Audit Report will be posted when they are available for Council's review. In addition, Council reviewed nominees for awards and citations.

Council passed the following motions.

Motion 26.266 MOVED: Natalie Vibert SECONDED: Peter Raikes

WHEREAS Council has reviewed the Executive Director's Annual Report, the Committee Reports for the AGM and will review other reports as they become available.

BE IT RESOLVED THAT Council approves the Executive Director's Annual Report and Committee Report to be posted on the website.

BE IT FURTHER RESOLVED THAT Council will review by email the SRD Manager's Report, the Registrar's Report and the Financial and Audit Reports as they become available and upon approval instruct the Executive Director to post the reports on the website.

DATE: January 13, 2026	Chair: Saša Krcmar	Carried

Motion 26.267	MOVED: Jim Hunt	SECONDED: Al Buckle
BE IT RESOLVED THAT Council approve the following:		

- The members of the Fees Mediation Committee be recognized and thanked for the service at the AGM.
- That committee members who have served on committees but will no longer serve after the AGM be recognized and thanked at the AGM.
- That Amar Loai receives a Citation for his service on Council.
- That Daniel Gautron receives a Citation for his service on Council
- That Tom Packowski receive a Citation for his service on the Professional Standards Committee, the Continuing Education Committee and the Inclusivity and Diversity Committee.
- That John Breese be awarded the Honorary Membership Award for his service to the Insurance Advisory Committee and to the membership.
- That Vicky Culbert be awarded the Honorary Membership Award for her service on the Archival and Historical Committee and her efforts to raise the awareness of the profession.

DATE: January 13, 2026	Chair: Saša Krcmar	Carried

12. Inclusivity and Diversity Committee

Council was made aware of an issue raised by the Inclusivity and Diversity Committee regarding a social media post about a picture in which a female worker was carrying a tripod over her shoulder. Several people posted derogatory and sexist remarks about the picture which were spoken out against by a licensed female surveyor in BC. The Inclusivity and Diversity Committee developed a response in support of the stance taken by the licensed surveyor which Council endorsed. The following statement will be posted on our social media pages:

The Association of Ontario Land Surveyors (AOLS) stands with Tracey Peet and others who have spoken out about harassment and discrimination in our profession.

As a regulated body, we are clear: these behaviours are unacceptable. They harm individuals, undermine trust, and damage the integrity of our profession.

The AOLS is committed to fostering a safe, respectful, and inclusive environment for all surveyors, students, and employees. To support this commitment, we have launched a Women's Caucus—a space for women in surveying to connect, share experiences, and help shape meaningful change.

We call on all members of our community to listen, reflect, and take responsibility: challenge inappropriate behaviour, support colleagues, and model the professionalism and respect our work requires.

Together, we can and must do better. Join us in building a profession where everyone feels safe, valued, and respected.

Action Item: Al to post the statement on our social media page.

13. Governance Training

Council received a proposal from the Regulator's Practice to embark on governance training to ensure best practices are followed when running meetings and making decisions. Sasa, Robin and Al were granted temporary access to the training modules to determine if they were worthwhile, but they did not have enough time to go through them before the Council meeting. While Council recognizes the importance of ongoing training, this item was not contemplated in the budget. Therefore, it was decided to defer this item and wait until the new budge was developed later this year. It was also decided that Sasa, Robin and Al take advantage of the access to the modules and report back to Council.

14. Mining Surveys

OSG had received concerns from their ministry that the process to grant mining applications was taking too long and that the survey component played a significant part. To respond, OSG asked AOLS to review this statement and identify ways to shorten the time it takes to complete a survey for mining applications. AOLS struck a task force to review the current process and provide recommendations back to OSG. A paper was developed that contained 11 recommendations. These included relaxing monumentation requirements and utilizing coordinates more frequently. It also included involving the surveyor earlier on in the application process. The recommendations were reviewed and approved by Council and will be sent to OSG for consideration.

15. Council Calendar

The 2026 Calendar was presented to Council. Calendar invites will be sent in advance to each Council member.

16 . Section 10, O.Reg 1026 – In Camera

This item was discussed in-camera. Minutes are captured in the restricted file.

17 . Discipline Matters– In Camera

This item was discussed in-camera. Minutes are captured in the restricted file.

18. Adjournment

Adjournment for day was at 4:12pm