ASSOCIATION OF PROFESSIONAL ENGINEERS OF THE PROVINCE OF MANITOBA

THE MANITOBA PROFESSIONAL ENGINEER

November, 1966

Bulletin of the Association of Professional Engineers of the Province of Manitoba

FORTY-SEVENTH

Annual General Meeting

Thursday, November 24th, 1966, 2.00 p.m.

FORT GARRY HOTEL

Reception and Dinner, 6.00 p.m.

PROGRAMME

1.30 p.m. Registration Opens

2.00 p.m. Official Opening by President
- Introduction of Guests
- Minutes of Annual General Meeting of November 25th, 1965
- President's Address
- Registrar's Report
- Committee Reports
- Auditors' Report
- Nominating Committee Appointments
- Declaration of Councillors Elected
- Amendments to By-laws
- Appointment of Auditors
- Council Recommendation to share new premises with the Manitoba Association of Architects
- Draft Budget
- Proposed Code of Ethics

RECESS — Coffee

Panel Discussion: Know your Council
Council members will be asked to give their views on selected subjects, followed by a question and answer period, during which Councillors will answer questions asked from the floor.

Declaration of Officers Elected

6.00 p.m. Reception

6.30 p.m. Dinner
Guest Speaker:
A. Lorne Campbell, Q.C.,
President, Law Society of Manitoba
Topic: Professional Ethics

Presentation of Honorary Life Membership and Merit Awards.

Ceremony of Turning over Gavel to Incoming President

Bring this with you to the Meeting

Published by the Association of Professional Engineers of the Province of Manitoba
418 — 265 Portage Avenue, Winnipeg 2, Manitoba

President — R. T. Harland, P. Eng. *Vice-President* — F. M. Fowler, P. Eng.

Secretary and Registrar — T. W. ALGEO, P. Eng.

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Photographer: G. A. Tough, P. Eng.

WINNIPEG, MANITOBA, NOVEMBER, 1966

Small or Big

What should it cost for the privilege of practising as a Professional Engineer? Up to and following graduation, it has cost the individual extensively, both in finances and in personal sacrifices. However, it is very questionable as to whether the professional engineer is paying enough to protect his right to practise.

Some of the anomalies along this line are worthy of comment. A new member joining the Association is required to pay a $30.00 registration fee which covers his first year's dues. In effect, he is paying $5.00 for registration and $25.00 for his yearly dues. It is apparent that the orientation of this fee is similar to that used in the bargain store where the main purpose is to entice a customer in with a bargain and once you have him, you can manipulate him to your own end. In the Engineering Profession, the emphasis is on quantity and not necessarily quality. It is worth mentioning that the $5.00 registration fee does not nearly cover the outlay of the Association for Stamp, Certificate and time expended.

Take the case of the registered engineer who is struck from the list because of non-payment of dues. He can re-enter without any trouble by paying his back dues and no penalty. We sure make it easy! Further to this, the names of the engineers who are struck off the list are not even published for the benefit of the public whom we are supposed to be protecting.

We have all, at one time or another, wondered how many members are in the Association who do not practise engineering and who do not require to be registered. It is suggested that the orientation of our fees, and probably the service we receive, is toward this class of engineer. Surely, feeling on this matter should be strong, and practising professional engineers, regardless of whether they are in public service or private industry, deserve a distinction between themselves and those who are in the Association with no real reason for being there in terms of work performed.

It is suggested, that if the significance of the above is established, the true professional engineer will see that by correction of the fee anomaly, we could be controlling the membership of the Association more effectively.

What is happening now? Let's start with Council. Although these people are sincere in getting on the Council, it is not too long before the position becomes a burden. And why? Because any action they take is going to cost money and this cost is going to affect their meagre budget, consequently they are up to their necks in details that they shouldn't have to face. A question like office accommo-

dation has been bandied around for umpteen years and still we have sub-standard office accommodation. Next time you are down on Portage Avenue, drop in to the Avenue Building and see for yourself. A move has not been made because it will mean an increase in fees and a subsequent loss in membership. Real professional? Well, don't hold your breath until this is corrected.

Our Committees, generally, are not functioning properly. Two years ago, at a special meeting, a motion was passed to have certain sections of the act studied for possible ammendment. To this date, absolutely nothing has been done. Whether the item was important or not does not really matter. The point is that the membership at large is correct in questioning what is being done for their fees.

Early in 1966, a special committee was established to investigate the problem of collective bargaining. The membership at large wanted a clear, comprehensive and decisive report on this important matter very early, but it is questionable whether this will be forthcoming for the annual meeting.

Now, consider where the problem lies. It is not with the committee members, who in most cases are more than busy enough with their own business life to take on another full time job. The problem is that we are asking too much of these committees instead of ensuring that our office staff has sufficient competent personnel to do the leg work. Again this costs money, an increase in fees and a loss in membership.

And what are we doing for our country members? The same as last time this was discussed and that is very little. We will not be able to do anything for them because if we do, it will cost money, etc.

Either we do or don't have a job to do. If we can't do this job competently and are overly restricted by finances, perhaps the whole job of administrating the act should be turned back to the government for their a c t i o n. Heaven forbid this step!

What should we do? Increase our registration fee to at least $100.00, increase our annual fee to at least $50.00 or to an amount adequate to cover our administration when we will no doubt lose those members who are not practising and who will complain about the high fees. At the same time, we would improve the service of the Association to a standard of which we can be proud and we could impose a heavy penalty, say $100.00 on those who default on payment of dues if they wish to re-register.

Finally, it must be recognized that there will be no change until the membership or rather, the practising professional engineer recognizes that there is a problem and makes Council aware of his opinion. It is suggested that as a first step, a real good attendance at the annual meeting in November would be a fine start to show our professional standing to the public at large.

For the interest of our membership, the following tabulation shows the current fees required by other professions:

Optometrists	$200.00
Barristers and Solicitors	
Initial fee to be called as barrister and solicitor	$250.00
Annual fee	$110.00
Architects	
Registration Fee	$ 50.00
Annual Fee	$150.00
Dentists	
Registration Fee	$100.00
Annual Fee	$140.00
Physicians and Surgeons	
To the College of Physicians & Surgeons	
Initial Fee	$150.00
Annual Fee	$ 25.00
To Manitoba Medical Association	
Annual Fee	$192.00

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ENGINEERS PLAZA FUND

Latest figures on contributions to the Engineers Plaza Fund are printed below. From these figures it may be seen that the per-member quota in Manitoba of $4.35 is second only to that of Nova Scotia at $5.11. Alberta's per member quota is $2.11, B.C.'s is $1.95 and Ontario's is $2.95, while Saskatchewan's is $2.73. Some interesting conclusions may be drawn from these figures. It must be gratifying to engineers in Manitoba and Nova Scotia to learn that they are regarded as either twice as rich as their counterparts in Alberta and B.C. or twice as interested in sculpture.

Based on the poor response to this appeal in all provinces, it would appear that the engineers nationally have made their point — they do not approve of this project. Having made the point, and expressed their disapproval by ignoring the appeals for contributions, the time has now come to look at this problem from the point of view of the effect on the profession if this commitment is not honored and the resulting judgment of the profession by the public at large.

Perhaps Manitoba engineers are actually not twice as rich as those in some other provinces, but we have an opportunity to prove that we are twice as proud of our profession. The com-

mitment has been made and the work is underway. It is not important now what the quota is or what the project is, but what is important is how the profession performs. The financial obligation must be met. It would not look well for the profession for it to be otherwise.

	Total contributions received to October 8th, 1966	Targets	Contributors	Engineers Membership Jan. 1st, 1966
Northwest Territories	$ 10.00	$ 200.	1	79
British Columbia	3,046.62	9,000.	397	4,616
Alberta	3,034.00	9,000.	395	4,282
Saskatchewan	854.45	3,000.	102	1,097
Manitoba	731.80	6,000.	117	1,380
Ontario	21,113.75	69,000.	3,109	23,424
Quebec	18,753.85	52,000.	1,019	12,168
New Brunswick	498.90	2,500.	59	614
Nova Scotia	279.60	4,000.	27	782
Prince Edward Island	20.00	200.	3	63
Newfoundland	396.45	800.	64	273
Membership fees	14.00	—	—	—
	$48,753.42	$155,700.	5,293	48,763

"Professional Ethics" Topic at Annual Meeting

The guest speaker following the dinner at the Annual Meeting on November 24th, will be A. Lorne Campbell, Q.C., President of the Law Society of Manitoba. Mr. Campbell's topic will be "Professional Ethics."

Mr. Campbell is one of the senior partners of Aikins, MacAulay and Company. He is a past president of the Manitoba Bar Association, the Canadian Rehabilitation Council for the Disabled, the Society for Crippled Children and Adults of Manitoba and is Chairman of the National Advisory Council on the Rehabilitation of Disabled Persons.

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A. Lorne Campbell, Q.C.

ASSOCIATION OF PROFESSIONAL ENGINEERS OF MANITOBA

Salary Survey Committee Report, 1965

Membership

The Committee lost one member when George Durham was transferred by his company to the West Coast. But we welcomed two additions and are happy to report a committee of four, thus:

Gordon Denson
Don Davison
Ed Klassen
Dave Ross (Chairman)

Survey Summary

The Manitoba survey results indicates:

—Median Annual Salary in 1965— $10,490
—Increase over median last year— 4.9%
(Comparable increase one year ago— 5.5%)
—Questionnaire returns from Manitoba—1965— 472
—Questionnaire returns from all Canada—1965— 20,438
—Registration in Manitoba at end of 1965— 1,365
—Returns from Manitoba for past 4 years:

Year	No.	%of Registration
1962	492	38
1963	448	33
1964	484	37
1965	472	35

Source of Data

The data examined are made available through the courtesy of the Association in Ontario, and the costs involved, including computer services, for all 10 Provincial Corporations in 1965 was $1,447.83. These costs are prorated according to the number of returns. Manitoba's assessment was $34.00. The association turned over to us 26 pages of tabulations, comprising two salary distributions for all Canada and for the provinces individually, and grouped into the Maritimes and the Prairies; one disregarding year of graduation, and the other by year of graduation, and segregated into median, four quartiles, and high and low — seven classifications.

Analysis

Your committee examined, collated, and tried to interpret this data as concerns Manitobans, with several objectives:

1. To compare current levels with the most recent past;
2. to compare Manitoba with the rest of the nation;
3. to assess the reliability of the interpretations made;
4. to test these interpretations against such other sources of data as the committee could obtain readily;
5. to draw reasonable conclusions from the analyses made, and to offer the comments of the committee to the membership.

Demonstrations

As has been attempted in the past, it is again deemed most meaningful to represent several comparisons graphically, as follows:

Chart I Median Salaries by year of Graduation for Manitoba and all Canada in 1965.

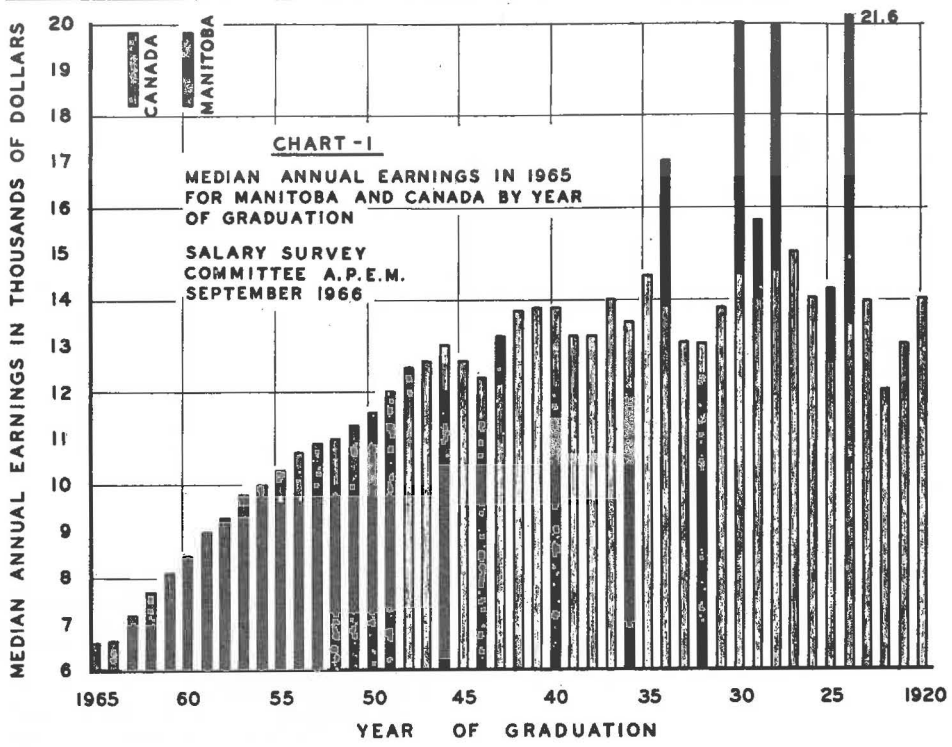
A bar graph is presented for this comparison, and incidentally serves to illustrate relative growths in salaries commanded during the first 15 or 20 years from graduation. The gap in earnings of Manitobans referred to their counterparts across Canada is clearly defined, as is the obvious fact that median salaries or better were earned by those with 12 years or more experience since graduation. It should be noted that the blanks in some bars represent either a gap in the returns for these graduating years, or, in some cases such low number of returns that no median can be established.

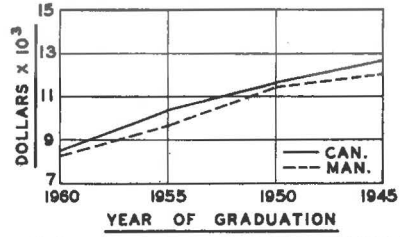
Chart II In Median Salaries by Year of Graduation between 1950 and 1960 for Canada and for each province, with an insert in which a smoothed curve has been drawn, based upon five year intervals from 1945 to 1960, but only for Canada and Manitoba.

Ranking of more recent graduates can be apprehended at a glance in this chart. No obvious explanation is offered for the apparently anomalous figures for the class 1953 in several provinces. It is perhaps unnecessary to do more than indicate that the curve has been restricted to the graduating years from which the bulk of returns are available, since beyond the limits chosen the data is widely scattered and sparse.

Chart III Median Salaries of U.S.A. Engineers by Years since graduation, classified according to academic level.

Because of the increasing emphasis upon



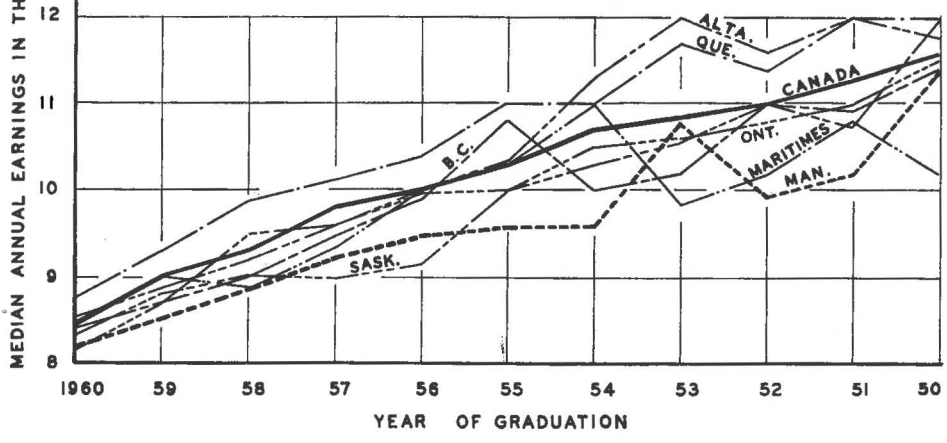


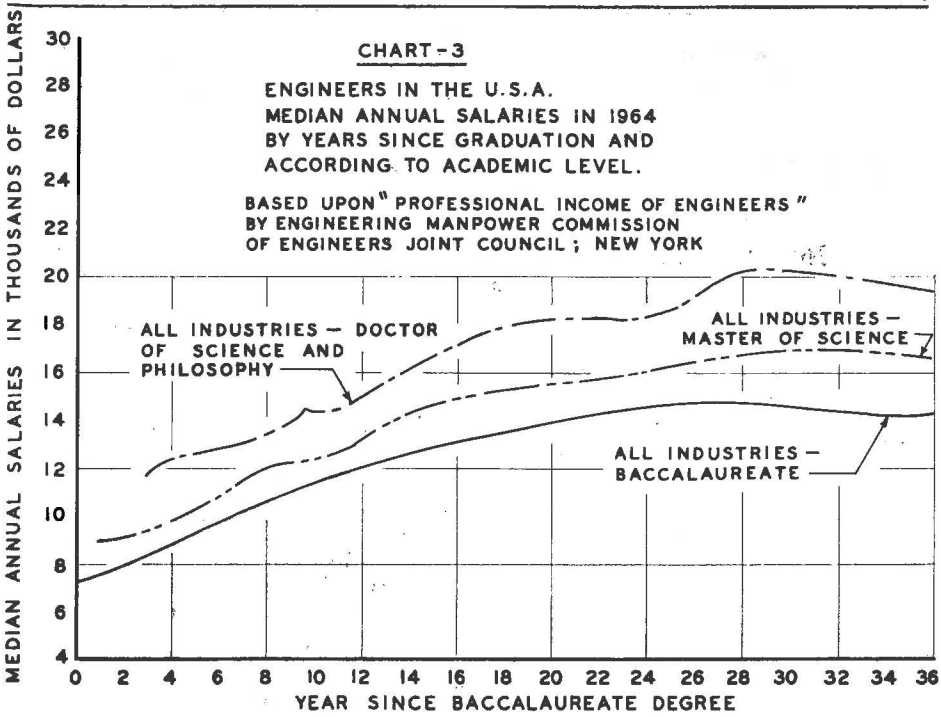
SMOOTHED CURVE FOR 5 YEAR INTERVALS.

CHART - 2

MEDIAN ANNUAL EARNINGS IN 1965 BY YEAR OF GRADUATION FOR CANADA AND THE PROVINCES.

SALARY SURVEY COMMITTEE A.P.E.M. SEPTEMBER 1966





higher standards, and because similar data for Canadian Engineers and Scientists are not available, the data for this chart were taken from the 1964 report of the Engineering Manpower Commission* published in New York. The inference made is that, ignoring exchange differentials, in the two countries, the relations of the three levels, namely baccalaureate, master, and doctoral, may be similar in Canada if the facts were known.

*"Professional Income of Engineers — 1968" a survey conducted by the Engineering Manpower Commission of Engineers Joint Council, New York.

Discussion

The first objective has been set out as facts in the beginning of this report. The evidence that Manitoba Engineers rank lower than their counterparts elsewhere in Canada, which ensued from the second objective, seems well established. It is possible to reinforce this finding by reference to the economic change which is discussed by Manitoba's Economic Consultative Board in its third annual report. Of particular relevance to *this* presentation is the evidence of the drain of skills from the province, heaviest from the Engineering sector, as the following tabulation from the report shows:

Professional and Semi-Professional Occupations, Manitoba
Typical Annual Migration Among Selected

Occupation	Number In Occ.	Completed Formal Training	New Graduates Leaving	Established Persons Leaving to Practice Elsewhere	Persons Entering From Outside Manitoba	New Total	% of Total Leaving
Dental Surgeons	290	20	5	5	5	310	3.2
Engineers	1,305	130	95	70	64	1,334	12.4
Lawyers	680	25	3	4	2	700	1.0
Pharmacists	610	22	1	5	5	631	1.0
Medical Doctors	1,180	50	15	45	60	1,230	4.9
Chartered Accountants	580	60	30	6	6	610	5.9
Registered Nurses	3,800	400	135	100	180	4,145	8.7
Teachers	8,950	914	36	250	n.a.	—	—

In regard to the third objective, last year the Committee had recommended a re-assessment of the purpose of this survey, and urged that a test of adequacy of returns be applied. Again this report must acknowledge that the numbers involved, especially in some years, is too small for statistical analysis. But some reconsideration of this attitude is now suggested. It would be desirable to ascertain how much adjustment in the membership total, would result from knowledge of the number of non-resident, and expatriate Engineers who maintain Manitoba registration. Further adjustment might result from other situations as well, such for example, as the returns from self-employed Engineers, and those retired, that could, in total, improve the ratio and in this way also alter our opinion of the apparent unsatisfactory response of the profession to the questionnaire.

Again it is perhaps tiresome to repeat, but nevertheless it should be remembered that the data presented ignores factors such as fringe benefits.

In reference to objective number 4, it is regrettable that the former Bulletin of the Department of Labour, to which reference has been made in previous annual reports of this committee, has been discontinued. The responsibility for the compilation has been transferred from the Department of Labour to the Department of Citizenship and Immigration which is, according to the October, 1966 issue of "The Manitoba Professional Engineer," preparing, as the Department of Manpower, for continuance. (the 1966 CCPE "Report on Salaries" arrived after this Salary Survey Report was compiled, and after the date set for its submission).

Also it is now known that the Corporation in Quebec has taken a decision to withdraw from the Salary Survey, and will not itself publish a report for 1966. This reflects a period of transition and a critical one for professionalism in that province. Time alone will assess the impact of these developments.

We trust that these comments, in total, are an adequate fullfilment of the fifth objective.

Finally, the Director of Special Service of the Ontario Association, who has been most intimately involved with the Salary Survey, has raised questions about the survey in a published address, reprints of which were widely circulated. The address, as published draw attention to the inherent weaknesses of the sampling techniques, and asked if the survey was a reliable guide to the earnings of Engineers in Canada.

Hopefully, a more adequate statistical compilation will evolve, as a result of these facts.

Your Committee hopes to pass along to its next year the responsibility to undertake improvements, such as the submission of its own questionnaire, and enlargement of its available data concerning Manitoba Engineers.

In conclusion the Committee wishes to publicly thank the Registrar and the Executive Secretary for their encouragement and support. The Chairman also thanks the members of the committee for their assistance in compiling this presentation.

Respectfully submitted,

D. S. G. Ross, P. Eng.,
Chairman.

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PRESIDENT'S REPORT

The year 1966 has been a heavy one for your Council. Up to October 1st, Council had held fourteen meetings, in the course of which some 180 items of business were dealt with. During these meetings 124 applications for registration were considered, in addition to 19 reinstatements, 40 transfers from other Professional Associations, and 35 applications for licenses to practice from out-of-province engineers. 45 Engineers-in-Training were also enrolled. As a result, registration on October 1st stood at 1405, the highest in the history of the Association.

This result, showing a reversal of the trend following the last dues increase, is the result of the excellent work of your Membership Committee, supported by the direct approach method made possible through the engagement of a full-time Registrar.

Other highlights of the year's work may be summarized as follows: Continuing support by your Association of the newly chartered Manitoba Society of Certified Engineering Technicians and Technologists.

Investigation of several alleged contraventions of the Act or Code of Ethics, only one of which required legal prosecution.

The formal organization of a Brandon Area Committee and the continuing attempt to organize a similar Committee in the Pinawa Area.

The publication in the Manitoba Professional Engineer of a proposed statement of the Purpose of the Association and, on its receiving no adverse comments from the membership, its adoption by Council.

The loss through resignation at mid-year of two members of council — Councillor McGinnis and Vice-President Sommerville — and their replacement by Councillors Adam and Burrows and the election of Councillor Fowler to the Vice-Presidency.

The production of a revised Code of Ethics by the Advisory Committee and its issue to the membership for comments.

The decision to tape the membership list for IBM print-out of the mailing list and roster, as a first step toward machine billing, analysis of the membership, and other functions.

The approval of the principle of sharing premises with the Manitoba Association of Architects — this in an effort to obtain more appropriate premises for your Association at little or no increase in cost.

The inauguration of an Employee-Engineer Committee to study the role of the Association in assisting this class of member. In this connection we understand that members of the Association in the employ of the provincial government are to be exempted from compulsory bargaining. This is in accord with, and we assume a result of, a request from Council forwarded to the Provincial Secretary at the instigation of a majority of such employees.

It will be obvious to you, as it is to your Council, that this work load could never have been assumed without the able contribution of the more than 100 engineers at present serving on committees. To them, and to our Registrar Mr. T. W. Algeo and our Executive Secretary Mrs. Loreen Dunklee, go the thanks of myself and your Council.

Respectfully submitted,

R. T. Harland, P. Eng.,
President.

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REPORT OF THE SECRETARY-REGISTRAR

To the President, Council and Members,

Gentlemen:

I submit herewith the report of the Secretary-Registrar for the year ending October 31, 1966.

In comparison with the corresponding summary of the previous year, which was somewhat pessimistic, a much more optimistic report can now be presented. A factor contributing to this optimism is the increased registration as reported by the President and Chairman of the Membership Committee. It has been possible to reduce some of the expected expenditures and with the added revenue from registration a surplus is expected rather than the budgeted deficit. The office work load has been distributed between the Executive Secretary and the Registrar so that a minimum of extra temporary help has been required, despite the increase in correspondence, telephone inquiries and committee activities. The volume of office printing has increased although costs have been reduced considerably due to the use of a Xerox 813 Copier. The use of I.B.M. is now being investigated to facilitate invoicing and to permit an annual printing of the Membership Roster. Expanded use would include assistance to the Salary Survey Committee, the maintenance of mailing lists, and the availability of the statistical data which it is now impractical to provide.

Although a good deal of time is spent by the Registrar on preliminary investigation of applications, more time is spent on inquiries from and interviews with potential applicants from all parts of the world. Applications from those who have obtained accredited engineering degrees can be referred directly to Council, but the other type of application is resulting in an increasing administrative load and imposing a heavy work schedule on the Board of Examiners who must make recommendations to Council as to the applicants' academic qualifications, or set examinations if the academic qualifications fall short of the minimum requirements.

Council, Committee and related Society and Association meetings consume the largest percentage of the Registrar's time. In contrast to the actual time spent at the meeting, usually more time is spent on the preparation of all necessary material for the meeting and the necessary follow-up work after the meeting. In September, 19 scheduled meetings were held to deal with Association business, 5 of which took place in the evening. The corresponding figures for October were 14 and 4 respectively. The Executive Secretary acts as co-ordinator for the Bulletin, Sports and Social Committees.

An increasing number of members is contacting the Registrar to discuss ethics, advertising, contraventions, interpretation of the act, appropriate remuneration, employment opportunities or the availability of Engineers.

When the opportunity permits, the Registrar visits companies employing engineers or companies that should employ engineers. Discussions with the Personnel Manager usually begin with an explanation of the Act, including the definition of engineering, job descriptions, use of engineering titles, membership qualifications, salary surveys. Employers seem to appreciate this type of call and I believe the members of the profession benefit considerably. Employers are also very interested in being informed of the formation of M.S.C.E.T.T. Inc., its aims and registration requirements. In an unofficial capacity, the Registrar attempts to encourage employers to provide a parallel path of advancement for engineers who wish to develop their talents primarily in the technical field.

Attendance at Council meetings and at most

of the committee meetings has been excellent, but some committees have been handicapped in their work due to poor attendance. In order to accomplish more, the Association requires the active support of additional members who are willing to serve on committees and who have the necessary time to follow through on assignments. Often members are reluctant to volunteer because they feel that they lack experience. I would like to point out that committee work provides an excellent opportunity for the professional development of the engineer and can only increase the member's self-confidence and ultimate value in the business world. The members *are* the Association, and if you want something done, why not contribute to the effort? The obvious alternative is a larger paid staff and higher membership fees. Please contact the Registrar if you are interested as we do *not* have a backlog of members willing to serve on committees.

The M.S.C.E.T.T. Inc. is now well established and is a tribute to those who volunteer their time to assure its continued growth. The enthusiasm of the Technicians and Technologists is impressive, as is the interest and appreciation shown by employers. As a matter of interest, all the M.S.C.E.T.T. members paid their annual fees after receiving one invoice. Look to your laurels, — Engineers. The Registrar also acts as Secretary-Treasurer for the M.S.C.E.T.T. Inc., but as the Certification Board, the Panel of Examiners and the Board of Directors' meetings are all held in the evening, little time is diverted from Association business except for telephone inquiries. Applicants applying for membership in the Association of Professional Engineers and who do not have the necessary qualifications, are usually pleased to learn that they can gain recognition by joining the Society.

The A.P.E.M. was represented at the Spring meeting of Canadian Council by Mr. Harland and the Registrar. In addition, Mr. Harland, Mr. Fowler and the Registrar attended the Fall meeting of Canadian Council. The Registrar represented the Association at the Annual General meeting of the A.P.E.S. Mr. Harland attended the Annual meeting of the A.P.E.O. and Mr. Sommerville represented our Association at the Annual General meeting of the A.P.E.A. Representing the Association, Mr. Adam attended the Symposium on Education re Professionalism for Engineers sponsored by the Ontario Association.

The Association has continued its support to the University of Manitoba in the form of scholarships, presentation of 3 slide rules, and has helped to defray the expenses incurred at the luncheon for students participating at the Kipling ritual.

We regret to record the deaths of the following members during the past year: J. Crowe, R. H. Junker, T. M. Kerr, T. Lemoine, G. S. P. McNeill, T. W. MacKay, J. W. Sanger, J. Sumner, A. T. Puttee.

I would like to express my thanks for the co-operation extended by Mrs. Dunklee, our Executive Secretary, the President and members of Council, and to the many members who have actively supported the Association.

Respectfully submitted,

T. W. Algeo, P. Eng.,
Secretary-Treasurer and Registrar.



ADVISORY COMMITTEE

The Advisory Committee had another interesting year. We all enjoyed the calibre of participation. The 1966-67 members are:

Claude Wright, Ray Williams, Carson Templeton, Ernest Robertson, Charles Ripley, Bob McKnight, Angus Laughlin, Dick Johnson, Lou Earp - Secretary, John Adam - Chairman.

Our initial activity was to review the Advisory Committee assignments and recommendations from 1965-66. This was primarily for the information of our new members but also to review outstanding assignments. This review noted that we still had a lot to do on such matters as "the code of ethics" and had not yet been able to get at our joint assignment with the Legislation Committee as a Special Committee to study "The Engineering Profession Act".

This resulted in a committee recommendation back to Council that the study of the Engineering Profession Act be assigned to the Legislation Committee, with the rider "that the Advisory Committee will be pleased to assist in any specific, assigned areas". This was accepted by Council.

It was also recommended to Council that By-laws 2, 3 and 25 required minor revisions to be consistent with the newly approved Nominating Committee terms of reference, histories, etc. The related revisions appear as motions before this meeting.

We were then assigned to study a 23 page "Brief" and prepare a draft reply for Council's consideration to a Museum Support Committee in Ottawa who are promoting the establishment of a National Museum of Science and Technology. This was done and subsequently accepted by Council on July 20, 1966.

In with these other matters, we were working on the assignment to study as required and recommend a "Code of Ethics" to Council. This considered similar documents from the other Provincial Associations and any other source material we could find. We acknowledge with thanks a preliminary, composite

draft which had been developed as part of the Consultants Committee's activities. We decided to use this base, and from this a draft recommendation finally evolved.

In forwarding the draft to Council, we recommended the desirability of as much publicity as possible be given associated with consideration of adoption. Council agreed with this idea and you have now received the new draft code for consideration.

We also recommended that Council consider a "Recommendation to CCPE that CCPE study the code of ethics from the member Associations and Corporation with the purpose of establishing a common code acceptable to all, or at least common guidelines to such a code".

In our view Ethics and Professionalism are synonomous. These matters are the subject of active discussions in other Provincial Associations at this time with symposiums scheduled by the A.P.E.O. in Toronto on October 22 and by the Corporation of Quebec in Montreal on October 26.

We hope that when the draft was circulated you replied in some manner, even if it was just to say that you agreed with it.

I hope you will pardon our bit of promotion, but we who have worked on this matter feel keenly that participation by the general membership is essential, and as individuals we wish to thank Council for the privilege of participating in these matters on the Advisory Committee.

Respectfully Submitted,

J. D. Adam, P. Eng.,
Chairman.

MOVING?

PLEASE let us have your change of address.

Please fill this out and mail it to the Association office, 418 — 265 Portage Avenue, Winnipeg 2.

Name.....

Old Address.....

New Address.....

ENGINEERING TECHNICIANS COMMITTEE

With the establishment of the Letters Patent of Incorporation of the Manitoba Society of Certified Engineering Technicians and Technologists on the 28th of October, 1965, the functioning of this committee as a committee virtually ceased during 1966.

The Chairman of this Committee during the formative stages of MANSETT, Cam Warrender, P. Eng., was transferred from Winnipeg during the year and his service to the Association was duly recognized by the Council during 1966. The other members of the Committee are now continuing their contribution to the Technician group, having been appointed by the Association to the following groups:

Registrar — T. W. Algeo

Board of Directors

K. Williamson R. Hood
A. G. Burrows

Certification Board—

A. Pask
C. M. Hovey
G. A. Tough
R. Hood

Panel of Examiners—

K. Williamson
A. R. Low
R. N. Sharpe
W. Ward

During 1966, the services of L. McGinnis on the Board of Directors and E. Broughton on the Panel of Examiners were terminated due to other committments, both of whom gave extensive assistance to the Society.

Up to the end of September, 1966, over 110 applications had been reviewed by the Certification Board and a majority of these applications had been graded. Financially, the Society has stayed within their predicted budget, with membership being slightly higher than anticipated, and the contribution from the Association will not exceed the predicted amount.

In conclusion, I would like to ask for support of all professional engineers to this new organization in Manitoba. Their aims are very sincere and their directors are very keen to develop a high standard within their membership. They need your assistance.

Respectfully submitted,

R. HOOD, P. Eng.,
Chairman.

BOARD OF EXAMINERS REPORT—1966

The members of the Board of Examiners for the year 1966 were: W. D. Alexander, C. R. Bouskill, W. C. Brisbin, A. J. Carlson, G. C. Davis, G. R. Drummond, H. A. MacDiarmid, J. P. C. McMath, M. Mindess, M. P. Musick, A. H. Pask, R. H. Schilling. During the year four meetings were held, at one of which we were honoured to have the President, R. T. Harland, in attendance.

The qualifications of eleven applicants were reviewed by the Board during the year, as compared with six in 1965 and eight in 1964. Eleven examination papers were written in April, of which eight received a passing mark. During the year three candidates successfully completed the academic requirements of the Association by examination.

In the spring of 1966, a Syllabus Revision Committee was established to review the Electrical Engineering Syllabus of Examinations requirements. At the request of the CCPE, the APEM and APES each appointed two representatives to undertake the work of this committee.

The members of your Board have long been concerned with the standard of the academic qualifications of those applicants who do not possess a degree from an accredited University. This year was no exception. At each meeting of the Board the matter of raising the level of the academic requirements was discussed. The Board members are in unanimous agreement that the academic requirements outlined in the Syllabus of Examinations must be brought up to, and maintained at the level of the standards required by the Universities.

The methods which are currently employed to assess the qualifications of applicants is also a frequent matter for discussion. During the year the Board endorsed recommendations made by the CCPE Accreditation Board regarding the method of assessing the qualifications of applicants from Engineering Educational Institutions in India, Taiwan, Philippines, Egypt, and Hong Kong. The recommendations of the CCPE Accreditation Board will greatly assist the APEM Board of Examiners in realistically and equitably assessing the qualifications of applicants from these countries and should provide a good foundation on which to develop a basis for assessing the qualifications of applicants from other foreign countries.

We wish to gratefully acknowledge the assistance given to the Board throughout the year by a number of individuals:

Our Registrar — T. W. Alego, for acting as secretary at all meetings of the Board,

Our Executive Secretary — Mrs. D. L. Dunklee, for the detailed work of recording and following up the particulars of applications, etc.,

Department Heads of U. of M. — for their assistance in arranging for examinations to be set and marked, and

U. of M. Faculty Members — for setting and marking examination papers.

I also wish to include my personal thanks, not only to the above mentioned individuals, but also to the many faithful members who always attended the Board meetings and who graciously accepted tasks assigned by the chairman.

Respectfully submitted,

C. R. BOUSKILL, P. Eng.
Chairman.

PUBLIC RELATIONS COMMITTEE

Because of the success derived last year from the sub-committee system, the same approach was used this year.

Mr. Ed. Pentland, in addition to acting as secretary for the Committee, also prepared the narrative for the insert included with the brochure "Engineering — A Creative Profession." It will be recalled that Council authorized the purchase and distribution of this brochure in lieu of the one "The Engineering Profession" published by the Association but now out of print.

Mr. Tony Eshmade, co-ordinated the work which was culminated in the submission to council of the report "Recommendations For A Career Guidance Program For The Associ-ation of Professional Engineers of the Province of Manitoba." This report recommended that the Association actively support the use of professional guidance counsellors in the schools as the best means of encouraging qualified students to enter the profession, and secondly, that a new committee be established to deal with all matters of education affecting the profession. In the preliminary studies for this report, great assistance was received from Mr. J. Banman, Provincial Supervisor of Guidance for the Department of Education of Manitoba.

Messrs. Al Bell, Hy Dashevsky and Gordon Kirby co-ordinated studies on an Engineers Club, the "Public Image" of the professional engineer, and the "Private Image" of the professional engineer respectively. There is nothing on these subjects on which to report at this time.

Prior to submission of the report referred to in Item 3 above, Council requested and received a letter from the Committee with its views

concerning the role of the Canadian Council (CCPE) in matters of Student Guidance and Counselling. It was gratifying to note in the reports on Canadian Council's annual meeting published in the Canadian Professional Engineer that these views had received favorable consideration.

The Committee noted with regret Council's statement "Purpose of the Association of Professional Engineers of Manitoba" published in the July bulletin. It is not believed that the statement reflects the opinions of the membership at large and it is hoped that they will make their opinions known to you at the annual meeting. Except for these negative comments, the Committee does not propose to do anything about the statement unless otherwise instructed by you.

It is incumbent upon the Committee to make known to Council and the general membership the great contribution of Bill Finnbogasson. As the Council representative on this Committee he is no figurehead. He deserves a great deal of credit for what he does on behalf of the Association.

In conclusion, a quotation from an editorial in Engineering News — Record is worth noting — "Engineers will be better at public relations when they cease being mystified about what PR is and simply begin to communicate news and views, facts and background information about what they are doing that concerns the public."

Respectfully submitted,

J. D. WALLBRIDGE, P. Eng.
Chairman.

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BULLETIN COMMITTEE

Four issues of "The Manitoba Professional Engineer" were published this year.

These four publications did not contain any of the semi-technical articles on local engineering projects common in previous issues. Also, the amount of space given to social affairs was negligible. Rather, an attempt was made to restrict articles and editorial comment to the basic functions of the Association.

It was thought that by concentrating on the affairs of the Association we might stir up some interest by the general membership in some of the current problems. We regret that we were apparently quite unsuccessful. We received only two letters to the Editor, only a few telephone calls and we had little or no success getting the various Association committees to report their progress.

It should be stated, however, that the Committee members worked hard, gave generously of their time both to attend meetings and to prepare articles and cartoons, and were never afraid to stick their necks out, which was all very much appreciated.

Respectfully submitted,

BRIAN WHITFIELD, P. Eng.,
Editor and Chairman.

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MEMBERSHIP COMMITTEE

Committee members for 1966 were: A. B. Buchanan, L. R. Campbell, N. P. Feschuk, K. Hallson, J. G. Iliffe, R. A. Madder, D. S. Simons, I. W. Thomas, D. J. Sampson and the Student Liaison Sub-Committee of A. G. Burrows and G. R. Kendall. The committee held four meetings during the year.

The student liaison sub-committee concentrated their efforts on the field trips for the 4th year civil and electrical students. These trips were combined with discussion on the meaning of Association Membership. The slide rule presentations for 1966 were again organized by this sub-committee.

Student Liaison was on the agenda of two general meetings of the committee. The conclusion arising from the discussion was that new and greater effort was required in informing engineering students about engineering as a profession. Increased exposure to practising engineers would appear to be the solution. We urge the incoming committee to pursue this line and to establish with the engineering faculty and University Arministration what can be done on the campus. An informed student body is the required base of a professional Association.

The drop in membership in 1965 was background to all committee activities this year. A program was initiated for contact with all prospective members in Manitoba. The first contact was through a questionnaire and covering letter from your President. This was followed by personal contact by committee members for those prospects in Metro Winnipeg. We are pleased to report that the above efforts have, at least in part, resulted in a membership growth which we believe is in excess of that estimated at the beginning of the year.

This committee has also commenced work on a new "Membership List" to be published later this year or early in 1967. Consideration of the methods of preparing this list has lead us into a program for converting our present membership records to a punch card computer system. It is hoped that by the time this report is read that members will already have received the questionnaire for the new "Membership List." The response to this questionnaire will be put on punched cards as our first step in

the conversion. It is also intended that eventually the card system will be used for billing, mailing and presentation of vital statistics to members. Thanks goes to Mr. J. Iliffe for his efforts on this project.

Attempts have been made to reach more prospective members at Pinawa, Manitoba. Most of the effort has been by or through your Registrar and we suggest next year's committee make a greater effort in this direction. We also recommend continuing contact with the new chapter in Brandon.

Registration figures for the current fiscal year, with those for 1965 in brackets, are:

130	(80)	Members
46	(45)	Engineers in Training
0	(0)	Engineering Pupils.

Respectfully submitted,

D. J. SAMPSON, P. Eng.,
Chairman.

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SPORTS COMMITTEE

This past season started off with something different for the sports-minded engineer — a curling bonspiel. This one-day affair proved to be very popular and the rinks participating enjoyed good curling, good company and a good meal at the Grain Exchange Curling Club. It is anticipated that this bonspiel will be held again this coming season.

As in past years, the annual Spring and Fall golf tournaments were held as the major functions of this committee. Newly introduced this year, however, was the Landon trophy, presented by Council on the occasion of Dr. Landon's 80th birthday. The proud winner of this fine cup at the Spring Tournament was J. Howarth. He won it at the Rossmere Golf and Country Club when 111 engineers turned out to compete for it.

The Fall Tournament saw some 80 golfers and would-be golfers participate for the Sullivan Cup. This tournament was held at the new Bel Acres Golf Club where W. D. Buhr emerged as the cup winner with Harry Martel having the low score for the day. A "Wonderful World of Golf" movie was shown to round out the day's entertainment.

Our committee would like to express our gratitude to Mrs. M. L. Dunklee for her very helpful suggestions and work this season.

Our Chairman, Lloyd McGinnis, took off during the summer for post-graduate work in the United States and therefore on our behalf I would like to thank committee members Siggi Goodbrandson, Boris Hryhorczuk and Don Miller for their fine effort this past year in making our functions such a success.

Respectfully submitted,

H. WILSON, P. Eng.,
Acting Chairman.

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EMPLOYER-ENGINEERS COMMITTEE

On September 22, 1965 Council passed a motion requesting Messrs. N. W. Diakiw and R. C. Galbraith "to form a committee to bring in for consideration of Council a list of names of persons to serve on an Employee-Engineers Committee, which committee would consider and recommend courses of action and policy on those matters relating to or affecting Employee Engineers in their practice of Engineering."

A committee of ten, including the Registrar and the President as ex-officer members, was formed and four meetings have since been held.

Committee members are:

A. E. Sharpe, C. H. Templeton, T. B. G. Hicks, M. P. Musick, A. G. Mensforth, A. K. Mattick, R. C. Galbraith — Vice-Chairman, N. W. Diakiw — Chairman.

As could be expected with any new committee studying a completely new subject the meetings were largely exploratory in nature and a shortage of time prevented the Committee from exploring the subject to the extent desired. However, numerous relevant papers and situations existing in other provinces were received by the Committee and notice taken of the fact that employee-engineers groups have been set up and formally recognized by the Provincial Associations in Quebec, Ontario and British Columbia.

The Committee after considerable consideration as to the definition of the problem existing in Manitoba agreed that Council should recognize, as outlined in part by the Saskatchewan Employee Members' Committee, that:

1) There is a danger that dissatisfied employee engineers, particularly those who are not members of the Association, will turn to trade unionism for support for their aims if there is no avenue for action through the Association.

2) There is a danger that legislation at either the federal or provincial level may establish collective bargaining for engineers if this function is not being recognized in any alternative manner.

After lengthy discussions of these problem areas, the Committee resolved unanimously

that the following recommendation be made to Council:

> "That Council accept the principle of group negotiation by professional engineers and assist in the formation of negotiation or communications groups of engineers for the purpose of improving the professional status and welfare of engineers. Negotiation or communication groups so formed would operate under constitutional guide lines formulated by the Association of Professional Engineers of Manitoba."

It is further recommended that if Council accepts this recommendation, that an Employee-Engineers Committee be set up as permanent committee of council to assist in outlining the necessary constitutional guide lines required for the formation of these negotiation or communications groups.

Respectfully submitted,

N. W. Diakiw, P. Eng.
Chairman.

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SOCIAL COMMITTEE

The Social Committee is charged with the organization of functions to bring the members and their wives together. As in past years, the Committee has arranged two dances; one in the Spring and one in the Fall. The Committee also makes the Hotel arrangements for the Annual Meeting.

The Spring dance took place at the Royal Alexandra Hotel in the form of a "Wine and Roses Ball" and was very successful. The dance was sold out well in advance. The dance was more formal than in past years and appeared to be well received. It is the intention of the Committee to continue the dance in this format.

At the time of writing, arrangements for the "Fall Frolic" are being completed and we look forward to a successful function. The dance is to be held at the Dakota Motor Hotel, October 28, with Hallowe'en Masks as the theme. Recorded music will be provided and the money saved will be used to provide a higher standard of food.

In common with most organizations, it has been impossible for the Committee to hold the line on prices and keep the functions self supporting. However, we have attempted to increase quality of food and service with the price increases.

The Committee has held many meetings during the year, and I would like to thank all members of the Committee for their support: C. A. Roylance, Vice-Chairman; R. S. Crawford, B. P. Menlove, S. B. Smith, B. Y. Lynn, R. W. Hutchinson, G. D. Balacko, G. R. Thompson and D. L. Stenberg.

Mrs. M. L. Dunklee, Executive Secretary, has again provided the Committee with excellent support, her work is greatly appreciated. On behalf of my Committee, a sincere thanks.

Respectfully submitted,

D. R. GRIMES, P. Eng.
Chairman.

Postscript: Only 76 persons attended the Fall Frolic, less than half the number who attended in 1965 and a long way from the 360 who attended this function in 1960. This dance has been an annual event ever since the Association opened its office in 1956. However, in view of the lack of interest in the function the 1966 Fall Frolic may be the last.

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TECHNICAL JOURNAL FILE COMMITTEE

The committee appointed to study the feasibility and desirability of a co-ordinated journal file system agrees as to the desirability of such a system and is acting on co-ordinating the journal file system.

Respectfully submitted,

E. A. Speers, P. Eng.,
Chairman.

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BRANDON AREA COMMITTEE

The Brandon Area Committee was formed late in 1965 and held a total of four meetings through the winter of 1966. The formation of this Committee was the result of preliminary negotiations by the Registrar and a general meeting in Brandon on December 9th, 1965. This meeting was attended by Messrs. Algeo, Sommerville, McGinnis, Simons and Sampson from Winnipeg and 23 local engineers.

An Area Committee was chosen consisting of R. J. Byers, Chairman, D. W. Whitmore, Vice-Chairman and D. S. Champ, Secretary. The committee was later enlarged to include Mr. H. T. Hazelton, Mr. J. B. Rowley and Mr. D. A. Fraser. Meetings were held on the last Wednesday of each month with attendance varying from 18 to 9. Due to pressure of business during summer months it was decided to discontinue the meetings from April to October. The meetings were of an informal dinner meeting nature with either a guest speaker

or group discussion as the main item. The meetings were open to all A.P.E.M. or E.I.C. members as well as any technicians or others interested in the Engineering field. The purpose of these meetings was to foster interest in the engineering profession locally and allow members a chance to become better acquainted socially and professionally.

The Committee has provided speakers for career days in the high schools in Brandon and surrounding towns. We have also acted as the Association's representative in the area in attempting to get all practising engineers to join the Association and to point out infractions of the Act to the Registrar.

Respectfully submitted,

R. J. Byers, P. Eng.,
Chairman.

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NOMINATING COMMITTEE

Purpose—

To submit a written report to the Registrar of the name of one suitable nominee as candidate for each vacancy to be filled on Council.

Composition—

There shall be a Nominating Committee of seven members consisting of the two latest living past presidents and three members elected by the Association at its Annual General Meeting, the remaining two members to be elected within 30 days after the said annual meeting by the Council from those of its own members, except the President, who have yet one year to serve.

Terms of Reference—

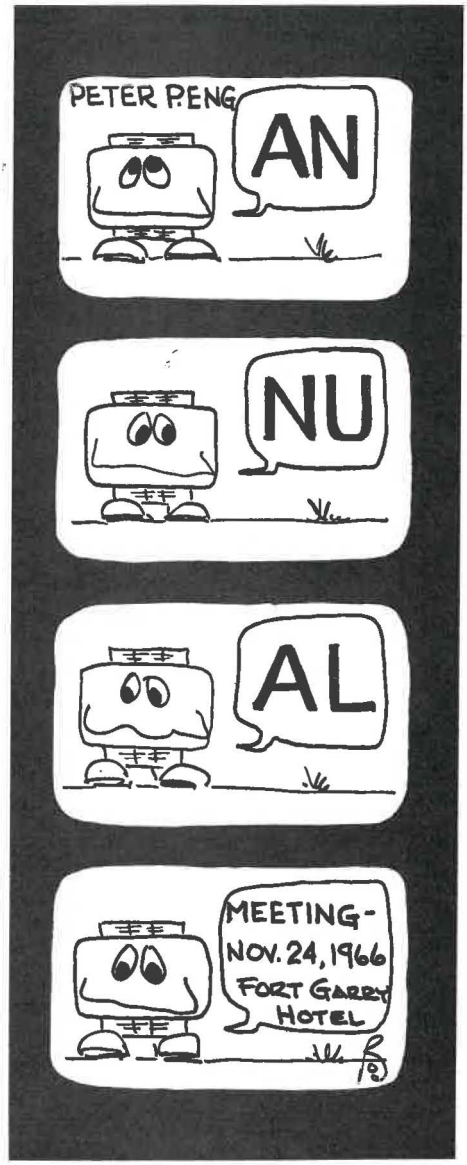
1. It shall be the duty of the Nominating Committee to submit a written report to the Registrar of the Association, not later than April 1 next after its election, a list of one suitable nominee as candidate for each vacancy to be filled on Council. Each nominee shall signify in writing to the Nominating Committee his consent to nomination.

2. The Nominating Committee shall require each candidate to submit a short history not in excess of 100 words, of his professional experience and activity.

3. The Secretary shall submit this list to Members by June 30.

4. Should a Nominating Committee member be nominated for Council he shall forthwith resign from the Committee and such vacancy shall be filled by Council.

5. As far as is practicable, the Nominating Committee shall submit the names of such nominees as will maintain on Council—
   (a) Area representation
   (b) Occupational representation, and
   (c) Branch-of-engineering representation.



PRESENT BY-LAWS

November, 1966.

2. NOMINATION FOR MEMBERS OF COUNCIL

The Secretary shall, at least thirty days before each Annual General Meeting, notify all members of the Association of the date and place of the Annual General Meeting, and that nominations for Council as provided under this by-law will be received by him up to a date which shall be twenty days before the date of the Annual General Meeting. He shall enclose to each member a nomination form. All nominations shall be made upon this form, shall be signed by the nominator and two other members in good standing and delivered to the Secretary's office not later than twenty days before the date of the Annual General Meeting. The consent of the nominee shall be obtained.

3. VOTING FOR MEMBERS OF COUNCIL

The Secretary shall prepare and mail to each member a blank ballot containing the names of those nominated for Council at least ten days before the date of the Annual General Meeting. The ballots shall be accompanied by a history of each candidate's activities within the Association of Professional Engineers of the Province of Manitoba. Ballots shall be returnable to the Secretary up to 5:00 p.m. two days prior to the date of the Annual General Meeting. To be valid, ballots shall be enclosed in two envelopes, with the name of the voter endorsed on the outer envelope and no identifying marks on the inner envelope.

At least three days prior to the date of the Annual General Meeting the President shall appoint three Scrutineers who shall be members in good standing but not members of Council or nominees for election to Council. The Registrar shall certify the eligibility of each voter by initialling the envelopes marked "Ballot" and deliver these envelopes unopened to the Scrutineers. Only the Scrutineers, the Registrar, and a secretarial assistant shall be present when the votes are counted. The Scrutineers shall take the ballot envelopes handed to them by the Registrar, and, under his direction, count the votes.

The election shall be decided according to the rules of proportional representation, and only members in good standing shall be eligible to vote, to hold office, or to act on Council. In the event of a tie vote, the person to be declared elected shall be the senior in membership in the Association.

The Scrutineers shall report the names of the candidates elected by the ballot to the presiding officer, who shall make the declaration at the Annual General Meeting.

Ballots shall be retained by the Registrar for a period of thirty days following the Annual General Meeting, after which they shall be destroyed.

25. COMMITTEES

Council may, from time to time, appoint Committees from the membership of the Association for the purpose of facilitating business or for any other purpose, in the interests of the profession. The President and Secretary shall be ex-officio members of all committees.

When Committees are appointed by Council, or by the Association, the first named member shall act as convener until the Committee shall have elected its Chairman. Committees shall report, if possible, to Council at least once each month.

32. FEES.

1. **Registration Fee**—Each applicant on applying for registration shall pay the Secretary $30.00 as registration fee, which shall include the annual dues for the current year.

2. **Annual Fee**—Each person who is registered under "The Engineering Profession Act" shall pay to the Secretary of this Association in advance on the first day of January in each year a fee of $25.00; provided that any person so registered who fails to pay the said fee before March 1 in any year shall pay an additional fee of $3.00 as a penalty; and further provided that if any member so registered fails to pay the said fee prior to July 1 in any year, the Registrar shall remove his name from the roll of the Professional Engineers of the Province of Manitoba.

3. **Fees for Licence to Practise**—Except as otherwise provided in the Act, the fee for temporary licence for non-residents to practise in Manitoba shall be:

(a) $5.00 for any non-resident engineer who is a member in good standing of any association or corporation of engineers similarly constituted in any other province or territory of Canada.

(b) $25.00 for any other non-resident engineer.

The fee shall be payable upon application for the licence, and the term of the licence shall be twelve months from the date of issue. Any engineer who resides in the Province of Manitoba continuously for a period of twelve months shall cease to be considered a non-resident and must apply for membership in the Association.

4. **Examination Fees**—Candidates for registration whose applications are referred by the Council to the Board of Examiners of the Association shall be required to pay a fee of $50.00. A candidate who is requested to write examinations set by the Association shall, in addition, be required to pay a fee therefor in such amount as the Council may from time to time determine.

Candidates shall forward the full amount of the application fee specified above with their application for examination.

33. TEMPORARY WITHDRAWAL

Any member in good standing may withdraw from active membership in this Association upon written notice given to the Secretary before the 31st December, in the year in which such resignation takes place; should such withdrawal become effective prior to July 1st, a rebate of one-half the annual fee of that year shall be made. Such member may be readmitted to full membership in the Association at any time, upon formal application to the Secretary, approval by Council and payment of the Annual Fee for the year in which such application is made. A second registration fee shall not be required.

Any member whose name has been struck off the Register for non-payment of fees may be re-admitted to full membership in the Association at any time upon formal application to the Secretary, approval of Council, and payment of the Annual Fee for the year in which his membership was cancelled, and the Annual Fee for the year of reinstatement. A second registration fee shall not be required.

PROPOSED AMENDMENTS

(Shown in Bold Type)

The following proposed by-law amendments will be presented for approval at the Annual General Meeting to be held on November 24, 1966.

BY-LAW No. 2. NOMINATION FOR MEMBERS OF COUNCIL — Proposed Amendment

The Secretary shall, at least **fifty** days before each Annual General Meeting, notify all members of the Association of the date and place of the Annual General Meeting, and that nominations for Council as provided under this by-law will be received by him up to a date which shall be **thirty** days before the date of the Annual General Meeting. He shall enclose to each member a nomination form. All nominations shall be made upon this form, shall be signed by the nominator and **six** other members in good standing and delivered to the Secretary's office not later than **thirty** days before the date of the Annual General Meeting. The consent of the nominee shall be obtained.

BY-LAW No. 3. VOTING FOR MEMBERS OF COUNCIL — Proposed Amendment

The Secretary shall prepare and mail to each member a blank ballot containing the names of those nominated for Council at least **fifteen** days before the date of the Annual General Meeting. The ballots shall be accompanied by a history of each candidate's activities within the Association of Professional Engineers of the Province of Manitoba. Ballots shall be returnable to the Secretary up to **9:00 a.m. one day** prior to the date of the Annual General Meeting. To be valid, ballots shall be enclosed in two envelopes, with the name of the voter endorsed on the outer envelope and no identifying marks on the inner envelope.

At least three days prior to the date of the Annual General Meeting the President shall appoint three Scrutineers who shall be members in good standing but not members of Council or nominees for election to Council. The Registrar shall certify the eligibility of each voter by initialling the envelopes marked "Ballot" and deliver these envelopes unopened to the Scrutineers. Only the Scrutineers, the Registrar, and a secretarial assistant shall be present when the votes are counted. The Scrutineers shall take the ballot envelopes handed to them by the Registrar, and, under his direction, count the votes.

The election shall be decided according to the rules of proportional representation, and only members in good standing shall be eligible to vote, to hold office, or to act on Council. In the event of a tie vote, the person to be declared elected shall be the senior in membership in the Association.

The Scrutineers shall report the names of the candidates elected by the ballot to the presiding officer, who shall make the declaration at the Annual General Meeting.

Ballots shall be retained by the Registrar for a period of thirty days following the Annual General Meeting, after which they shall be destroyed.

BY-LAW No. 25. COMMITTEES — Proposed Amendment

Council may, from time to time, appoint Committees from the membership of the Association for the purpose of facilitating business or for any other purpose, in the interests of the profession. The President and Secretary shall be ex-officio members of all committees **except the nominating committee.**

When Committees are appointed by Council, or by the Association, the first named member shall act as convener until the Committee shall have elected its Chairman. Committees shall report, if possible, to Council at least once each month.

BY-LAW No. 32. FEES — Proposed Amendment

1. **Registration Fee**—Each applicant on applying for registration shall pay the Secretary **$50.00 as registration fee which is not refundable, plus the annual dues for the current year.**

2. **Annual Fee**—Each person who is registered under "The Engineering Profession Act" shall pay to the Secretary of this Association in advance on the first day of January in each year a fee of $25.00; provided that any person so registered who fails to pay the said fee before March 1 in any year shall pay an additional fee of $3.00 as a penalty; and further provided that if any member so registered fails to pay the said fee prior to July 1 in any year, the Registrar shall remove his name from the roll of the Professional Engineers of the Province of Manitoba.

3. **Fees for Licence to Practise**—Except as otherwise provided in the Act, the fee for temporary licence for non-residents to practise in Manitoba shall be:

(a) $5.00 for any non-resident engineer who is a member in good standing of any association or corporation of engineers similarly constituted in any other province or territory of Canada.

(b) $25.00 for any other non-resident engineer.

The fee shall be payable upon application for the licence, and the term of the licence shall be twelve months from the date of issue. Any engineer who resides in the Province of Manitoba continuously for a period of twelve months shall cease to be considered a non-resident and must apply for membership in the Association.

4. **Examination Fees**—Candidates for registration whose applications are referred by the Council to the Board of Examiners of the Association shall be required to pay a fee of $50.00. A candidate who is requested to write examinations set by the Association shall, in addition, be required to pay a fee therefor in such amount as the Council may from time to time determine.

Candidates shall forward the full amount of the application fee specified above with their application for examination.

BY-LAW No. 33. TEMPORARY WITHDRAWAL — Proposed Amendment

Any member in good standing may withdraw from active membership in this Association upon written notice given to the Secretary before the 31st December, in the year in which such resignation takes place; should such withdrawal become effective prior to July 1st, a rebate of one-half the annual fee of that year shall be made. Such member may be readmitted to full membership in the Association at any time, upon formal application to the Secretary, approval by Council and payment of the Annual Fee for the year in which such application is made. A second registration fee shall not be required.

Any member whose name has been struck off the Register for non-payment of fees may be re-admitted to full membership in the Association at any time upon formal application to the Secretary, approval of Council, and payment of the Annual Fee for the year in which his membership was cancelled, and the Annual Fee for the year of reinstatement, **together with an amount equal to the registration fee.**

MANITOBA PROFESSIONAL ENGINEERS IN THAILAND

By A. BARACOS, *P. Eng.*

Thailand has a community of Manitoba Professional Engineers. Lest it be said that they have forgotten their Association, this message is intended to prove the contrary.

As one of Canada's contributions to the development of Southeast Asia, under the Colombo Plan, the Canadian External Aid Office contracted with the University of Manitoba to provide a team of experts to assist in the establishment of a new University at Khon Kaen, Thailand. The physical manifestation of this agreement, (in all their academic profoundness), is the presence in Thailand of a team of seven University of Manitoba staff of whom four are Manitoba Professional Engineers.

The history of the project is relatively brief. The University was established following preliminary reports compiled by the Food and Agricultural Organization of the United Nations, (FAO) and the United Nations Educational, Scientific and Cultural Organization (UNESCO), late in 1963. A second report was prepared by R. M. Dillon in August 1963, under the auspices of the Colombo Plan. Following a report dated late 1964, by Dean J. Hoogstraten of the University of Manitoba and Prof. R. H. Schwass of New Zealand, it was possible to arrange for the University of Manitoba Team to come to Thailand. When the team arrived during August 1965, Khon Kaen University had already commenced its second year of operation in temporary quarters located in Bangkok. Some indication of the urgent need, and the boldness involved in establishing this university, can be seen from the very short time it took to get the project underway. This has of course been possible because of the co-operation of many agencies. In addition to those already mentioned, New Zealand is providing an Agricultural Building, American Peace Corps Workers and the Fulbright Foundation are providing instructors in English and Chemistry. The Government of Thailand is providing buildings for Art and Science, Engineering, Dormitories, Dining Facilities, etc., as well as staff and the land which includes a University Farm. All the buildings are of handsome modern architecture that would be the envy of many Canadian Universities.

The economic and development needs of northeast Thailand dictated the initial establishment of faculties of agriculture and engineering. The logical center for the University was the city of Khon Kaen which is some 600 kilometers northeast of Bangkok and centrally located in the area to benefit from power and irrigation development of the Mekong River and its tributaries. The significance of the University cannot be over-estimated when it is recognized that Southeast Asia is one of the focal points of conflicting political ideologies.

The personnel in Thailand, provided by the University of Manitoba, include: Agriculture, Prof. L. Siemens; Agricultural Engineering, Prof. H. Lapp; Civil Engineering, Professors A. Baracos, E. Dolhun and M. Gysi; Senior Technician Mr. O. Tonn, and Librarian, Mr. Derek Frances. Project Director and Engineering Advisor at Manitoba is Dean J. Hoogstraten. The post of Agricultural Advisor at Manitoba is held by Dean L. Shebeski. The responsibilities of the Team in Thailand are mainly of an advisory nature. These have ranged from such purely academic matters as curriculum and teaching, to giving advice (and assistance) on how to keep the University farm tractors from breaking down after only 300 hours of operation. In between, advice has been given on how and what equipment to purchase, building design (from chicken houses to administration buildings), how to cope with the problem of instruction in the English language, and how to keep students and staff working when the temperature ranges from a low of about 80°F to a high of about 100°F, without the general use of air conditioning.

An important aspect of establishing a new university is to determine what is essential for efficient operation, when resources do not permit acquisition of every item that is wanted, or can be obtained immediately. The absence of certain facilities is almost as accepted here, as their presence is taken for granted in Canada. Some examples are at least amusing. It comes as a surprise when you cannot readily pick up a telephone and make a business call from the office, simply because there is one telephone to service the whole University. Equipment cannot be quickly purchased because a purchase office has yet to be organized. Similar problems are faced by our wives at home. Initially our wives were astounded to discover water taps delivered (not always) invariably-tepid water, which had to be boiled and refrigerated to provide a cool drink. The lesson is to question even the apparently obvious, often with very fruitful results.

Thailand's needs for engineering graduates of a high calibre can be recognized by some of the works that are being undertaken. The recently completed Bhumipol Hydro-Electric Development including a 481 meter long, and 154 meter high arch dam, with a fully developed power potential of 560,000 KW, is an example. Less spectacular, but equally important, is the training of those who will plan and build the highways, irrigation canals, improve farm mechanization and plan rural electrification. The problem of training engin-

eers in Thailand is vastly more difficult than say in Canada. Training facilities and qualified teachers are few in numbers. High schools have yet to reach universally high standards. Engineering textbooks and technical terms are in a foreign language (mostly English). Much of the available teaching time at the University must be spent in teaching English and other basic instruction before the students reach a level comparable to University entrance requirements in Canada. Much of the instruction which must be given in English, has to be given slowly for the students to comprehend. Setting up a curriculum under these circumstances is indeed a challenge. Every curriculum item has to be examined to permit getting important essentials taught without hopelessly over-loading the student. Surprisingly, most students at the end of second year are quite bi-lingual, (Thai and English).

The University moves to Khon Kaen this June where new buildings will be awaiting to receive an enthusiastic group of students and professors.

On more personal matters, living in Thailand has been a rewarding experience. Our families have enjoyed the many exotic and interesting sights to be seen — everything from elephant rides to the funeral of a prince. The children have attended an international school where they have met both students and teachers of many and varied cultures. There has been opportunity to learn about engineering practice in Thailand through visits, meeting of professional engineers and attending conferences on such topics as, "Approaches to Co-operation between Industry and Institutions in Technical Training," and the "Development of the Mekong River." The writer has had the privilege to take part in the organizing of the first Southeast Asia Regional Soil Mechanics Conference to be held in Bangkok next year.

And not to be interpreted that we are unhappy with Manitoba — it certainly has been a good winter to be away from the cold, etc.



Sabu Baracos

LETTERS To the Editor

ENGINEERS, A LIKEABLE LOT

Dear Sir:

By and far an engineer has no difficulty in discussing his problems with other engineers. They seem to talk the same language and enjoy listening to the problems and the successes that each is associated with.

Most engineers by reason of the requirements of the Provincial Statutes, are registered if they are doing engineering.

Some engineers throw their weight behind the registration body because they feel it represents their views and gives them an opportunity to express themselves, but examination of the cost of such expression, indicates that very little of the annual fee, can be used at the local level to provide a platform for vocal expression.

On the other hand, there are in existence many technical societies, (in fact, the number of technical societies is increasing at an alarming rate), which provide a forum for an exchange of technical information among engineers. Most, if not all, members of these technical societies are likewise members of the Association of Professional Engineers, in one or more Provinces. The question arises then, why do engineers belong to a technical society when they are required by law to belong to the registration body?

This question may be answered, that it is through these technical societies, that an engineer can find expression for the work that he is doing. It is equally important to note that membership in such a technical society is not compulsory but is dependent upon the individual's desire to belong. It is equally true that a member gets out of a technical society what he contributes to it, almost one might say in direct proportion to the value of his contribution.

Those who write papers to present before technical societies, will find by and large that they have made a contribution to the Art of Engineering and can be proud of it.

The Engineering Institute of Canada is a forum which provides for a presentation of papers to its members and to the engineering profession at large. It was established long before any of the Provincial Associations were

in existence, and did a great deal to ensure the formation of the Provincial Associations. It has the organization and the forum on which technical papers may be encouraged and may be heard. It also has a significant number of prizes and awards provided by leaders of the Profession to encourage its membership to participate in the development of the Art of Engineering.

One of the most important functions of any learned society is to encourage its members to write papers, to advise their fellow engineers of their works, and their accomplishments, that the art of engineering may be advanced as a tribute to man and society at large. The Engineering Institute of Canada attempts to provide for the recording of these accomplishments in the transactions of the Institute.

Engineers who make contributions of technical papers are usually not paid for these contributions, in fact, in some societies they pay to have their papers published, but I am sure that the authors will tell you that they have been amply repaid, by the investment that they have made in their own future, by the feeling of accomplishment, and by the respect and admiration of their fellow engineers for the paper or papers that they have written.

Now the question arises as to why the association or associations represented by the Canadian Council of Professional Engineers and the Engineering Institute of Canada, being the senior learned society in Canada representing Canadian engineers, do not co-ordinate their efforts to enhance the value of the contributions of its members to the engineering profession.

When individual engineers are approached to discuss this problem, very often they find that really as far as they are concerned, there is no problem, it is the other fellow that can't get along with the registration body or with the learned society because:—

(a) He didn't like the last increase in fees and, consequently, chooses to withdraw. He doesn't stop to think that the last increase in fees in the professional reg istration body does not give him that alternative of quitting if he still proposes to practise engineering in the Province or likewise the last increase in taxes on his home didn't make him sell the home and move to another city.

(b) The learned society doesn't give him anything. I wonder how many engineers stop to think rather than how much the learned society is giving them, whether it shouldn't be the other consideration, how much they can give the learned society and through it, to the profession as a whole.

(c) The confederation issue was not resolved to their satisfaction. There are arguments pro and con for this, and I do not intend to revive them at this stage. They should realize that in the last Federal election where they may have voted Conservative, just because the Conservatives were not elected was no excuse or reason for them to leave the country.

(d) They were not asked to join a learned society. This is a prevalent reason and one that needs a thorough review.

These are just a few of the arguments that are advanced by practising engineers but they do not necessarily mean that the profession should be deprived of the contributions of those who have no Canadian outlet for their accomplishments. What can you do to help build a better profession on the building stones that we have today? The Engineering Institute needs your support to achieve a greater productivity and distribution of its transactions.

L. A. BATEMAN, *P. Eng.*

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UNIVERSITY COURSE

A two-week course entitled "Design and Construction of Flexible Pavements" will be conducted in the Engineering Building of The University of Manitoba, February 20 to March 3, 1967.

The programme is designed primarily for those responsible for the design, construction and maintenance of flexible pavements. Participants will study soils, materials, thickness, design and asphalt surfaces. They will also have laboratory sessions and supervised problem periods.

The course is being sponsored jointly by the Faculty of Engineering and The Department of University Extension and Adult Education, The University of Manitoba, with the co-operation of Imperial Oil Limited.

The major instructor will be Dr. N. W. McLeod, Asphalt Consultant for Imperial Oil Limited.

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USE OF SEAL

Section 19 of The Engineering Profession Act reads as follows:

Every person registered under this Act shall have a seal, the impression of which shall contain the name of the engineer and the words "Registered Engineer, Province of Manitoba," with which all estimates, specifications, reports, working drawings, plans and other documents issued from his hand shall be sealed.

Flin Flon News

By M. N. Collison, P. Eng.

H. L. Easton, P. Eng., has been returned to the Flin Flon Town Council for another 2 year term as a result of the civic elections held October 25th. Congratulations Harry, and may you continue to have fun.

R. F. Pearson, P. Eng., and family, spent three weeks touring Saskatchewan, visiting friends and sight seeing from Waskesiu South. He is now back at one of his favorite pastimes, that of calling for and square dancing.

It is with regret that we report that J. Barton Fairbairn is leaving the employ of the H.B.M. & S. Co. and heading for the sunny climes of Southern Saskatchewan and the potash industry.

G. H. Kent, P. Eng., along with his good wife Kay, have recently returned from a holiday trip to Vancouver, Yellowstone Park and the Black Hills of South Dakota. They took their golf clubs along but were unable to use them as it usually rained or they were outfumbled by tournaments at the various courses they tried to play. There is no doubt that this would have been a much more enjoyable trip had these avid golfers been able to use their war clubs.

S. F. Liss, P. Eng., accompanied by his wife Dorothy, had a wonderful trip in the Toronto and Montreal areas where they visited relatives and previewed many of the sites of Expo 67. They returned by way of Brandon, where their daughter is attending College. What probably made this trip so wonderful was the fact that it was like a second honeymoon — as they had left the children at home.

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SNIPS 'N' SNAILS

With JACQUES, P. Eng., B.C.E.*

(The unprecedented response to the household hint column in the last issue has forced the Editor to continue the service with a syndicated column).

Place a lemon (or a lime) in a coffee mug and pour very hot (not boiling) water over it. Let it stand for five minutes then drain and juice it — you will get twice as much juice out of the fruit.

When you have tried this hint on a lime, add one teaspoon of sugar to the juice and stir until dissolved. Add three ounces of "Southern Comfort" and shake with crushed ice until the shaker frosts. Serve in two champagne glasses. This was named a "Jacquiri" (after your columnist?) by the boys with the stills, in the hills of northern Kentucky.

* Barbecue Cooking Enthusiast.

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HIGHLIGHTS OF RECENT COUNCIL MEETINGS

Since our last report, Council has met on September 7th and September 21st, 1966.

Those in attendance at the September 7th meeting were: Mr. R. T. Harland, presiding; J. D. Adam, S. J. Borgford, W. H. Finnbogason, J. R. Rettie, F. M. Fowler, A. G. Burrows and T. W. Algeo.

Mr. A. G. Burrows was recommended to M.S.C.E.T.T. Inc. to be elected to membership in the Society on behalf of Council.

Council approved in principle the brief submitted by the Public Relations Committee and commended the committee on the submission of an excellent Brief on Career Guidance.

Mr. Finnbogason was granted leave of absence from Council Meetings until the end of October, 1966.

Those in attendance at the September 21st meeting were: Mr. R. T. Harland, presiding; F. M. Fowler, J. R. Rettie, S. J. Borgford, L. W. Blackman, A. G. Burrows, J. D. Adam, J. Hoogstraten and T. W. Algeo.

The statements of accounts for the first nine months of operation were reviewed and accepted. The Executive Committee was authorized to invest $3,500.00 in suitable securities.

Engineers Harland, Fowler, Blackman and Algeo were appointed to prepare a draft budget for the next fiscal year.

It was decided to place membership information onto I.B.M. cards and to investigate expansion of the use of these cards within the organization.

The Sharing of Premises and Stenographic Services with the Architects' Organization has been under discussion. While Council has agreed in principle, the matter has been referred to the Premises Committee to arrive at a suitable agreement subject to review by Council and approval by the membership.

W. J. Ward, P. Eng., has been appointed to the Panel of Examiners of M.S.C.E.T.T. Inc.

Council requests that members of A.P.E.M. participate fully in the coming survey of Professional, Scientific and Technical Manpower.

— E.A.S.

Draft Budget for Discussion

This Draft Budget is prepared for discussion only, so that the incoming Council may be guided by your wishes.

	Actual 1966	Suggested 1967
REVENUE		
Annual Dues	$33,388.00	$34,500.00
Licences	340.00	300.00
Registration Fees	3,900.00	4,050.00
Examination Fees and Miscellaneous	1,585.00	400.00
Investment Income	1,700.50	1,850.00
	$40,913.50	
TRANSFER from Assets for IBM Conversion		$41,100.00
		1,200.00
		$42,300.00
EXPENDITURE		
Salaries, pensions, unemployment insurance, parking	$17,385.82	$19,520.00
Office Rent	2,137.94	2,400.00
Printing, Supplies, Equipment	4,592.11	4,500.00
Telephone and Light	462.24	500.00
Postage	1,081.24	1,500.00
Canadian Council Levy	2,858.42	3,100.00
Council and Committee Meeting Expenses	497.33	500.00
Annual Meeting (including Bulletin)	1,137.10	1,200.00
Audit Fees	315.00	350.00
Legal Fees	205.00	800.00
Certificates and Seals	1,057.32	1,000.00
Publication	1,475.00	1,700.00
Public Relations	5.50	150.00
Travel	1,463.12	1,700.00
Miscellaneous	180.83	350.00
Engineering Technicians	550.00	300.00
Special Activities (golf, dances)	14.00	
Student Activities	673.25	700.00
Conversion of Records to IBM cards		1,200.00
Roster — IBM Program		600.00
Roster — Printing	(17.50)	400.00
	$36,073.72	$42,470.00

PRACTISING OUTSIDE MANITOBA WHERE DO WE STAND?

By K. A. MILLIONS, *P. Eng.*

Each year, the engineering for many Manitoba projects is carried out by professional engineers who are not resident in Manitoba, or by engineering companies who do not have a professional engineer resident in this province. The backgrounds of the individuals proposing carrying out such engineering practice here are carefully scrutinized by the Registrar who may issue a Licence-to-Practise for up to 12 months for a specific project if the applicants are registered in their home Province or State. The granting of the Licence is ratified by Council. Council may also grant full registration to qualified non-residents on the same basis as local engineers. Twenty-two percent of our registered engineers live outside of Manitoba; over three percent live outside of Canada.

In an attempt to determine the degree to which such arrangements are reciprocated, this reporter wrote the following letter to the appropriate registering or licensing authorities in the other nine Canadian provinces and the Yukon Territory, and in the fifty states and District of Columbia.

"Dear Sirs:

I have been asked by the Bulletin Committee of the Association of Professional Engineers of Manitoba to conduct a survey which we feel would be of general interest to our members. The questions which have prompted the survey were:

1. As a registered Professional Engineer in Manitoba, living in the Province of Manitoba, can I obtain—
   (a) Non-resident registration as a Professional Engineer in the other nine provinces and fifty American states, or
   (b) Non-resident Licence-to-Practise in a particular Province or State for a specific time period, or
   (c) Non-resident Licence-to-Practise in a particular Province or State for a specific project?
2. What would be the fee for the non-resident registration or licence-to-practise for which I am eligible?
3. What examinations must I write or further training must I receive before being eligible for non-resident registration or before I may receive a licence-to-practise?

In order that the questions are not simply hypothetical ones, I am attaching a resume of my own background and educational and professional qualifications as an example for your consideration.

Your co-operation in this survey will be greatly appreciated.

Yours truly,"

The educational qualifications included B.Sc., University of Alberta (1951), M.Sc., University of Alberta (1959) with details of engineering experience to 1966, including 3 years' service in the R.C.A.F.

Replies were received from all except District of Columbia, Michigan, North Carolina, Virginia and West Virginia.

As might be expected, of 56 replies received, no two authorities had exactly the same requirements for registration or licensing of non-residents, and therefore an enormous volume of paper must be processed before the results may be reported in detail in a future issue of the Bulletin.

With regard to the Canadian replies, further examinations would not be required. Full registration could be obtained only in Newfoundland and Yukon Territory. An annual Licence-to-Practise could be obtained in all other provinces except Ontario and Quebec where the Licence is restricted to specific projects.

The American replies, due to the number of states included and complexities of the governing state laws, permit only a generalized assessment of the situation at this time, and exceptions to the following abound:

(a) American citizenship and U.S. or State residency are not required.

(b) Full registration may be obtained upon:

(i) Gaining accreditation for engineering courses and degrees at the University of Alberta.

(ii) Supplying acceptable references as to competence and experience for a specified period of time.

(iii) Passing examinations set by the examining board. These are usually two 8-hour examinations.

(iv) Providing evidence of good moral character.

(v) Payment of all required fees.

(c) A Licence-to-Practise for specific projects will often be granted for limited periods of time, usually 3 to 6 months, on the strength of registration in Manitoba.

(d) Written examinations might have been waived if the applicant had obtained his education from an officially accredited school and if the applicant had obtained his registration by passing examinations equal to those given in the state in question.

In the case of reciprocal arrangements in Canada, surely our Council in co-operation with Canadian Council and other provincial associations could arrive at uniformity in regard to registering and licensing non-residents. It is incongruous that Manitoba engineers may obtain an annual Licence-to-Practise in Saskatchewan while Licences-to-Practise in Manitoba may be issued to Saskatchewan engineers only for specific projects. Over one hundred engineers resident in Ontario enjoy full registration in Manitoba while Manitoba engineers may obtain a Licence-to-Practise in Ontario only for specific projects.

The American regulations generally are exactly the same for engineers resident in the state as they are for non-residents. Therefore registration by reciprocal agreement, or comity, cannot be accomplished unless the requirements for registration in Manitoba are at least as rigorous as those required for registration in the state in question. In addition, are the engineering courses offered and decrees granted by Canadian universities recognized and accredited? And if not, why not?

It would appear that if Manitoba engineers are to be able to have the same non-resident privileges in the United States as are granted to American engineers working in Manitoba, two steps must be taken.

First, engineering courses and degrees from Canadian universities must gain full acceptance south of the border. If full accreditation cannot be obtained, then we should examine carefully the reasons why. If we are satisfied that our university standards are comparable to accredited American universities, then obviously we have a real selling job to do. If we find, however, that our university standards are low, we have an even bigger job to do. Members of our provincial associations could possibly provide real assistance in helping the universities to upgrade the educational standards.

Secondly, our Association should have the machinery set up whereby any graduate engineer living in Manitoba may obtain his registration here by further examinations, if he so wished, in order that he might benefit from existing state laws or regulations covering comity.

A start on this last suggestion could have several benefits. With universities and colleges throughout the western world springing up like mushrooms on a muggy August evening and the graduates scattering like spores, examinations for registration in Manitoba may eventually be required in any event, in order to more closely assess an applicant's experience and educational background. Secondly, if registration in Manitoba by examination was to become the rule rather than the exception, then registration in the Association would be even more highly prized than at present.

The second article in this series will detail in tabular form the replies received. After publication, all documents will be filed in the Association's offices to be available to all interested members.

FORMER PRESIDENTS OF THE ASSOCIATION

1920—M. A. Lyons	1943—H.S.Rimmington
1921—M. A. Lyons	1944—H.S.Rimmington
1922—D. A. Ross	1945—G. E. Cole
1923—A. A. Young	1946—J. W. Battershill
1924—A. J. Taunton	1947—B. A. Johnston
1925—C. H. Fox	1948—B. A. Johnston
1926—D. L. McLean	1949—T. E. Storey
1927—Wm. Aldridge	1950—W. D. Hurst
1928—W. G. Chace	1951—W. D. Hurst
1929—C. H. Attwood	1952—C. L. Fisher
1930—C. H. Attwood	1953—J. L. Charles
1931—R.W.McKinnon	1954—G. B. Williams
1932—J. W. Sanger	1955—J. Hoogstraten
1933—J. W. Sanger	1956—J. Hoogstraten
1934—H. M. White	1957—N. S. Bubbis
1935—J. N. Finlayson	1958—L. A. Bateman
1936—A. L. Cavanagh	1959—W. L. Wardrop
1937—E. V. Caton	1960—W. L. Wardrop
1938—P.Burke-Gaffney	1961—C. S. Landon
1939—W. Youngman	1962—R. E. Chant
1940—F. S. Adamson	1963—T. E. Weber
1941—G. E. Cole	1964—B. Chappell
1942—C.V.Antenbring	1965—S. J. Borgford

Notes for Questions for Members of Council During Panel Discussion

Questions will be restricted to the following topics, which Council members will discuss:

1. Collective bargaining.
2. The purpose of the Association.
3. Should members of Council be chairmen of the various committees?
4. The present practice of licensing U.S. engineers where there are no reciprocal arrangements.
5. Should entrance requirements be stiffened?
6. What should the Association do to increase general interest?