

Minutes of the Human Resources Committee meeting
November 23, 2023 | 12:00pm – 1:00pm ET | Virtual meeting

Committee members in attendance	
Arjan Arenja, ON (Chair) Mike Wrinch, President-Elect, EC Kathy Baig, Past-President, QC	Ann English, BC Nancy Hill, President, ON Stormy Holmes, CEO Group member
Observers	
Marlo Rose, NB	
Staff and support	
Juliet Chou, Governance Coordinator Joan Bard Miller, Manager, Governance and Board Services	Gerard McDonald, CEO Nicole Proulx, Director, Human Resources

1. Call to order and approval of agenda

Arjan Arenja, HR Committee Chair, confirmed quorum and called the meeting to order at 12:01 p.m. ET.

Moved

THAT the agenda be approved, and the chair be authorized to modify the order of discussion.

Carried

2. Declaration of conflict of interest

No conflicts were declared. Participants were reminded to declare a conflict at any time during the meeting, as necessary.

3. Review of last meeting

3.1. Approval of minutes

No comments or questions were received on the pre-circulated minutes.

Moved

THAT the minutes of the November 1, 2023 meeting be approved.

Carried

3.2 Review of action table

The action table was noted as complete.

4. Board policy 7.1, Board, committee, and other volunteer expenses

N. Hill, President, Engineers Canada, updated the committee on the motion regarding business class air travel that is included on the Board's December 4, 2023, meeting agenda.

The HR Committee asked that the Board's motion and briefing note convey that:

- The reversal of the Board's earlier decision is in response to budget constraints.
- The Board is committed to supporting volunteers' work-life balance when traveling for Engineers Canada work.

ACTION: N. Hill, A. English and J. Bard Miller to review Board briefing note 4.1, Board policy 7.1, Board, committee, and other volunteer expenses, for the Board meeting on December 4, 2023, in light of the HR Committee's comments.

5. CEO evaluation

J. Bard Miller and J. Chou left the meeting as it moved in-camera for review of:

- 5.1 Accomplishments of 2023 CEO objectives
- 5.2 Results of the CEO compensation review.

6. Meeting evaluation

This item was addressed in-camera.

7. Next committee meetings

This item was addressed in-camera.

8. Closing

With no further business to discuss, the meeting closed at 1:08 pm ET.