

Record of Town Hall Meetings

"Getting it Right"

National Certification for Environmental Practitioners

Vancouver	Oct. 29, 1997
Calgary	Oct. 30, 1997
Winnipeg	Oct. 31, 1997
Halifax	Nov. 18, 1997
Toronto	Nov. 19, 1997
Montreal	Nov. 20, 1997
St. John's	Nov. 21, 1997
Fredericton	Dec. 3, 1997

January 1998

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Executive Summary

Information contained in the *Record of Town Hall Meetings* is based on the oral and written input of an estimated 433 participants. All written feedback was recorded verbatim. Eight Town Hall meetings were held across Canada during the fall of 1997. From the 433 feedback comment forms distributed, 110 were completed and returned. An approximate 25% return rate.

The results of the returned feedback forms indicate that:

- 67% of participants support national certification for environmental practitioners.

Support for certification *increased* after the Town Hall meeting. Prior to the meetings, support was at 62%; whereas, support increased to 67% after the meeting.

- Despite the fact that 55% of participants still had questions and concerns after the meeting, 82% were satisfied with the meeting.

Comite Sectoriel de Main-d'Oeuvre de l'Industrie de l'Environnement in Quebec will provide additional comments on the proposed certification, under separate cover. The comments will be based on a survey they conducted after the Montreal meeting.

Introduction

During the Fall of 1997, eight Town Hall Meetings were held in Vancouver, Calgary, Winnipeg, Halifax, Toronto, Montreal, St. John's and Fredericton. These meetings were part of the consultation process directed towards establishing a national system for certifying environmental practitioners. (The proposed name is "Canadian Environmental Certification and Approvals Board - CECAB").

With the theme of "Getting it Right", the purpose of the Town Halls was to provide: first, a forum where interested parties could provide comments, questions and feedback; second, supply background information concerning certification. Our primary object was to allow participants' input into the developmental phase of the certification process.

This document will serve as a record of what was said. It provides a point of reference and guidance for the establishment of CECAB. It will be a catalyst for ongoing discussion and the sharing of ideas as the certification program is develops.

Environmental stakeholders are encouraged to become involved and to continue providing their comments and feedback on the national certification program for environmental practitioners. Please feel free to contact the staff of CCHREI.

"Feedback Form"
NATIONAL SUMMARY

1) Do you support certification for environmental practitioners?

YES	74	67%
NO	23	21%
UNSURE	12	11%
NO RESPONSE	1	1%

2) Did you support this certification before today's meeting?

YES	68	62%
NO	25	23%
UNSURE	14	13%
NO RESPONSE	3	3%

3) Were all of your questions and concerns addressed today?

YES	42	38%
NO	60	55%
UNSURE	6	5%
NO RESPONSE	2	2%

4) Overall, were you satisfied with today's town hall meeting?

YES	90	82%
NO	8	7%
UNSURE	7	6%
NO RESPONSE	5	5%

Total number of returned forms	110
Approximate number of attendees	433

TOWN HALL MEETING

Vancouver, B.C.,
Oct. 29, 1997

1. CHALLENGES: *(recorded on flip-chart)*

- Complement vs. compete with other certifications (e.g. P. Eng.)
- Need for provincial government, Ministry of the Environment representation
- Need links with other provincial government ministries (e.g. Ministry of Education and Training)
- Compatibility of CECAB certification & regulatory changes
- CEIA involvement in the process
- QEP - CCEP
- Employment Equity in Environment Industry
- Need major Industry “buy-in”
- Discipline vs. multi-disciplinary? (professions/licensure)
- Disciplinary actions/control
- Definition of “environmental practitioner”
- Certification by job title/classification vs. universal
- Other certifications plus CCEP?
- Issues of turf & qualification
- Varying provincial structures - one national structure?
- Certification by sub-sector - overlap?

2. Challenges/Questions/Comments from the Floor

- Grandparenting: 5 years of professional continuous experience may not allow women the opportunity to get certified because their involvement in the industry has been recent and limited and because of child bearing & rearing factors.
- Is this certification complimentary to what they at APEGBC do (P. Eng.), or does it compete or stand in the way of what their association is doing? B.C. has just established Environmental Engineer criteria.
- Registration application committees have had problems defining an environmental engineer - there are a broad range of skills, qualifications, etc. to determine this. The Assoc. of P. Eng. & Geoscientists application process is very rigorous. Someone with a CCEP certificate may be confused with someone who is an environmental engineer. They are concerned but will work with the process. What is Environmental Engineering? What is non-Engineering?

- The B.C. Environment Ministry is not represented? They need to be brought into the process at the beginning. Will someone with a CCEP certification be recognized by the ministries as a certified professional? How does CCEP fit with other provincial designations (e.g. Environmental Health Officer)?
- Does CECAB have funding? Is there a membership?
- Relationship of the process with CEIA? Are they involved?
- Certification is a Provincial issue: Are there any efforts being made in trying to get involvement/linkages with other provincial agencies/ministries (e.g. Ministry of Education & Training, Labour, etc.)?
- Most of the major industry players participating are not here today - is there a “buy-in” for that group, or are they simply too busy to come? There’s a lack of participation from employers and front-line practitioners (perceived).
- Concerned that people with arts degrees and professional engineering degrees will be considered equivalent, when they are not. Concern with the Pathways Flow Chart - Discipline - Multidisciplinary?
- Does CECAB know what they’re getting into in terms of enforcement/discipline? There could be human rights implications.
- How much per year is CCHREI getting from federal government? Who has funded this idea? How much will this certification process cost the taxpayer?
- Who has defined “environmentally-related”? Will there be many certifications, one for each sector or one universal certification? What about overlap? Could this be unwieldy because of the number of sub-categories?
- CEIA-B.C. is skeptical of the certification process and does not believe that everyone from CEIA stands behind this certification.
- Why would someone who is accredited by many other organizations even want to become certified? Chemists doing analytical work - do they need/want it?
- Supports certification - it’s a complimentary certification. Many of the graduates from college and university science programs are lacking skills/knowledge of environmental technicians, etc. Many science degrees/diplomas don’t prepare them for practice in the environment sector.

- Enforcement/discipline issue: Who gets to apply the disciplinary action? The professional organization or CECAB?
- There is still very little training in Engineering, in specific areas related to environment. The CCEP is viewed as a complimentary process to P. Eng.
- There are now identified engineering courses. Re: Regulation/discipline - It's an issue of turf and qualifications - the development of certification needs input of everyone practicing in the environment sector. It's a team effort.
- What is the position of the federal government on certification? What is the status of the report done by Industry Canada in 1992? It stated that 90% of environmental membership is men - What will CCHREI do to ensure women are recognized?
- In this country, we have provincial groups that don't have a national structure and vice versa. We have varying structures and we need therefore, one national structure.
- The environmental sub-sectors are too closely defined; is this going to limit things?
- Industry feels a great deal of discomfort with the certification process. Are people going to put this stuff on their priority list? Will they actually want to become certified? Is it going to be important to them? Having a voluntary certification is risky.
- This is simply an opportunity to give those people who have the skills and knowledge of an environmental practitioner recognition and credit for that - isn't that the goal?
- On permits, Government determines who must sign off on things - there are difficulties in many areas because of issues of mechanism and turf.

3. Feedback Form - Responses/Comments

Were all of your questions and concerns addressed today? If your answer is NO, please comment: (Note: Comments taken verbatim)

- It looks like you have weak "buy-in" in B.C., a province rich in environmental workers. It seems to be a rather bureaucratic process when many similar processes are already in place. If you pay dues to one registering society, why pay to get a CCEP?
- Need some comment on relationship to educational institutions and the time frames for implementation.

General comments from Feedback Form: *(Note: Comments taken verbatim)*

- An interesting session that identified many issues that need to be resolved. I'm concerned over the lack of participation by many major players. There seems to be concern from registering societies that you are stepping on their toes. Many participants at this "town hall" appeared to be lukewarm - I now feel I am one of them. You may be trying to be all things to all people.
 - Poor attendance by industry.
 - Still sounds like a solution in search of a problem. Rationale is plausible, but not entirely convincing. You still have some selling to do. Rigor in certification will be critical. Process should be able to weed out charlatans or opportunists who practice without any real knowledge - the proliferation of these has to stop if the industry is to maintain credibility. Also, didn't see "planning" or "strategy" mentioned on page 15. Good Luck!
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TOWN HALL MEETING

Calgary, Alberta.
Oct. 30, 1997

1. CHALLENGES: *(recorded on flip-chart)*

- Disciplinary action & conflict between disciplinary bodies - which body takes precedence and which one has responsibility? Conflict in Codes of Practice?
- Enforcement? Jurisdictional issues? Provincial?
- Jurisdictional issues - scope of professional practice & “discipline plus”
- Legal actions from decertified practitioners?
- Tracking of registered members in professional associations?
- Task Force membership?
- Composition of Certification Board?
- Who would perform the Prior Learning Assessment and Review?
- Environmental competencies & list of competencies? Discipline Plus?
- Overlap in discipline specialties?
- How will the academic community be involved with certification process?
- Will CECAB accredit academic programs?
- Learned societies & contact/response form?
- What would the certificate look like?
- How would students be involved?
- Need a stepped approach to certification - “In Training” category
- Entry-level for certification: experience? Co-op work term experience?
- How would 2 year Technician/Technologist graduates be recognized?
- Education levels?
- Will CECAB-CCEP require Health & Safety Training?
- What qualifies as Professional Development? Limit professional development?
- Career development from hands-on practitioners to management
- Reciprocity - foreign credentials
- Buyer beware re: competencies
- National program - risk of the certification being watered down, required by everyone?
- Create confusion in the marketplace?
- Value to employers?
- Hands-on environmental practitioners
- Need to do a selling job to customers of enviro-service industry
- Certification focus on employer, public, practitioner?
- Is the public protected by certification? Insurance Issues?

2. Challenges/Questions/Comments from the Floor

- If CECAB has a committee to deal with ethics and disciplinary action, who will sit on the committee? Will the members be appointed or elected? What will be the structure of the committee? How will this committee coordinate its actions with professional associations that already have such committees? What will happen if there is a conflict between the CECAB committee and a committee of another organization?
- How will CECAB handle credential renewal and professional development. I believe that the best person to decide on upgrading and upkeep of credentials is the individual. What will qualify as professional development and renewal?
- Where do two-year diploma graduates fit into the CECAB plan? How will they be recognized? What kind of depth will be required for each of the points on the list of skills and knowledge?
- Will the CECAB Board be composed of different professional groups? How will the membership of the various task forces be determined? It will need to be representative of all sectors.
- What will happen when a professional association disciplines one of its practitioners? Will the discipline extend to CECAB?
- The CECAB certification will be a “discipline plus” credential. How will monitoring and maintenance of the primary registration (whether it be provincial or national) be handled?
- I support certification, but the example found in the Founding Document was daunting. Perhaps the “devil is in the details”. Might not the requirements be so broad that it would be impossible for one individual to meet all of them? Also, how will CECAB measure a person’s qualifications?
- Why did one-third of the employers and one-quarter of the practitioners say that they did not support the certification in the survey you conducted?
- Comment from a municipal representative: We strongly support certification because we see a lot of value in it. However, many companies will continue to operate without certified people. This means that we will have a selling job to do. We have very little to criticize in the three documents. The public sector wants to be involved.
- How will faculty and environmental coordinators be involved in the process? Those involved in education need to be involved in certifying and become certified.
- What is CECAB doing with regard to the cross jurisdictions across the country?

- How would CECAB deal with legal action that might arise from a decertified individual?
- Lakeland College has four diploma programs and one applied degree program with advisory committees. The advisory committees do not think that we should seek accreditation by a professional body. Would CECAB accredit programs directly or would we have to work with other professional organizations?
- What would the certification look like?
- It is very time consuming to conduct Prior Learning Assessment for those who don't have a formal credential. It is more cost effective to simply register in a course and take it. Who would conduct the Prior Learning Assessment process? An educational institution or CECAB?
- If an engineer is licensed to work in Alberta, but not in Saskatchewan, then that engineer cannot practice engineering in Saskatchewan. However, if an engineer doing environmental work were to be certified by CECAB, then the certification would be valid throughout the country. How can this be?
- What about those engineers who have let their licenses lapse? It is a huge job to keep track of those who are coming and going. Registration is very time consuming and would take more than a year to get it up and running.
- Would the certification limit career development? Say a CCEP moves on to something else? Would that person have to get re-certified? Would the certification restrict what a person does?
- Will "discipline plus" cause confusion over qualifications in the marketplace?
- Comment: I hope that CCEPs will be people who actually practice environmental work. If everyone with a P. Eng. also had a CCEP, the CCEP designation wouldn't be any good. CCEPs must have a background in the environment.
- I am confused about "discipline plus". As far as engineering is concerned, CECAB will only be able to certify those activities that are outside the scope of engineering. But it seems to me that CECAB will have to look at those activities that are inside the scope of engineering in order to deal with the "discipline plus" concept.
- If you are an engineer in Saskatchewan you can only practice in Saskatchewan. However, the CECAB certification would cut across provincial boundaries. How can the "discipline" part (engineering) be regulated provincially, but the "plus" part (environmental work) be regulated nationally. It seems that there is a jurisdictional issue here.

- How will CECAB deal with the infusion of people from other countries that we are expecting in Canada? Will there be reciprocity agreements with other countries?
- The social sciences are overlooked because people with backgrounds in this area are often not members of professional organizations. To what extent has CECAB contacted learned societies? What has been the result of the contact?
- If an environmental practitioner evolves in his or her career - to the point, for example, that he or she moves on into management - would this exclude him or her from maintaining the CECAB certification because he or she would no longer be practicing hands-on environment work? If so, could this situation lead to some legal action?
- CECAB should have a three to five year “in-training” period. There should be a stepped approach to the certification.
- Would mentoring be part of the certification process?
- Is there an academic route that a person has to take in order to be certified? I have a diploma and am currently working on a degree because I found that the diploma on its own was not enough to get a job. How much education is enough?
- A lot of environmental work is now done by hydrogeologists. In the United States, you can be a registered professional hydrogeologist, but in Canada, there is no national certification for hydrogeologists, so it’s a buyer beware situation. The International Association of Hydrogeologists is interested in a national certification program. We hope this is the right one and, therefore, want to be involved.
- What will the CECAB certification require regarding occupational health and safety knowledge?
- Canada’s regions have their own local “flavours”, yet the certification you are proposing will be national. How will it take into account regional differences?
- Regarding disciplinary action, will the public be protected by the certification process? Or, will each individual need errors/omissions insurance?
- In the engineers’ code of conduct the protection of the public is held paramount. For lawyers, the client is held paramount. Who will be held paramount for environmental practitioners with the CCEP designation?
- Is the process to protect the employer, the public, or the practitioner?
- There could be conflicts on Codes of practice.

- The CECAB certification would be voluntary. As such, if a person were stripped of his or her certification, that person could still practice. How does this protect the public?
- Could someone who has just graduated from an environmental program be certified?
- Would co-op work count as being part of the work experience?
- Where does CCHREI get its funding?
- I think that CCHREI should consider delaying the implementation of CECAB and the certification program. The timeline is very ambitious.

3. Feedback Form Responses/Comments

Were all of your questions and concerns addressed today? If your answer is NO, please comment: *(Note: Comments taken verbatim)*

- I feel I need to see the details before I would be confident that this is the correct process.
- How will task force members be chosen so that all disciplines are represented?
- I am a graduate of NAIT - HSE program, sponsored by CCHREI. Was the program which I took designed with the CCEP in mind? What about work experience involved with school?
- The presentation seemed to say that this was going ahead, yet there were so many questions that weren't answered. Details were not available and this left me with more questions than when I arrived. The whole question of management and if they are included is an issue, particularly if you manage people who have this certification.
- If your academic programs created by CCHREI, were they made in such a way so as to ensure certification with CCEP?
- Several questions were asked where there were no finite answers that dealt adequately with, i.e. provincial jurisdictions, cross potential water down of qualification; enforcement; certifying individuals a professional body does not recognize as qualified in the area.
- A number of people working in the environment field today do not have a professional organization, but have a wealth of experience (no degrees) - does the proposed certification include these practitioners?
- How will disciplinary action of another association affect the status as a CCEP?

- What is the direct relationship between the proposed CECAB & CCEP certification & APPEGA & ASPB? Will there be levels of affiliation, i.e. educators (professors) or graduate students working part-time in the environment industry? Regarding pg. 19 of the *Founding Document*, how does CECAB propose to measure the “practitioner qualities”?
- I don’t get the impression from the documentation that you have currently supplied, that you have planned far enough ahead to know the several scenarios that this CCEP program could take. If you work out the details and present them more clearly, you may receive my support.
- What level of education will be enough for a new student seeking certification? Will a college graduate have the same standing (certification level) as a B.Sc. Grad., as a M.Sc. Grad. Who needs this certification?
- I am wondering what role CECAB will play in the promotion and marketing of the certification.
- Need more input from students & educators. Requirements from APPEGA are already adequate & becoming more stringent - another layer is a waste of my time & money.
- I don’t see why a registered professional or technologist would want this. If you are operating outside your professional designation, perhaps you should not be since you are not professionally qualified. If this is a certification body for those with no other designation, why not just state that up front and run with it?
- Some of the questions require a legal interpretation. What about the conflicting opinions by different disciplines (e.g. defining equivalent land capability, how does the conflict between soils and vegetation get resolved? How does judgment & common sense apply?)

General Comments from the Feedback Form: (*Note: Comments taken verbatim*)

- Where does the Applied Degree fit in the certification process? Is it considered equivalent to the B.Sc.?
- I still feel that just by the examples used that somehow, a technologist/technician is still considered as an afterthought when it comes to the certification process. There needs to be an actual teaching individual with industry experience representing the colleges if not an administrator.
- Good forum in that CCHREI listened to questions & indicated they would tabulate these questions. I would like to see all questions asked and responses by CCHREI.

- I hope that practical experience is given due consideration to allow the industry to utilize those people with a non-professional status that we are using today.
- Very comfortable setting to address and ask questions about the certification. I think more students should be represented in the meetings, as they will be entering the certification process from the bottom. They will have to structure, or restructure their next 2 to 4 year academic plans to include accreditation criteria.
- Some really good questions raised and comments made, the answers to which indicate a great deal of detailed work needs to be done. Good Luck!
- I view this as a deterrent to young people getting into the environment field - more and more layers are being imposed. I feel the scope/task is far too large and that my tax \$ would be better spent on curriculum development to address the problem at its root.
- Still a sense that certification is trying to be done too fast for the time allowed. Maybe consider extending the time frame.
- I believe this form of certification will enhance the employability of many individuals throughout the country. Due to lack of certification for environmental practitioners, there is a tendency for the wrong people to get hired for the positions available, due to the lack of knowledge on the employers' part.
- There were too many questions that were left unanswered. I think people went away feeling less informed. Maybe the meeting was premature and more details need to be developed.

TOWN HALL MEETING

**Winnipeg, Manitoba.
October 31, 1997**

1. **CHALLENGES:** *(recorded on flip-chart)*

- Need to identify specialties? Management vs. practitioners?
- Management - qualify for CCEP?
- Prioritizing of competencies for academics
- Infringing on and overlapping with existing disciplines? Public protection?
- Competency basis?
- Timelines - before one can apply. (e.g. students)
- Interim designation "In Training"? Need for stepped certification
- CCEP - QEP - How will they work together?
- Lacking key skills for certification - help in identifying courses
- Internship & Co-op = practical experience?
- Accreditation side of process?
- Duplication/competition with other accreditation of programs?
- How does process/certification fit with provincial regulations/legislation?
- Flexibility of certification levels? Benefits?
- Supplementary certification
- Fear - requirements
- Variations of competence - Rating by level and type of competence
- Will CECAB offer certification of Water & Wastewater Operators?
- Mechanism to assess attributes? Who? How? Cost? Funding? Liability?
- Working with professional organizations
- Need for supporting education to meet certification requirements
- Need to involve academic institutions
- Need? Practicality?

2. **Challenges/Questions/Comments/ from the Floor**

- Need to identify specialties - Management vs. scientific specialty. Need for specific prioritizing of criteria for academics of goals and terminal objectives to assist with curriculum development. 3 - 4 years work experience after graduation should be required.
- The work of a CCEP will overlap with the work that is currently being done by engineers and those in other disciplines. Concern about overstepping, infringing on other disciplines and public protection.

- Need to ensure that no one will practice outside their field of experience and misrepresent their expertise. What mechanism is in place protect the public from incompetent practicing CCEPs?
- Certification should be based on competencies and defined levels - and not be based on time requirements.
- What timelines are involved in applying for certification, especially for the students? Chicken and egg syndrome/Catch 22 for students. There should be a “CCEP in training” option and interim designation. Will internship or co-op be considered as practical qualifications?
- A mentors list should be developed to assist, and help answer questions such as: When do I apply? How much experience would I require?
- How do you see the Qualified Environmental Professional (QEP) & CCEP working together? Is the CCEP in competition with the QEP or a stepping stone?
- If people lack some of the core/key skills, will CCHREI help to identify those missing skills and identify places where one can get that training?
- Managing an Environmental Management System is not hands-on environmental experience. Would they qualify for the CCEP? Of a person’s job function moved up to management, would they lose their CCEP if they were no longer practicing?
- Would people with a variety of environmental backgrounds qualify for certification even though they no longer practice/perform environmental work?
- There needs to be an accreditation process for programs and it must be in sync with other accreditation’s that are in place. Concern about “ensuring” consistency in the standards of educators and trainers delivering programs. Concern about the ability to examine individual curriculums...especially with the cost of education increasing.
- Multiple certifications are confusing. There is a need for clear identification of how a person moves through a career path.
- The establishment of a certification process must be linked and synchronized with the establishment of an accreditation process.
- How would the CCEP fit with provincial legislation? What links might be developed to CEPA or individual Provincial Acts?
- Are there levels - categories of certification? There is a need for levels of certification. Are there standards by category of work requirements?

- There is a need for a common standard of competence. There is also a need for flexibility in terms of levels certification. However, there are different levels of hierarchy, with environmental capability tied with professional levels of competence. How can one get benefits from a flexible certification?
- The example (in *CECAB Founding Document*) of competencies for a “Land Protection Technologist/Technician” was intimidating and an incredible wishlist...the examples listed should be more pragmatic. Most people couldn’t meet the standard. They were an overwhelming set of competencies...where to find training/education to complete requirements. Is there help for a student in identifying where those skills could be acquired ? I am cautious about the initiative - but support the process. However, with a degree of FEAR.
- Commend the attempt. There is a need to develop an accreditation rating system. There is variation in the competence of practitioners.
- How would a mechanism be set up to assess 100 attributes? There is a need to denote competence by areas in which a practitioner works. There is also a need for a code of ethics or conduct.
- Will CECAB offer Water and Wastewater treatment operators certification? Will CECAB meet International Standards?
- Is this process designed to be inclusionary or exclusionary?
- Liability? Who is covered? Will CECAB provide a liability package (errors and omissions)?
- Who will do assessments? Will the Board and Review Panels be elected or appointed?
- Fees? Will CECAB be self-sustaining? Concerned that the \$100 fee will not be enough to cover costs.
- The CCEP does not have authority with the provincial licensing bodies. Individual associations have that authority and they need to be consulted.
- The need and/or practicality of this certification was questioned.

3. Feedback Form Responses/Comments

Were all of your questions and concerns addressed today? If your answer is NO, please comment: *(Note: comments taken verbatim)*

- Is there any plan for CCHREI or CECAB to run professional development courses/seminars? If these were standardized courses (i.e. presented by same people across the country) it would maintain a continuity among the environmental practitioners across the country.
- Can practitioners of “non science” fields expect to be included in the implementation? Those people who are working in Human Resources, Accounting, and Labour Relations for example, appear to be excluded for the most part with regards to the standards in Appendix 5 of the *Founding Document*.
- Although I strongly support the certification framework, I have a growing concern that this may be moving in an exclusionary, rather than inclusionary, direction.
- The list is very intimidating & subjective - this must be addressed and made more realistic.

General Comments from the Feedback Form *(Note:Comments taken verbatim)*

- The environmental field is very diverse. Many private sector companies, hire individuals to work with environmental issues on a “large scale”. As a result, people find themselves “coordinating, facilities, & harmonizing” environmental management. The CCEP program excludes these people because they do not have the “hands-on” skills. How can they get the “hands-on” skills when their job does not demand it? Yet, they work exclusively in the Environmental field. The problem I have is that the CCEP could be a “hurdle” for people who have the “Environmental Management” skills, but not the technical skills. If a CCEP ends up doing the job of an “Environmental Manager”, and they never use their technical skill, they would still be a CCEP.
 - This is a good starting point, however there needs to be additional discussion or feedback respecting many of the specific details that could not be covered extensively.
 - Please look at the education available in all regions of Canada to help people fulfill expected requirements.
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TOWN HALL MEETING

**Halifax, Nova Scotia.,
November 18, 1997**

1. **CHALLENGES:** *(recorded on flip-chart)*

- Provincial issues - need task force
- Involvement of provincial industry associations in certification process?
- Government funding?
- Levels of Certification?
- Awareness of initiative by all bodies?
- Practice within several sub-sectors?
- Certification: voluntary vs. required?
- Liability? Due diligence?
- Environmental practitioner - too broad a definition?
- Grandparenting?
- Areas of expertise?
- Level of rigor?
- Grandparenting - 5 years experience not enough
- Disciplinary issues - Nationally?
- Accreditation process of education?
- Curriculum development - time required?
- Certification - barrier to students?
- Timeline? - Too quick?
- Options to Implementation

2. **Challenges/Questions/Comments from the Floor**

- Concern about the certification process, does not address liability issues; harmonization of provincial regulatory and legislative requirements, or differences in professional certification which vary from province to province.
- CCEP should be voluntary as certification falls within provincial jurisdiction.
- Feels that little had been done to engage the provincial environmental industry associations and that they appear to have no role in the existing plan and that provincial industry associations are important to ensuring provincial support and to ensure harmonization.

- It appears that CCHREI is competing with provincial certification processes. Certification needs to be a provincial/regional structure. The plan needs to recognize provincial differences and then fit them into a national framework. It is recommended that a task force be established to address harmonization issues. The process, as it stands may heighten differences and reduce portability. Concerned about the level of government involvement in the process and the limited industry involvement to date.
- Concerns about the levels of certification with respect to educational knowledge versus practical experience; concerned about how the plan will address this issue.
- Concern re: level of NSDOE involvement & awareness of initiative. Concern about specific training for various certifications that are Ministry issues. Nova Scotia “Acts & Regulations” require certain qualifications in a variety of areas (e.g. - management of contaminated sites requires a Certificate of Compliance in NS) Licensing is required in order to obtain certificates in NS. NSDOE needs to be more informed about CECAB and the national certification for environmental practitioners and CCHREI needs to be more aware of provincial statutes.
- The certification process should be designed to maintain rigor, credibility and high standards. Individuals should be assessed based on formal education, relevant experience. Issues regarding enforcement and discipline are raised.
- Voluntary vs. required certification? The plan needs to recognize certification requirements in provincial. and municipal. legislation. Certification places limits on interprovincial trade?
- How would practitioners be certified if they practice in more than one sub-sector? (the NOS identified 15 possible sub-sectors in environmental employment)
- Questioned and disputed the claim that certification would have any impact on due diligence. Certification would have no bearing on this - it’s an individual matter - qualifications would be meaningless in this legal process, except possibly in sentencing.
- Definition of an Environmental Practitioner - categorization is too broad and the plan needs to be more specific about how it differentiates practitioners in the various sub-categories
- Grandparenting - 5 years is inadequate time to acquire expertise; should be 5 to 10 years.
- Questioned the added value to the public in the proposed process.
- Felt there should be distinction with the certification process that recognized levels of academic achievement, experience, knowledge, etc.

- Certification process should maintain a high level of rigor as defined by the NOS. What kinds of areas of expertise will be certifiable? (e.g. will knowledge of legislation and regulatory matters be included in the certification process?)
- If there is an exam for certification, would there be separate sections for science and knowledge of legislative regimes?
- What is the connection between environmental practitioners outside of professional associations and the professional associations who provide the service? The process appears to be establishing boundaries between existing professional associations and environmental practitioners.
- Importance of meshing programs. The process needs to recognize criteria among various certification programs. Practitioners will only want to register for one certification.
- Grandparenting issues are very important - current proposal is not stringent enough; in order to be credible, certification criteria will need to assess a person's demonstrated level of increasing responsibility.
- How will the disciplinary process work and what will it do?
- Concerned about litigation costs for APENS and noted that disciplinary procedures are very expensive to run. With certification, legal costs will be accrued for both sides and the disciplinary issue is extremely difficult to deal with on a national basis - needs more investigation.
- The identified pathways of certification is unacceptable to APENS. However the following comment was made: "We have to work with each other".
- How will educational qualifications be evaluated? Is there an accreditation process for educational institutions? Questioned the lead time that will be necessary for curriculum development and leveling. Noted that many of his students were concerned about this process and felt it was establishing barriers to employment. It is another form of credentials for young people to overcome. It was noted that the architects designation has established limits on those who become a professionally designated architect and that this process is highly exclusive.
- Supports general concept.
- The timeline needs to be extended; felt the proposed timeline was completely unrealistic. Suggested that there be a process, perhaps like the Town Hall process, that can solicit direct feedback prior to implementation.

- People are wanting to be helpful but will this process be successful without provincial input and a provincial structure? Noted that appropriate options for implementation should be defined and then promoted to allow for helpful, inclusionary discussion.
- Is this a government driven process? Where does CCHREI get its funding from? Those with professional societies have recognition. Others do not. This certification would help.
- Disciplinary program must have teeth. Disciplinary proceedings - provincial vs. national - which body take precedence?

3. Feedback Form Responses/Comments

Were all of your questions and concerns addressed today? If your answer is NO, please comment: *(Note: comments taken verbatim)*

- Provincial differences need to be identified and addressed
- Implementation options should be identified
- Industry associations need to be more involved.
- Resources for ensuring code of practices enforced
- Like to see no grandparenting and all members have to pass exam
- I was concerned that P. Eng. will railroad the process to eliminate academics
- What are the next steps involving education/training providers?
- Most issues were raised but not satisfactorily addressed: discipline process; engineering practice interface; registration process for non-professional; impact on litigation costs from discipline process; perception of CCEP to practice beyond area of competence.
- Still need more information on process for developing standards for different levels of knowledge - diploma, Bachelors, Master, Ph.D.
- Sector C in the NOS wasn't given very much attention. It would be appreciated if a special Town Hall could be offered for this sector.

- The proposed designation sounds like it's in danger of being a "paper" title _i.e. Scott's comments on how relevant "Cert. Env. Auditor" is in the Market/Public. To give your process teeth, credibility, etc.) I recommend your group be aware/take into account, mesh, (learn from?) the new NS contaminated sites management guidelines (Jan. 98?) and how they approached the position of "Site Professional" and the self operative groups from which these people come (i.e. more than just P. Eng.'s)
- There has to be a minimum academic qualification. In my opinion, at least college or university.
- Grey areas: certification
- Several issues raised in discussion for future study, therefore still on the table e.g. discipline, trade barriers, grandparenting
- Questions answered in some form , but may need elaboration
- There are many questions that need a great deal of work to create the answers.
- Balance between dilution of "hard technical" skills and other environmental competencies seems yet to be resolved.

General Comments from Feedback Form: *(Note: comments taken verbatim)*

- I fear that P. Eng.'s feel they are being threatened by other professions in practicing in the environment field. I feel that the CCEP standard is the best solution. I've seen too many incompetent P. Eng.'s practicing environmental consulting.
- Good questions and comments - please incorporate them in your plans.
- Hopefully, today's comments will be considered carefully. I still question the value of a general certification program that will cloud environmental practice without substantive discipline.
- The appearance is that things will proceed as outlined, regardless of the validity of comments - there is no accountability of CCHREI compared to industry associations, where there is membership and money paid.
- Important to get issues on the table, and involved broad interest groups. Process needs to include more of the same, as more detailed positions are developed.
- Need for better debate on issues raised rather than CCHREI appearing to "defend" their presentation

- Need more time for discussion
 - Is five years experience enough for Grandparenting?
 - Need more coordination with other groups: Certified Site Assessors, etc.
 - More info. on registration costs (e.g. cost of the audit to a supplier of Environmental education)
 - There has to be a lot more work done before the final certification begins. For those who do not have a background in science or engineering, must be required to take the environmental science/engineering courses at university level.
 - My greatest concern is that there needs to be levels of certification for various roles (e.g. project management, participation, and mentoring period)
 - We need additional info. from Town Halls once the task groups under the CECAB Board are established and have had time to deal with the many issues.
 - In some ways, raised more questions than it answered?
 - We need more of these (town halls) - input interaction is critical for success.
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TOWN HALL MEETING

**Toronto, Ontario
November 19, 1997**

1. **CHALLENGES:** (*recorded on flip-chart*)

- Curriculum Development Task Force?
- Engineering/non-engineering work? Definition?
- Validity of certification issued?
- Levels of certification - Levels in occupational standards? Tiers? By sub-sector?
- Global recognition?
- Professional designation - plus CCEP? Professional designation first?
- Certification - job threat?
- Varying approaches to certification! Discipline vs. interdisciplinary?
- Application directly from an interdisciplinary program?
- CCEP designation on its own? As a stand alone designation?
- Place emphasis on practical experience in specific fields
- Are environmental educators included?
- Need for oral testing/exams
- Provincial certifications exist!
- Certification - accreditation of environmental programs? Status of accreditation?
- Obstacle to employment for youth? Practitioner “in-training”? Apprenticeship system for new grads?
- Recognition of co-op experience?
- Consecutive years of experience? 5 years, 10 years?
- Evaluation of Professional Development Activities - Who & What?
- Practical experience & academic training work together
- Environmental Planners need to be encouraged
- Danger of one certification. Restrictive if under one of the 15 sub-sectors, sectors overlap.
- Structure of CECAB?
- How many people will be certified?

2. **Challenges/Questions/Comments from the Floor**

- What will certification mean in terms of curriculum development for universities and colleges? The proposed Task Forces don't cover curriculum - which Task Force would deal with curriculum development?
- What is the definition of engineering vs. non-engineering work. Engineers may not need to apply for certification - has this been defined?

- Some of the competencies are idealistic (e.g. Land Quality Sub-Sector example in Q&A). How will the competencies be measured in terms of certification?
- Grandparenting and ethics. What guarantee is there to show that the certification is or will remain valid (reassessment) and how will this be communicated to the world at large?
- Are you looking at different levels of experience, seniority, etc. Is a tiered system being considered? What about other qualifications - e.g. engineering graduate or applied technologists - what about their qualifications? A certified practitioner “in-training” option should be considered.
- Environmental employment is continuum - job responsibilities and functions may change over time - is there a continuum or other certifications to cover this?
- We are in a global marketplace - Would there be global recognition of the CCEP or reciprocity agreements struck?
- Why would you add another certification process when you could add to existing certification processes?
- If one does not become a member or apply for a professional designation, can one become certified? If, on the other hand, one already had a certification would one have to apply for and add another certification?
- Is the proposed plan to certify under one of the 15 sub-sectors? Will this be restrictive (some areas may not be covered)? Some people may work in 3, 4 or 5 areas - would one be certified in only one area? Could more defined sectors be added over time?
- A lot of technologists are working - some don't have diplomas - obviously this certification is not meant to keep these people from working. There could be a danger where some companies (e.g. labs) would declare that all people need to be a CCEP - people without degrees will be in trouble. Be careful you don't cost people their jobs.
- Will people coming from an interdisciplinary program be able to get certified?
- The NOS is the best attempt I've seen in defining environmental employment for technicians and technologists. Looking at the interdisciplinary side on the Pathway chart, it seems that at some point, in order to get the CCEP, one will have to tie themselves to some other certification - students see the idea of double certification as unnecessary - it is strongly recommended that there be a vehicle to come straight through school and apply directly without having to get another certification.

- Is it possible to apply directly to CECAB without another certification? You should be able to get the CCEP without having to get something else. There is a necessity for people to get certification without having to go back and get professional registration in another field.
- A lot of emphasis should be placed on practical experience in the field in which you are working. We have to look at specific fields in which we can certify people.
- What about formal and non-formal education. Would these sorts of people be included into the interdisciplinary section - e.g. high school teachers teaching an environmental education program? What about people that may be teaching, but don't have qualifications - are these people at risk?
- I'm supportive for the emphasis that has been placed on practical experience. There are many in the field with no formal education, but lots of experience. I would hope that you would consider oral testing, instead of written because of this.
- As a new graduate, it is difficult to get into the environment industry and certification would be a barrier - no matter how good one is in a discipline, if one doesn't have the experience, how would one get certified? Make sure that this certification does not become an impediment to employment for youth. There is a need for an apprenticeship system for new graduates or a certification program in school or a recognition that education covers the skill sets. A practitioner "in-training" would be useful - "Associate" would be better.
- There needs to be a mechanism to help people, particularly new graduates identify where and what skills/competencies they're missing so they can work towards acquiring those skills.
- What is the status of the accreditation process and how does it fit in? Is there a way to do this without stepping on college and university toes?
- How would co-op work experience be viewed or recognized?
- Careful about the proposed consecutive years of experience being required. This could be a barrier to women because of pregnancy and child care.
- What about the evaluation for grandparenting and renewal for professional development? Written test/log book is not practical - why not consider professional papers, presentations at conferences, etc. Who is going to conduct the evaluation? Review the logbook? Etc.

- There are two parts to the environment industry - Tech/Science and Decision Making. There appears to be a strong emphasis on Tech., but where does Planning fit? Do Planners fit into the interdisciplinary model? Consulting firms rely on environmental planners.
- Who will be involved in the structure of CECAB?
- There are 200,000 environmental practitioners working - you say that 73% of the people surveyed supported certification. How many will apply? How long will it take?
- You say that certification is not in favour of pigeon holing, but the danger is definitely there. There is a danger of having 1 certification - emphasis will need to be placed on Ethics.
- Technicians/technologists are quite happy to work in their positions and not work up a hierarchy - will they be excluded? I think you need to work out the levels within the occupational standard - your plan is too ambitious. The challenge will be working out the levels in the occupational standards.

3. Feedback Form Responses/Comments

Were all of your questions and concerns addressed today? If your answer is NO, please comment: (*Note: comments taken verbatim*)

- There must be a clearly stated route for technicians & technologists to apply directly for certification, without the requirement for certification by any other agency.
- This was really a very brief overview - there are a lot of other issues.
- Associate - Level; Fellow – Level
- Too much uncertainty re: dual certification and qualifications. Also I would like to know if certification is sector or sub-sector specific and so designated?
- We are in a period of rapid change and career mobility. The certification should facilitate career development & mobility, not be a barrier. Must incorporate smooth transition between specialties, and allow CCEP generalist.
- What is the status of other groups not mentioned in the literature or at the meeting? i.e. Landscape architects, foresters, planners?

General Comments from Feedback Form: *(Note: comments taken verbatim)*

- Finish your job of occupational standards and identify the emerging environmental discipline, without relying on others.
- I feel it does not stress experience to an adequate degree. It appears that there are no specialties identified (i.e. DDEP hydrogeology). May hurt small businesses as it will be required, even if not appropriate to the tools, by persons not familiar with specifics (i.e. often need P. Eng. for non-engineering work). Why do you have to constantly move up/change. It seems to discriminate against the upper level staff who plateau.
- Why is environmental auditing not included in the process?
- Must avoid the CCEP designation becoming a regulatory requirement for entry/work.
- Remember that more and more workers will be self-employed contract workers in the future. CCEP is good but should not pigeon hole these folks.
- Dual certification (P. Eng./CET) has little value.
- Good process. Consider wide variety of occupations, skills, in environmental field.
- Many issues re: 2 levels of certification: 1) professional; 2) CCEP Also, where would an Environmental Planner in a highly urban centre fit in the 15 sub-sectors - and there are many Environmental planners. If CCHREI is going to identify a limited number of sub-sectors, need to have a sub-list of disciplines/position titles, etc., to make it easier for professionals to find their sub-sector.
- The OALA (Ont. Assoc. of Landscape Architects) recently (within last 15 years) have gone through some related “growing pains” such as accreditation of schools, full and associate membership, grandparenting, etc.

ASSEMBLÉE LOCALE

Montréal, Québec
le 20 novembre 1997

1. DÉFIS : *(Compte-rendu)*

- Existe-t-il déjà de l'assistance d'accréditation?
- Le rôle du CECAB? Qui autorise?
- Inconvénients : Problème de qualification; formation contre accréditation
Mobilité/bilinguisme?
Harmonisation avec programmes existants?
- Coûts?
- Appui au besoin et non pas au programme
- Pas de nouvelles compétences
- Normes/universitaires: Définir les niveaux de compétences
Impacts sur les institutions d'enseignement
- Créer des liens/partenariats?
- Peu de place aux ordres professionnels
- Reconnaissance légale?
- Chevauchement contre l'harmonisation
- Implication des ordres professionnels et les institutions d'enseignement?
- Qualification n'égal pas nécessairement la certification!
- Manque de consultation?
- Entente de réciprocité ?
- Autres certifications?
- Définition de spécialiste d'environnement?
- Mandats ordres professionnels?
- Rôle des industries dans la reconnaissance professionnelle?
- Définition de la responsabilité professionnelle?
- Place aux jeunes Facilité à l'emploi?
- Protectionnisme?
- Entente sur le concept de « compétences » avec MEQ?
- Méthodologie/Terms? Ex. : technicien contre technologue
- Légalité de la démarche contre la juridiction provinciale?
- Norme 1414; contenu de formation imposé par le fédéral?
- Déjà un programme de reconnaissance au Québec Chevauchement?
Complémentaire?
Non compétitif?
- Rôle des institutions d'enseignement
- Rôle de la recherche comme secteur à l'avant-garde contre l'industrie
- Concept de « discipline plus »?
- Cinq ans d'expérience – période de reconnaissance des droits acquis?
- Cinq ans d'expérience – protectionnisme?
place aux jeunes?

- Rôle des universités dans le processus décisionnel?
- Rôle du CCRHIE – Harmonisation?
- Projet de reconnaissance :
 - Confusion d'emplois environnementaux., industries environnementales et autres services
 - Terme « activités professionnelles » (universitaires et techniques)?
 - CECAB : Rôle d'évaluation?
- Prendre en compte les inégalités des considérations; crédibilité du processus
- Niveaux de formation; reconnaissance?
- Évaluation des candidatures; mécanisme rigoureux de vérification?
- Cinq ans d'expérience sans interruption; femmes, congé de maternité?
- Cours de perfectionnement, avec examens?
- Harmonisation avec association?

2. Défis/Questions/Commentaires

- Tenez-vous compte de l'Association canadienne de vérification environnementale (ACVE) et autres certifications?
- Titre accordé à n'importe qui? Définir les besoins?
- Qu'est-ce que les industries ont à voir sur la reconnaissance professionnelle?
- Il faut reconnaître l'ensemble des professions en environnement. Est-ce qu'il existe au Canada des associations qui font de la certification pour professionnels en environnement?
- Qu'est-ce que le CECAB veut faire vis-à-vis ces organisations et qui autorise le CCRHIE via CECAB à reconnaître les professionnels en environnement?
- Ensemble du processus, le Founding document, gros exercice de vente?
- « Certification » n'équivaut pas à « Qualification ». Nécessite davantage de formation.
- Système permettant mobilité de la main-d'oeuvre - être bilingue?
- Est-ce que cela va promouvoir le commerce international? Est-ce que la certification de CECAB peut s'harmoniser avec le reste du monde?
- Organisme supra national – on en a besoin?
- La raison d'être du CECAB : fournir des revenus de 20 millions \$ par année.

- 70 % des gens interviewés appuient le besoin d'une reconnaissance professionnelle mais pas nécessairement le programme. Y a-t-il vraiment un besoin?
- Il y a un besoin d'harmonisation au Québec? Ordres professionnels : pouvoir émettre des mandats.
- Pourquoi créer une nouvelle couche? – Chevauchement. CCRHIE peut jouer un rôle de coordination et autres.
- Êtes-vous conscients des implications sur les programmes d'enseignement? Avez-vous élaboré une liste des qualifications pour universitaires?
- Pour être compétent sur tous les points il faut un bac. Le CECAB ne prévoit pas de distinction entre les niveaux de scolarité des professionnels. (universitaire, collégial, etc.)? Maisons d'enseignements auraient dû être avisées plus tôt.
- Titre de SAE peut porter à confusion par rapport au sigle de Standard automobile ?...
- Duplicata de plusieurs aspects du rôle rempli par les Associations : membership, buts, etc. Il y a un besoin de créer des liens entre organismes – universitaires, industries, ordres professionnels, etc.
- Peu de place pour l'implication des ordres et associations.
- Questionne la légalité de la reconnaissance. Comment allez-vous faire pour avoir une reconnaissance légale pour l'agrément des spécialistes?
- On n'a pas besoin d'organisme de certification « discipline plus ». Mais on a besoin d'harmonisation interprovinciale. Ça va se faire par les organisations, ordres et universités existantes.
- Ne veut pas avoir à se justifier aux organismes volontaires. Inquiétant de voir rajouter une autre pelure. Chevauchement.?
- Important de ne pas mélanger qualification et certification.
- L'AQVE (Ass. québécoise de vérification environnementale) aurait aimé être consultée sur le sujet.
- Le déroulement du programme est très ambitieux, et les délais assez courts. Ça inquiète.

- Si vous voulez commencer votre processus de qualification au printemps, allez travailler fort. Vous nous rajoutez des pelures, payer des cotisations, refaire qualifications, etc.
- Responsabilité professionnelle n'est pas une reconnaissance.
- Je serais obligé de définir mon champ d'opération et ma responsabilité.? Il faut une commission de déontologie et de discipline.
- Quelle est la place revenant aux jeunes? Aider les jeunes à se faire une place dans le milieu.
- Au Québec, les programmes sont fait sur la base des compétences. Ne serait-il pas important que le CCRHIE s'entende avant avec le MEQ au niveau de la définition de concepts comme celui de « compétence »?
- Supposant l'implantation du CECAB, dois-je faire une demande de reconnaissance dans chaque groupe et payer à chaque fois?
- L'ACVE (Ass. canadienne de vérification environnementale) a-t-elle été consultée? Qu'a-t-elle répondu?
- Avons-nous le droit légal de développer les normes? Ce n'est pas nécessairement légal de mettre sur pied un programme, dépasser les compétences? Norme 1414, contenu de formation imposé par le fédéral.
- Ce serait important d'obtenir une opinion juridique sur cette démarche.
- Programmes de reconnaissance existent déjà. Mettre sur pied un bureau de reconnaissance canadien, ça devrait s'harmoniser. Complémentaire sans être compétitif.
- Ne perçoit pas la présence des maisons d'enseignement. Quel est le rôle des écoles et des centres universitaires de recherche (secteur avant-gardiste comparé au secteur de l'industrie)?
- Il devrait y avoir plus de précisions sur le concept de « discipline plus ». Expérience de 5 ans - défavorise les jeunes.
- Dans la vision du CCRHIE, les institutions d'enseignement sont des machines à former le type de spécialistes demandés par l'industrie.
- Le rôle du CCRHIE visait à trouver une harmonisation et de prendre le leadership pour développer des partenariats qu'on veut assumer au niveau mondial.

- Projet majeur. - Bien identifier les spécialisations. Il faut évaluer le rôle du CECAB et le rôle d'évaluation continue pour les travaux environnementaux
- Valeur ajoutée au titre SAE : perception des individus peut porter à confusion.
- Définition de spécialiste en environnement doit être clarifiée. Il faut trouver des termes communs pour la compréhension générale.
 Ex. : spécialiste: É-U: Associate degree (3 years)
 Canada : Baccalauréat (5 years)
- Le déroulement du programme est très ambitieux? Fait pour faire se dépêcher les gens? Pour qu'ils mettent ce projet en priorité?
- Trouve intéressant que le CECAB reconnaisse l'expérience professionnelle en environnement et pas seulement la formation académique. Va suivre avec intérêt les développements.
- Pour garder un bon contrôle, exiger de passer des examens pour l'évaluation de SAE. Exiger de voir un document technique afin d'évaluer la personne. Perfectionnement - exiger des cours avec examens. Plus sérieux.
- Critère de 5 ans d'expérience : Que font les femmes qui veulent prendre un congé de maternité?
- Harmoniser avec les autres organismes?
- Ne pas mettre la même chaussure à tout le monde. Aucun degré de certification n'est la preuve de la compétence d'une personne. On ne peut mesurer que le niveau de qualification qu'elle a atteint.

3. Formulaire de rétroaction - Réponse/commentaire

Avons-nous répondu a toutes vos questions? Si votre réponse est NON, dites pourquoï : (*commentaires mot à mot*)

- Tous les organismes veulent être « l'organisme reconnu » et il est très difficile pour les individus pratiquant dans le milieu de l'environnement d'adhérer à toutes ces associations/ordres et c'est coûteux (les employeurs ne paient plus les adhésions aux ordres et associations) et ce n'est pas déductible d'impôt, à moins d'être membre d'un organisme reconnu de Réglementation Provinciale.
- Besoin d'harmonisation avec Québec.
- Reconnaissance de la spécificité du Québec.

- Parce qu'elles doivent être approfondies.
- Je trouve que certaines personnes auraient dû être consultées et qu'elles ne l'ont pas été.
- Confusion in market of multiple certificates.
- Le certificat fait abstraction des mécanismes de reconnaissance existants, au lieu d'intégrer les normes dans les programmes d'enseignement. Il s'agit d'une autre structure.
- Duplication avec autres processus de validation de compétences. Il y a de la confusion entre les concepts de certification et de qualification.
- Harmonisation plutôt que duplication.

Autres commentaires du formulaire de rétroaction (*Commentaires mot à mot*)

- Vu la clientèle, il aurait été préférable d'avoir une personne capable de répondre aux questions en français. Je reconnais cependant les problèmes encourus à recruter les personnes avec ces compétences linguistiques. Bonne chance dans votre projet. L'harmonisation avec autres certifications est très important, e.s QEP. Besoin de rigueur pour reconnaissance.
- Satisfait d'avoir entendu les positions des intervenants. Espérons qu'elles seront prises en considération.
- J'ai hâte de voir ce que vous allez en faire.
- En français, s.v.p.
- Félicitations pour vos efforts; continuez.
- Expression des attentes; besoin pour le CCRHIE d'en tenir compte.
- Droits acquis - exigences proposées; minimum de cinq ans consécutifs d'expérience du travail en environnement; discrimination à l'égard des femmes qui laissent temporairement leur travail pour un congé de maternité. La période de cinq ans devrait être réduite à trois ans ou une interruption maximum d'un an.
- En faire d'autres à des étapes ultérieures.
- Le processus est trop rapide pour être complet. Un peu (beaucoup) de planification, consultation, et concentration, aiderait.

- Il aurait dû y avoir des réponses en français et non pas seulement en anglais.
 - Si le CCRHIE devait occuper un rôle ce pourrait être celui de colliger ce qui est disponible en formation et au sein des regroupements pour qu'un individu qui cherche à progresser et à s'améliorer sache où s'adresser. On pourrait même proposer à cet organisme « coordonnateur » des sujets pour lesquels il y a besoin de formation.
 - Quel gaspillage de temps et d'argent.
 - Mais j'ai hâte de voir ce que vous allez en faire.
 - The certification process seems to be just another bureaucratic «money-grab» that will limit access to the profession, which is multidisciplinary in nature and not uniquely specific.
 - Il me semble que le gouvernement fédéral injecte des fonds, de l'argent sur une mauvaise priorité. Perte de temps et d'argent, le débat constitutionnel reprend. Jouer un rôle d'harmonisation au lieu de superposer des structures.
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TOWN HALL MEETINGS

**St. John's, Nfld.,
November 21, 1997**

1. CHALLENGES: *(Recorded on Flip-Chart)*

- CECAB Board - professionally autonomous ?
- Certification voluntary - not legislated?
- Legal liability ? Organizations and individuals
- Certification responsibility?
- Assurance of capability – criteria?
- Legal liability to Association (CECAB)?
- Is \$100 registration fee realistic ? provincial/national?
- International reciprocity ?
- Accessibility to certification across regions and to youth and others ?
- Testing in specific areas ?
- Need for reliable testing provided by credible body at a national level
- CCEP - requirement of government tenders ?
- Resistance to mandatory Certification
- Canada showing leadership ?

2. Challenges/Questions/Comments from the floor

- What does “Professionally Autonomous” board mean ? How would it be professionally autonomous and under what criteria?
- Could the certification be legislated in the future?
- Legal liability... Would CECAB have any legal responsibility to the Practitioner if legal action was taken against them? Certification carries responsibility - so where does it rest ? Rather than revoking someone's certification it would be far better to simply not renew it....might avoid a lot of legal hassles.
- Certification sets up criteria of competence. Users want a way of differentiating supplier capability. A certification provides some assurance of capability. The title however, does not indicate or provide enough information about where the practitioner's capability lies.
- Concerned about the criteria to obtain the certification.

- Is it realistic to ask for \$100 per year registration fee of professionals who are already paying the fee of their professional organization? Especially if the professional association is asking for fees at the provincial level.
- Will certification from CECAB be recognized elsewhere – internationally? There is a need for reciprocity with CECAB globally. Is this being considered?
- Accessibility to the certification is essential...in all regions and for youth and others. How will you ensure accessibility within each province?
- Will CECAB deliver training ?
- How would testing be done for each specific area of environmental work?
- If the certification is voluntary will people pursue it? How much resistance is there to mandatory certification across Canada?
- Concern about testing – how reliable would it be in identifying competence? Would CECAB become a recognized testing body ? There would be a need to have one recognized and reliable testing body. CECAB could provide a valuable service.
- To build the CCEP program and then get credibility and acceptance, there is a need for government and industry to cooperate. Government should make the CCEP a requirement of the tender process.
- Is US government more proactive than Canada re: environmental regulations and programs?

3. Feedback Form Responses/Comments

Were all of your questions and concerns addressed today ? If your answer is No, please comment: (*Comments verbatim*)

- I believe it could be most useful to have it as a testing standard rather than certification
- International acceptance of CCEP certification
- The question of testing procedures and which standards would apply to examination questions was not addressed e.g. laboratory methods (EPA, or other), sampling (CCME, EPA,...). There may be more than one answer to a particular question.
- If someone is governed by another professional organization, and certification will not complete with the other organization, then what benefit is certification?

- Question the degree to which environmental NGO's employees have been considered in the proposed "certification" – are the job skills required by ENGO's included? CCHREI is lacking ENGO involvement generally.

General Comments from Feedback Form: *(Comments taken verbatim)*

- I believe that certification for environmental practitioners is a needed process in industry, for employers and employees alike. Particularly for practitioners who were not formally trained in an environmentally related program, but are now in the environment industry.
 - It cleared up several questions I had about the organization
 - Great work !
 - I am most interested in how consultants get certified and the disciplinary action involved when they breach proper practice.
-
-

TOWN HALL MEETING

Fredericton, NB
December 3, 1997

1. **CHALLENGES:** *(comments from flip-chart)*

- Duplication/Proliferation of certifications?
- Disciplinary Actions? Liability?
- Competition between certification bodies?
- CECAB - offer package of services - Insurance? Training?
- If a P. Eng. - Why become certified?
- Rigor/Openness of grandparenting?
- 5 years experience - too short a time frame - not enough
- Maintenance requirement/professional development?
- Relationship of CECAB and ISO 14,000?
- Prescriptive vs. changing standards
- Distribution of environmental practitioners by sub-sector & discipline?
- Number or % of environmental practitioners within disciplines?
- Minimum standard? Too low? Rigor?
- Cost of certification?
- Funding for CCHREI?
- Numbers to be certified (e.g. 100,00?) Concern about handling those kinds of numbers.
- Certification across sectors/variety of skills? How?
- Differentiate between professional and non-professional
- CCHREI and training programs - how tied to CECAB certification?
- Mandate of CECAB? Services?
- Run out of one office?
- Competencies covered by existing designations?
- How to get involved in the process?

2. **Challenges/Questions/Comments from the Floor**

- How will you formally recognize other certification bodies in Canada? CECAB appears to be competing with organizations (e.g. Environmental Auditing Association of Canada.) Do you see this as competition? The CCTT requirement to hold their certificate becomes a duplication. Why require another certification over and above the CCTT?
- Credibility of the organization (CECAB) is important. Therefore, how will you structure or model the discipline process? Is it comparable to the Professional Engineers? There will need to be reciprocal agreements with different professional bodies.
- Who will be the primary “policers” for confirming accreditation?

- Is there a similar USA organization?
- Will CECAB offer services such as training and insurance?
- In order to become a member in some organizations, they have mandatory courses which members must take specifically from that organization in order to receive certification. Will this be the case with CECAB?
- As a Professional Engineer why should I join CECAB?
- Does not see a difference between certified technician or environmental certified technician - Is this not a duplication of certifications? Why establish?
- Doesn't like to see the need for grandparenting. Grandparenting has the perception of too much openness and not enough rigor. Additionally, 5 years experience is not enough. Believes 5 years is too short a time frame to develop minimum qualifications. There could be a case of grandparenting someone who does not have an academic diploma - this should not happen! Grandparenting - everyone should have to go through the same process.
- Careful consideration should be given to the grandparenting issue. Credibility issues are extremely important. Why go down this pathway of grandparenting if you don't have to?
- What do others say about grandparenting (across country)?
- Technical levels differ. Questioned the Price Waterhouse survey - and the issue of "mandatory" professional development.
- Where does funding for CCHREI come from?
- Concerned that the standards being developed now may not apply later (in future). Also, in sector of employment? How many of these people (practitioners) do not have another certification?
- How would work experience from a co-op program be classified/categorized? Also, you mention 194 other associations in Canada, how are you going to maintain a high (not low) common denominator? If too low a standard, the person being hired would have too little experience, qualifications.
- Regarding cost, will auditors come and certify organization/companies, etc.?
- Are you looking at certifying, say 50,000 people across the country from one office? Do you have the administrative capability?

- Regarding the grandparenting issue and individuals working in specific areas of environmentally related work - How do you determine evaluation and examination levels for CECAB?
- I comment as a P. Eng., why would I be interested in certifying with CECAB? (when CECAB does not differentiate.) I see this as duplication. Perhaps you should exclude professionals and concentrate on the non-professional.
- How will you designate/differentiate between people with science background and engineering backgrounds?
- Regarding courses offered, e.g. at UNB/UCCB for the Enviro Entrepreneurs. What is the relationship of CCHREI and UNB/UCCB?
- Not clear on mandate of CECAB. All professional associations need to be registered. Setting standards, disciplinary action, offering services to members. What is the primary mandate/how is it (CECAB) going to be handled from Calgary? It must be meaningful to be recognized.
- National occupational standards - what in the standards allows for differences in existing organizations and CECAB/give examples?
- How will varying certifications be indicated?

3. Feedback Form - Responses/Comments

Were all of your questions and concerns addressed today? If your answer is NO, please comment: *(Note: comments taken verbatim)*

- There is an area of great concern - grandparenting - Where does that leave recent graduates?
- CECAB does not offer value or protection to the public. CECAB does not provide value to the environmental practitioner.

General Comments from Feedback Form *(Note: comments taken verbatim)*

- This was my first exposure to the proposed CCEP. It seems to be another layer which may not be necessary as it sets or resets standards already set by professional and technical associations.

APPENDIX

Town Hall Participants

Town Hall	Date	# of participants*
Vancouver	Oct. 29, 1997	31
Calgary	Oct. 30, 1997	70
Winnipeg	Oct. 31, 1997	79
Halifax	Nov. 18, 1997	40
Toronto	Nov. 19, 1997	80
Montreal	Nov. 20, 1997	50
St. John's	Nov. 21, 1997	40
Fredericton	Dec. 3, 1997	43
Total Number of Participants		433

* note - approximate numbers

Vancouver Town Hall Meeting Registrants and Participants – October 29/97

First	Last	Title	Company	City	Pr	Telephone
Randy	Ash		Vancouver Richmond Health Board	Vancouver	BC	604-736-2866
David	Balser	Manager	B.C. Hydro	Burnaby	BC	604-528-2731
Garth	Bean	Registrar	BCIA - British Columbia Institute of Agrologists	Abbotsford	BC	604-855-9291
E. John	Bremner	Executive Director	APEG BC - Association of Professional	Burnaby	BC	604-430-8035
Allan	Bruce	Administrator	Operating Engineers Training Plan	Burnaby	BC	604-299-7764
Bill	Cafferata	VP	MacMillan Bloedel Limited	Vancouver	BC	604-661-8408
C.	Counce		Cominco Ltd.	Vancouver	BC	604-682-0611
Jim	Close	Human Resources	ASL Analytical Service Laboratories Ltd.	Vancouver	BC	604-253-4188
Phil	Cunnington	Program Head	BCIT - British Columbia Institute of Technology	Burnaby	BC	604-432-8344
Darcy	Dragon		ASTTBC	Surrey	BC	604-925-7111
C.	Findlay		MacMillan Bloedel Limited	Vancouver	BC	604-661-8488
William	Gaherty	Vice President	Pottinger Gaherty Environmental Consultants	Vancouver	BC	604-682-3707
M.J.	Heinekey	Coordinator	BCIT - British Columbia Institute of Technology	Burnaby	BC	604-432-8765
Bill	Hyslop		Banyan Services	Surrey	BC	604-588-9121
Colin	James	Associate Dean	University College of the Cariboo	Kamloops	BC	250-828-5402
Marilyn	MacDonald	Professor	Simon Fraser University	Burnaby	BC	604-254-2485
Paul	McElligott		Aquatic Resources Ltd.	Vancouver	BC	604-266-1113
Erin	McGann	Student		Vancouver	BC	604-215-0756
Peter	Mulvihill	Planner	B C Hydro	Burnaby	BC	604-528-7817
Ken	Odaka			Vancouver	BC	604-261-6492
Greg	Oryall	VP & G.M.	Simons Environmental Group, H.A. Simons Ltd.	Vancouver	BC	604-664-4169
Alan	Patola		West and Associates	Langley	BC	604-534-0434
Carolyn	Porter	Student		North Vancouver	BC	604-924-2035
Beth	Power	Manager	EVS Consultants Ltd.	North Vancouver	BC	604-986-4331
S. Ross	Rettie	Director	APEG BC	Burnaby	BC	604-430-8035
Deirdre	Riley	Project Analyst	Cominco Ltd.	Vancouver	BC	604-682-0611
Geoff	Sale		ASTTBC	Surrey	BC	604-421-8780
V.	Schaefer	Instructor	Douglas College	New Westminster	BC	604-527-5224
Tim	Slaney	Project Manager	Aquatic Resources Ltd.	Vancouver	BC	604-266-1113
Elia	Sterling	President	Theodor D. Sterling and Associates	Vancouver	BC	604-681-2701
Philip	Sunderland	Senior Consultant	Levelton Engineering Ltd.	Richmond	BC	604-278-1411
Rocky	Sychuk	Corporate	MacMillan Bloedel Limited	Vancouver	BC	604-661-8395
Tomok	Tajima	Researcher	Computac Systems	Vancouver	BC	604-231-2713
V.	Tellier	Student		Burnaby	BC	604-299-9709
Victoria	Troup	Coordinator	Capilano College	North Vancouver	BC	604-984-1764
G.	Tyson			Victoria	BC	
Gary	Weger		ASTTBC	Surrey	BC	604-585-2788
Thoma	Wells	Veg. Ecologist	B.C. Hydro	Burnaby	BC	604-528-7897
S.	Welton		Safety-Kleen Canada Inc.	Langley	BC	604-882-0605
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Derek	Yee		CGAAC	Vancouver	BC	604-669-3555
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Calgary Town Hall Meeting Registrants and Participants – October 30/97

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M. K.	Burt		Enviro F X Inc.		AB	403-560-5474
Jan	Butts		The City of Calgary	Calgary	AB	403-268-5609
C.C.	Chinnappa	President	CBA - Canadian Botanical Association	Calgary	AB	403-289-9311
Ray	Chodiuk	Director	APEGGA	Edmonton	AB	403-426-3990
Thoma	Clark	Manager	Olds College	Olds	AB	403-556-4644
Roger	Creasey		A S P B		AB	403-297-3187
Gary M.	Cross	Field Supervisor	Bovar Environmental	Calgary	AB	403-291-3140
Keith	Crowder	President	M. Power Inc.	Calgary	AB	403-547-3020
Audrey	Cudrale		EPCOR/Environmental Affairs & Sustainable	Edmonton	AB	403-412-7970
Robert	Dallas		McKinley Frere Environmental	Calgary	AB	403-267-1100
S.	Downes	Project Coord.	Olds College	Olds	AB	403-556-8344
Terry	Dowsett		Mount Royal College		AB	403-240-6690
Kerry	Dyck		Morrow Environmental Consultants Inc.	Calgary	AB	403-253-4333
Daniel	Edey		Recycle Systems Co.		AB	403-955-2508
Nancy	Finlayson		EBA Engineering Consulting Ltd.	Edmonton	AB	403-451-2121
Ray	Gesshe		Olds College	Olds	AB	403-556-8278
Ron	Giruitz		Wilson Laycroft - APEGGA		AB	403-290-1601
Thoma	Ha	Manager	Troy Environmental	Calgary	AB	403-282-2178
E.C.	Harrison		Alberta Environmental Protection	Calgary	AB	403-297-5934
Susan	Haybeck	Student		Calgary	AB	403-242-3463
Jason	Hogan		Custom Environmental Services Ltd.	Edmonton	AB	403-440-1825
Vhalle	Hohn		Vervé Unlimited Inc.	Calgary	AB	403-861-2660
Kym	Holley	Manager	Golder Associates Ltd.	Calgary	AB	403-299-4607
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Menno	Homan	ESAA Director	Ecolinks Engineering		AB	403-261-6187
Tessa	Hoolahan		Weyerhaeuser Canada Limited	Drayton Valley	AB	403-542-8039
Garry	Hornbeck		Wildlife & Company Ltd.	Calgary	AB	403-281-3782
E.A.	Johnson		University of Calgary	Calgary	AB	403-220-5261
Iqbal	Kalsi		Calgary Health Services	Calgary	AB	403-228-7481
L.	Kirkland		Golder Associates Ltd.	Calgary	AB	403-299-4607
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David	Lloyd	Branch Head	Alberta Environmental Protection	Edmonton	AB	403-427-5701
Jim	Lore	President - Elect	AIC - Agricultural Institute of Canada	Carstairs	AB	403-337-3949
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Calgary Town Hall Meeting Registrants and Participants – October 30, 1997

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Doug	Meeking		AGRA Earth & Environmental Limited	Calgary	AB	403-235-8146
Richard	Mellis		Neutrino Resources	Calgary	AB	403-215-1174
Brent	Mitchell		City of Calgary	Calgary	AB	403-230-6617
Jon	Mitchell		University of Calgary	Calgary	AB	403-229-4843
Nancy	Neustaetes		Olds College	Olds	AB	403-556-4662
Joel	Nodelman		EPCOR	Edmonton	AB	403-412-7970
Nina	Novak		Seacor Environmental Engineering Inc.	Calgary	AB	403-266-2030
Klas	Ohman		The City of Calgary	Calgary	AB	403-230-6616
Delilah	Panio		CEDA/CETAC		AB	403-777-9589
L.	Peel		Telus-Environmental		AB	403-530-5876
Rhonda	Penny		EBA Engineering		AB	403-451-2121
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Michael	Quinn	Assistant Prof.	University of Calgary	Calgary	AB	
Ian	Radzichowsky		A. Enviro. Services		AB	403-234-3266
John	Retallack		Nova Chemicals		AB	403-750-3624
D. M.	Reynolds		The City of Calgary	Calgary	AB	403-268-4699
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Tim	Schultz		ESAA		AB	403-429-6363
Sharon	Scott		S A I T		AB	403-284-8551
Jennifer	Sharp		The City of Calgary	Calgary	AB	403-268-5872
Michael	Splinter	Program Manager	University of Alberta	Edmonton	AB	403-492-3035
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Robert	Swingle		Maxxam Analytics	Calgary	AB	403-735-2265
Dixon	Thompson	Professor	University of Calgary	Calgary	AB	403-220-7434
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Dwayn	Waisman	Group leader	Alberta Energy & Utilities Board	Calgary	AB	403-297-3730
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Jamie	Wills		C G & S		AB	403-237-9300
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Winnipeg Town Hall Meeting Registrants and Participants – October 31/97

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Rick	Bobby		Louisiana Pacific	Swan River	MB	204-734-4102
Norman	Brandson	Deputy Minister	Government of Manitoba	Winnipeg	MB	204-945-7100
Gord	Brunette		Manitoba Environment		MB	204-945-7007
Ken A.	Buhr		DS-Lea Consultants Ltd.	Winnipeg	MB	204-943-3178
David.	Burton		Canadian Society of Soil Science	Winnipeg	MB	204-474-6045
Andy	Burzynski	Coordinator	Red River Community College	Winnipeg	MB	204-632-2202
David	Bynski		MidCanada Waste Management	Winnipeg	MB	204-255-3932
Ralph	Caldwell	Chair	Red River Community College	Winnipeg	MB	204-632-2221
Ken	Campbell	ExecutiveDirector	CTTAM	Winnipeg	MB	204-783-0088
Joe	Cattani		ETC	Winnipeg	MB	204-945-3705
Sherry	Collins		Province of Manitoba	Winnipeg	MB	204-945-3705
Frank	Cosway		Manitoba Environment	Winnipeg	MB	204-945-8222
Drew	Craig		DND - Department of National Defence	Winnipeg	MB	204-833-2500
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Scott	Edwards		DND - Department of National Defence - 17 Wing	Winnipeg	MB	204-833-2500
John	Elios		Health Sciences Centre		MB	204-488-2997
Jim	Elliot	Dean, Agriculture	AIC - Agricultural Institute of Canada	Winnipeg	MB	204-983-8662
D.A.	Ennis	ExecutiveDirector/	APEM	Winnipeg	MB	204-474-2736
Peter	Giesbrecht		National Testing Labs		MB	204-488-6999
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Leon	Hanlon		PRFC		MB	204-367-5244
Bryan	Hart		CIER	Winnipeg	MB	204-956-0660
V.	Hlas		Ernst Hansch Construction Ltd.	Winnipeg	MB	204-233-7881
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Brent	Horning		Wardrop Engineering Inc.	Winnipeg	MB	204-956-0980
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Winnipeg Town Hall Meeting Registrants and Participants – October, 31, 1997

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David	Kitchen	Chemist	Canadian Grain Commission/GRL	Winnipeg	MB	204-984-7456
Ken	Korman	Manager	Morrow Environmental Consultants Inc.	Winnipeg	MB	204-475-4133
Stewart	Kramer	Deputy Minister	Saskatchewan Environment & Resource Mgmt.	Regina	SK	306-787-2700
L.F.	Kratt	Acting Director	SaskEnergy Inc.	Regina	SK	306-777-9225
Stan	Kruse		BFI		MB	204-988-9491
Chad	Lelond		Manitoba Pork		MB	204-669-3021
Rick	Lemoine		Petro-Canada	Winnipeg	MB	204-945-6786
Lisbeth	Liebgott		Manitoba Environment		MB	204-954-8980
Robert	Matthews		Stanley Consulting Group Ltd.	Winnipeg	MB	204-489-5900
Daryl	McCartney		U. of Manitoba		MB	204-474-6558
Norma	McCormick		Corporate Health Works		MB	204-452-1322
Don	McIntosh		Reimedex Inc.	Winnipeg	MB	204-237-6254
Eric	Mead	Instructor	SIAS - Kelsey Institute	Saskatoon	SK	306-933-7569
Linda	Melnick	Coordinator	Keewatin Community College	The Pas	MB	204-627-8579
Nick	Monterio		DND - Department of National Defence	Winnipeg	MB	204-833-2500
Chuck	Mrena		IISD	Winnipeg	MB	204-958-7747
Lee	Murphy	Executive Director	MIA - Manitoba Institute of Agrologists	Winnipeg	MB	204-275-3721
Linda	Neimor		Enviro-Test Labs/MTC		MB	204-945-0085
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R.Sri	Ranjan		University of Manitoba	Winnipeg	MB	204-474-9344
George	Rempe		TETres Consultants		MB	204-942-2508
K.A.	Richmond				MB	204-487-8361
Doug	Ross			Winnipeg	MB	204-986-6925
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Juliene	Schiabie		Prov. of Manitoba IT&T		MB	204-945-5161
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Steve	Sheppard		AIC	Pinawa	MB	204-753-2311
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Don	Stefanchuk	Manager	Pinchin Environmental Consultants Ltd.	Winnipeg	MB	204-452-0983
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Winnipeg Town Hall Meeting Registrants and Participants – October 31, 1997

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Margar	Zelles		MEIA	Winnipeg	MB	204-987-8505

Halifax Town Hall Meeting Registrants and Participants – November 18/97

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J.	Bewers	Section Head	Fisheries & Oceans Canada	Dartmouth	NS	902-426-3271
Dana	Boutilier		Vaughan Environmental Consultants Limited	Halifax	NS	902-425-3980
Christa	Carpenter		Saskatchewan Power Corporation	Rothesay	NB	306-566-2885
Trevor	Clark		WaterWatch	Halifax	NS	902-457-7010
John	Clarke		Environment Canada /APENS		NS	902-426-6235
Norval	Collins	President	CEF Consultants Limited	Halifax	NS	902-425-4802
June	Connell		New Brunswick Department of the Environment	Saint John	NB	506-658-2558
Carol	Connor		DalTEch - CED	Halifax	NS	902-420-7510
Ray	Cote		Dalhousie University		NS	902-494-3632
Duncan	Cross		NSEIA		NS	902-425-2154
T.	Day	Director	Saint Mary's Univ.		NS	902-420-5197
Ken	Donnelly	Vice-President	LURA Group	Halifax	NS	
R.	Eady			Halifax	NS	902-455-6746
Don	Elder	Vice President	Jacques Whitford Group of Companies	Dartmouth	NS	902-468-0407
Chris	Elliott	Manager	Washburn & Gillis Associates Ltd.	Halifax	NS	902-420-0092
C.	Ells		Porter Dillon	Halifax	NS	902-453-1115
Robert	Federico		Jacques Whitford Environment Limited	Dartmouth	NS	902-468-7777
Jeff	Feiqin		Feiqin Engineering		NS	902-258-3622
S.	Fudge	Vice President	Jacques Whitford Environment Limited	Dartmouth	NS	902-468-7777
Richard	Gagné	President	RG Hydro-Environmental Services Ltd.	Halifax	NS	902-457-7010
Bill	Gates		W.H. Gates Utility Consultants Ltd.	Halifax	NS	902-477-8860
Gregor	Gillis	CEO	Washburn & Gillis Associates Ltd.	Fredericton	NB	506-458-1000
D.S.	Haley	P. Eng.	SNC-Lavalin/APENS	Halifax	NS	902-492-4544
James	Hannam	Chief Engineer	Halifax Regional Water Commission	Halifax	NS	902-490-4827
Jamie	Hannam		APENS		NS	902-490-4804
John	Henderson		N S D O E		NS	902-424-2536
Kevin	Henderson		Nova Scotia Department of Fisheries	Pictou	NS	902-485-8031
David	Hubleby		Halifax Regional Mun.		NS	902-490-6941
Pieter	Jacobs		APENS		NS	902-425-2300
Brian	Jollymore		Fisheries and Oceans		NS	902-426-2549
John	Keefe	Provincial Mgr.	EPS - Environmental Protection Service	Charlotteto	PE	902-566-7042
James	Kerr		Nova Scotia Community College		NS	902-424-4616
Eddie	Kinley	ExecutiveDirector	APENB - Association of Professional Engineers of	Fredericton	NB	506-458-8083
Steve	Klamer		Canadian Coast Guard		NS	902-426-5808
Michael	Langman	Manager	Nova Scotia Department of Agriculture & Marketing	Truro	NS	902-893-6575
William	Louch	Director	Dalhousie University	Halifax	NS	902-494-2495
Scott	MacKnight		OCL Services Ltd.	Dartmouth	NS	902-463-0114

Halifax Town Hall Meeting Registrants and Participants – November 18, 1997

Steve	Manley	Dean	University College of Cape Breton	Sydney	NS	902-539-5300
Ed	McAlduff	Dean of Science	St. Frances Xavier Univ.	Antagonish	NS	902-867-3903
Mark	McLean	Prgm.Coordinator	Bluenose ACAP Society	Mahone Bay	NS	902-624-9888
Ian	MacCallum	Planner/Scientist	Dillon Consulting	Halifax	NS	902-453-1115
Brad	MacLean		Nova Scotia Power Inc.	Halifax	NS	902-428-6671
Mary	Meidell	Program Manager	DalTech. Con. Ed.	Halifax	NS	902-420-7793
C.	Moore		CanTox/NSEIA	Halifax	NS	902-429-0278
Mike	Morrissey	V.P	ENCO-TEC/NSEIA/CEIA	Amherst	NS	902-661-6890
Tim	Murphy		CBCL		NS	902-492-6762
Robert	O'Boyle		Fisheries & Oceans Canada	Dartmouth	NS	902-426-4890
Barbara	Riley	Director, Training	Nova Scotia Department of Fisheries	Pictou	NS	902-489-7035
Mike	Shreve		L J E T T		NS	902-897-0509
A. D.	Steele		Nova Scotia Department of the Environment	Sydney	NS	902-563-2100
Barry	Taylor		N S E I A			
Walter	Termeer		NSIA - Nova Scotia Institute of Agrologists	Brookfield	NS	902-673-3020
Bill	Thorpe	Manager	Maritime Testing Limited	Dartmouth	NS	902-468-6486
Naipal	Tomar		Halifax Regional Mun.	Halifax	NS	902-490-6946
Terry	Toner		Nova Scotia Power Inc.	Halifax	NS	902-428-6744
Geoff	Wilson		NSEIA		NS	902-425-2154
Tom	Windeyer		Neilly Gunter		Ns	902-484-7331
Scott	Winters	Facility Manager	Laidlaw Environmental Services Atlantic Limited	Debert	NS	902-662-3336
W.H.	Wishart	ExecutiveDirector	APENB	Fredericton	NB	506-458-8083
John	Woods		APENS		NS	902-491-1201
Jim	Young		P.E.I. D o F & E		PEI	902-368-5034
Jim	Young	Head	PEI Department of Environmental Resources	Charlottetown	PE	902-368-5034
France	Younker		Bowater		NS	902-354-3411

Toronto Town Hall Meeting Registrants and Participants – November 19, 1997

First	Last	Title	Company	City	Pro	Telephone
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Bruce	Arthur		Rio Algom Ltd.	Toronto	ON	416-365-6830
Kimberl	Baily		Metro Toronto Zoo	Scarborough	ON	416-392-5968
Randy	Barkhouse	Project Manager	Fluor Daniel GTI Canada, Inc.	Mississauga	ON	905-670-1700
Vicki	Barron	General Manager	Credit Valley Conservation	Mississauga	ON	905-670-1615
Ben	Bennett		AMRC	Guelph	ON	519-823-1990
D.	Bisset	President	Bisset Engineering Ltd.	Thornhill	ON	905-660-4723
Mark	Boudreau	Vice President	CGAAC	Ottawa	ON	613-789-7771
Ted	Bowering	Supervisor	City of Toronto	Toronto	ON	416-392-7705
Jim	Bowie		CEAA	Brockville	ON	613-345-4337
C.	Brimley	ExecutiveDirector	CCTT	Ottawa	ON	613-238-8123
Peter	Brown		Canadore College	North Bay	ON	705-474-7600
Mary	Buffett		CSCT - Canadian Society for Chemical Technology	Ottawa	ON	613-232-6252
R. Cecil	Burns	Director	Kirtec Resources Ltd.	Noelville	ON	705-898-3433
Roy	Carver		Agricultural Institute of Canada	Ottawa	ON	613-232-9459
Lucien	Cattrysse		Atomic Energy of Canada Ltd.	Chalk River	ON	613-584-8811
Paul	Chapman	V. P.	Connor Pacific	Niagara Falls	ON	905-357-6424
Hanadi	Chebib		CEIA Ontario	Toronto	ON	416-447-2656
Brian	Clarence		Ryerson Polytechnic University	Toronto	ON	416-979-5154
Ray E.	Clement		Ontario Ministry of Environment & Energy	Etobicoke	ON	416-235-4000
Joanna	Cook		EcoLinks	Oakville	ON	905-842-7286
Dianne	Corrigan	Coordinator	Georgian College	Barrie	ON	705-728-1968
Guy	Crittendon		CHMM Inc,	Markham	ON	905-305-6155
Steve	Davey	President	Environmental Science & Engineering Pub. Inc.	Aurora	ON	905-727- 4666
Bill	de Geus		Credit Valley Conservation	Mississauga	ON	905-670-1615
Ed	DeFreitas		MOEE Ont.	Thornhill	ON	
M.	DeWit	Office Manager	XCG Environmental Services Inc.	Mississauga	ON	905-821-1127
Bob	Doney		Fenco MacLaren Inc.	Willowdale	ON	416-756-3400
Larry	Dufay			Ottawa	ON	613-526-9864
Doris	Dumais	Manager	Ontario Ministry of Environment & Energy	Toronto	ON	905-456-0266
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Dave	Featherston	Biologist	Marshall, Macklin, Monaghan Limited	Thornhill	ON	905-882-4211

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Jeff	Feigin		Feigin Engineering		ON	258-3622
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Glenna	Ford		Greenware	Toronto	ON	416-363-5577
Brian	Gildner		MOEE	Toronto	ON	416-314-9324
Randall	Goodwin		Kodiak Environmental Limited	Oakville	ON	905-825-2943
Dennis	Gregor	Director	MDA Consulting Limited	Hamilton	ON	905-522-6930
Michael	Grey	Manager	Canatom Inc.	Oakville	ON	905-469-8498
Gerald	Guenkel	Coordinator	Sir Sandford Fleming College	Lindsay	ON	705-324-9144
Michael	Hall	Chairperson	Parks and Recreation Ontario	North York	ON	416-426-7142
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Stewart	Hilts		University of Guelph	Guelph	ON	519-824-4120
W.	Hockett	Staff	General Motors of Canada 045 002	Oshawa	ON	905-644-2364
Michael	Hoffbauer	Director	LEX Scientific Inc.	Guelph	ON	519-824-7082
David	Holdsworth	Professor	Trent University	Peterborough	ON	705-748-1642
C.	Holland	President	Spill Management Inc.	Stoney Creek	ON	905-578-9666
Sylvia	Holloway		City of Scarborough	Scarborough	ON	416-396-7357
J. D.	Holmes		OACETT	Etobicoke	ON	416-621-9621
Scott	Hood		Bayer Inc.	Etobicoke	ON	
David	Hopper	President	Angus Environmental Limited	Don Mills	ON	416-443-8361
James	Hotchkies	Manager	Sheridan College of Applied Arts & Technology	Oakville	ON	905-815-4118
Philip	Howarth	Professor	University of Waterloo	Waterloo	ON	519-888-4567
Ohmad	Huseini		CSA - Canadian Standards Association	Rexdale	ON	416-747-4000
Jill	Johnson		University of Guelph	Guelph	ON	519-824-4120
Peter	Johnson		CSA/QMI	Mississauga	ON	905-306-3810
Larry	Ketcheson		Parks and Recreation Ontario	North York	ON	416-426-7142
Sheri	Knott	Principal	Fanshawe College	Woodstock	ON	519-421-0144
Scott	Konkle	Director	Hamilton Region Conservation Authority	Ancaster	ON	905-648-4427
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Stephe	Lamming		Sheridan College of Applied Arts & Technology	Oakville	ON	905-815-4118
David	Lapp	Director	Cdn. Council of Professional Engineers	Ottawa	ON	613-232-2474
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Renato	Legati		Safety Kleen Canada Inc.	Breslau	ON	519-648-2291

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Don	Lewis		Aquatic Sciences Inc.	St. Catharines	ON	905-641-0941
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Lou	Locatelli	Principal	Gartner Lee Limited	Markham	ON	905-477-8400
B.H.	Luckman		University of Western Ontario	London	ON	519-679-2111
Michael	Ludolph	Manager	OACETT	Etobicoke	ON	416-621-9621
Paul	Lurkins		Magellan Engineering Consultants Inc.	Ottawa	ON	613-562-9535
Laurie	MacDonald	Director	Professional Engineers	North York	ON	416-224-1100
Glenn	McKnight		Energy Conservation Society of Ontario	Oshawa	ON	905-434-6655
John	Mitchell		Insurance Bureau Can.	Toronto	ON	416-362-2031
Mori H.	Mortazavi		Peto MacCallum Limited	Toronto	ON	416-785-5110
Michael	Moss	Associate Dean	University of Guelph	Guelph	ON	519-824-4120
Alex	Murray		York University	Toronto	ON	416-736-2100
Lydia	Nigh		Green Workplace	Toronto	ON	416-585-7560
Lawson	Oates		Metro Toronto Works	Toronto	ON	416-392-9744
Jon	Ogryzlo	Director	Niagara College Canada	St. Catharines	ON	905-684-4315
Jane E.	Pagel	Director	Philip Services Corp.	Hamilton	ON	905-540-6648
John	Pawley		Can. Env. Aud. Assoc.	Mississauga	ON	905-814-1160
Jim	Pealon	Director	CCAA - Canadian Consulting Agrologists	Nepean	ON	613-224-4471
John	Petrie		Golder		ON	905-567-4444
Anton	Pojasok		Greater Toronto Airports Au.	Toronto	ON	905-612-5665
John	Porritt	Geologist	Lissom Inc.	Picton	ON	613-476-8147
Marion	Price	President	Parks and Recreation Ontario	North York	ON	416-426-7142
Ron	Pushck		Ryerson University	Toronto	ON	416-979-5000
Ruth	Rodgers		Ministry of Education	Toronto	ON	416-325-4080
Charles	Ross		Spill Management Inc.	Stoney Creek	ON	905-578-9666
Mike	Rusu	Landfill Specialist	City of Scarborough	Scarborough	ON	416-396-7801
Brenda	Sakauye		City of Mississauga	Mississauga	ON	905-615-3217
Helene	Savard		Sir Sandford Fleming College	Lindsay	ON	705-324-9144
Pat F.	Scanga	Engineer	Metroworks	Toronto	ON	416-397-0950
Art	Seanor		Marshall Macklin Monaghan	Thornhill	ON	905-882-1100
C.	Seider	Student	Greenware Environmental Systems Inc.	Toronto	ON	416-363-5577
Patrick	Shriner	Coordinator	Connor Pacific	Niagara Falls	ON	905-357-6424
Vern	Shute		Track 2000	Plainfield	ON	613-477-2500
Barry	Spiegel	Lawyer	Willms & Shier Barristers & Solicitors	Toronto	ON	416-863-0711
Jane	Stewart		Proctor & Redfern Ltd.	Don Mills	ON	416-445-7022
Gary	Stinson	Water Quality	City of Scarborough	Scarborough	ON	416-396-5152
Tom	Sutton		Mohawk College of Applied Arts & Technology	Hamilton	ON	905-575-1212

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Peter	Takaoka		R.V. Anderson Assoc. Ltd.	Willowdale	ON	
G. N.	Unsworth	General Manager	Canatom Inc.	Oakville	ON	905-469-8498
Frank	Wagner		Safety Kleen Canada Inc.	Breslau	ON	800-421-6814
Sue	Wallace		IMMA INC	Guelph	ON	519-767-1948
Scott	Wallis		Lissom Inc.	Picton	ON	613-476-8147
Mike	Webster			London	ON	519-434-6688
Ryan	Wheeler	Student	Jacques Whitford Environment Limited	Markham	ON	905-495-8614
Thoma	Whillans		Trent University	Peterborough	ON	705-748-1261
Rodney	White	Professor	University of Toronto	Toronto	ON	416-978-6526
Alan	Willis		CICA	Toronto	ON	416-977-3222
Jennifer	Wittig		CEAA	Mississauga	ON	905-814-1274
Sue	Zielinski		City of Toronto Planning and Development	Toronto	ON	416-392-1556

Montreal Townhall Meeting Registrants and Participants – November 20, 1997

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Roch	Allen	Directeur	Ministère de l'Environnement	Québec	PQ	418-643-5775
Denis	Beauchamp		OTPQ	Montréal	PQ	514-845-3247
Nathali	Bédard		Commission scolaire des Trois-Lacs	Vaudreuil	PQ	514-455-1292
Norman	Bourbonnai		Compagnie Commonwealth Plywood Co	Ste-Thérèse	PQ	514-435-6541
J. G.	Cadorete	Directeur général	Aquacers - Société de Gestion du Cers Inc.	Longueuil	PQ	514-670-6300
Lucien	Cattrysse		AECL.Clark River Laboratories		ON	613-584-3311
Peter	Croal		CIDA	Hull	PQ	819-953-9129
Urgel	Delisle	Président	Urgel Delisle et Associés Inc.	St-Charles-sur	PQ	514-584-2207
Urgel	Delisle		Urgel Delisle et Associes Inc.	St. Charles-sur-	PQ	514-584-2207
D.	Ferrand	Co-président	CSFMIE	Montréal	PQ	514-987-3000
Nolan	Francoeur		Drainamar Inc.	Anjou	PQ	514-352-2000
Ronald	Gehr	Associate Prof.	McGill University	Montréal	PQ	514-398-6861
Luc	Girouard		SNC-Lavalin Environment Inc.	Montreal	PQ	514-393-1000
Bernice	Goldsmith	Assistant Prof.	Concordia University	Montréal	PQ	514-848-3071
Hans	Gruenwald	Président	Hans Gruenwald Enterprises Inc.	Hudson	PQ	514-458-7014
Robert	Harrison		Hatch et Associés Inc.	Montréal	PQ	514-861-0583
Denis	Isabel		Enviroconseil	Québec	PQ	418-877-2969
Richard	Jauron	Superviseur	LAB Chrysotile Inc.	Thetford-Mines	PQ	418-338-7500
Peter	Johnson		QMI	Pointe-Claire	PQ	514-428-2482
Peeter	Kruus		Carleton University	Ottawa	ON	613-520-4483
Pierre	Legendre	Conseiller	Ville de Montréal	Montréal	PQ	514-872-8658
Robert	Loiselle		OIQ		PQ	514-845-6141
Yves	Lord		Roche Ltée – Groupe Conseil	Sainte-Foy	PQ	418-654-9600
Isabel	Mailloux		AQTE	Montreal	PQ	514-270-7110
Robert	Mercier	Co-président	CSFMIE	Montréal	PQ	514-987-3000
Diane	Montour		OTPQ	Montréal	PQ	514-845-3247
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Renelle	Riverin		Cégep de Jonquière	Jonquière	PQ	418-547-3672
André	Rollin			Notre-Dame Ile Perrot	PQ	514-453-6998
Roger	Tessier	Président	RTE	Laval	PQ	514-663-7188

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Marie	Allard		Drainamar Inc.	Anjou	PQ	514-352-2000
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Diane	André		Ville de Montréal	Montréal	PQ	514-645-7431
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Manon	Berube		Hatch et Associes Inc.	Montreal	PQ	514-861-0583
Manon	Bérubé		Hatch et Associés Inc.	Montréal	PQ	514-861-0583
Marc	Bisson		SIKA Canada	Pointe-Claire	PQ	514-697-2610
C.	Boutin		Societe de Developpment Angus	Montreal	PQ	514-727-9876
Josee	Brosseau				PQ	514-426-5633
Louis	Carignan	Directeur	Solmers Internationale	Longueuil	PQ	514-448-0870
J .F.	Comneau		ENVIRO ACCES	Sherbrooke	PQ	819-823-2230
N.	Drapeau	Coordonnatrice	Societe Quebecoise d'assainissement des eaux	Montreal	PQ	514-873-3325
Johann	Ellepsen		AQUE/IQCE		PQ	418-699-2417
Karla	Etienne		UQAM	Montreal	PQ	
J. P.	Fons		Ministère de l'Éducation du Québec	Montréal	PQ	514-873-2934
Corinne	Gendron		Trivert		PQ	514-342-6202
I.	Henry		CEGEP de St.-Laurent		PQ	514-747-6521
D.	Kuzi		Ville de Montreal	Montreal	PQ	514-872-4526
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Estelle	LePine		M E Q	Montreal	PQ	514-987-8589
M.	Lusignan	Coordonnatrice	Université du Québec à Montréal	Montréal	PQ	514-987-8763
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Sylvie	Mairtesse		College Rosemont		PQ	
Louise	Millette		U Q A C	Chicoutimi	PQ	514-391-8863
Jacek	Mlynarek		SAGEOS	St. Hyacinthe	PQ	514-771-4608
Deane	Montour		Ordre des Technologies	Montreal	PQ	
J.	Mylnareu		SAGEOJ	St.Hyacinth	PQ	514-771-4608
C.	Petitjean	Directeur	Environnement Expert Inc./CEGEP Rosemont	Brossard	PQ	514-656-0820
Patricia	Poirier	Director	University of Ottawa	Ottawa	ON	613-562-5112
Alain	Rouleau		Université du Québec à Chicoutimi	Chicoutimi	PQ	418-545-5011
Anne	Saint-Aubin		UQAM	Montreal	PQ	514-725-9257
Saode	Savary		SESTE Inc.	Montreal	PQ	
Michèle	Soufflet		Cégep de Rosemont	Montréal	PQ	514-376-1620
N.	Soumis		U2AM	Montreal	PQ	514-522-1065
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Antoine	Laporte		AQTE	Montréal	PQ	514-270-7110
Robert	Ouellet	Coordonnateur		Montréal	PQ	514-987-3000
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St. John's Town Hall Meeting Registrants and Participants – November 21, 1997

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Paul	Clay		Seacom Consulting Inc.	St. John's	NF	709-754-3255
David	Coffin	Aquaculturist	Government of Newfoundland Labrador	St. John's	NF	709-729-3723
Murray	Colbo	Dept. of Biology	Memorial University of Newfoundland	St. John's	NF	709-737-7497
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Gavin	Earle		Newfoundland Department of Environment	St. John's	NF	709-729-2564
John	Fleming	Deputy Minister	Government of Newfoundland & Labrador	St. John's	NF	709-729-2572
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Fred	Hann		Fred Hann & Associates	St. John's	NF	709-576-7130
Charles	Harkins		Enviro Test Faculty	St. John's	NF	709-737-3593
Colin	Karasek		Colin Karasek Ltd.	St. John's	NF	709-722-2923
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G. L.	King	Manager	City of St. John's	St. John's	NF	709-576-8613
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Guy	Moore		Pardy's Waste Management	Pasadena	NF	709-686-2012
E.	Moriarity		Atlantic Construction training Centre Inc.	St. John's	NF	709-
Lee	Parmiter		EnviroMed Analytical	Manuels	NF	709-368-9000
Randy	Patey		Jacques Whitford Environment	St. John's	NF	709-576-1458
Ches	Peach		Roley Construction	St. John's	NF	709-739-9381

St. John's Town Hall Meeting Registrants and Participants – November 21, 1997

Roy	Peach		Newfoundland Soiltec	St. John's	NF	709-739-9381
K. C.	Penney	Area Manager	Jacques Whitford Environment Limited	St. John's	NF	709-576-1458
John	Poirier	Administrator	Atlantic Construction Training Centre Inc.	St. John's	NF	709-726-6264
Peter	Reid		Jacques Whitford Environment	St. John's	NF	709-576-1458
Gordon	Ringius		G.S. Ringius & Assoc.	St. John's	NF	709-579-6613
Raj	Sharan		Memorial University of Newfoundland	St. John's	NF	
Sonya	Smith		NF & Labrador Lung Association	St. John's	NF	709-726-4664
Mike	Wawrzkow		AGRA Earth & Environmental Limited	St. John's	NF	709-739-7774
G.	Weiland		Newfoundland Assoc. of Landscape Architects	St. John's	NF	709-722-6273

Fredericton Town Hall Meeting Registrants and Participants – December 3, 1997

First	Last	Title	Company	City	Pr	Telephone
Karen	Annett	Administrator	ARC/GEOBAC	Fredericton	NB	451-1991
Brian	Barnes	P. Eng.	APENB	Fredericton	NB	458-8083
Eric	Blanchard	Env. Eng. Tech.	MGI	Fredericton	NB	458-1248
Neil	Brodie	P. Eng.	MGI	Fredericton	NB	458-1248
Randy	Buchanan	President	Buchanan Environmental Ltd.	Fredericton	NB	450-4463
Hollis	Cole	P. Eng.	ADI Limited	Fredericton	NB	
Michael	Cormier		Dept. of Environment	Fredericton	NB	453-3784
S.	Cox	Biologist	Washburn & Gillis	Fredericton	NB	450-0829
Roger	Cyr		Barrington Industrial Services	Saint John	NB	635-5600
Pat	Dineen	P. Eng.	ADI Limited	Fredericton	NB	
Gay	Drescher	Planner	Dept. of the Environment	Fredericton	NB	444-2101
Frank	Flanagan	P. Eng.	FGA Consultants Ltd.	Fredericton	NB	
John	Fudge	Project Exec.	NB Dept. Economic	Fredericton	NB	444-5890
Gaylon	Giggie	P. Eng.	J.E. Brooks & Associations Ltd.	Fredericton	NB	
Scott	Gillis		Barrington Industrial Services	Saint John	NB	635-5600
Ed	Gillis		Envirem Technologies Inc.	Fredericton	NB	459-3463
Violette	Gilman	M.Sc.E.,P.Eng.	Aqua Terra Investigations Inc.	Fredericton	NB	455-2082
Thelma	Green	Specialist	RPC	Fredericton	NB	452-0586
M. J.	Hallett	Env. Tech.			NB	450-9683
Rachel	Hamilton	Enviro. Interpreter			NB	454-8031
Charles	Hickman	Manager of E.A.'s	NB Power	Fredericton	NB	458-6555
Peter	Hilder	Student	UNB Dept. Civil Engineering	Fredericton	NB	458-2002
Ross	Kean	Manager	RPC	Fredericton	NB	452-8994
Glenn	Keays	Senior Consultant	Jacques Whitford Environment	Fredericton	NB	457-3200
Bob	Kiley	P. Eng/Manager	Envirem Technologies Inc.	Fredericton	NB	459-3464
Ed	Kinley	Exec. Director	APENB	Fredericton	NB	458-8083
Ed	Leslie	Exec. Director	NBSCETT	Fredericton	NB	454-6124
Ruth	Linden	Dept. Head	NBCC	Miramichi	NB	778-6013
T.	Logan	Technician	RPC	Fredericton	NB	452-1280
Pegi	McKay		Neill & Gunter	Fredericton	NB	452-7000
Peter	McKelvey	P. Eng.	Fundy Engineering and Consulting Ltd.	Saint John	NB	635-1566
Victor	Nowicki	President	ARC/GEOBAC	Fredericton	NB	451-1991
G.	Pataki	Planner	Dept. of the Environment	Fredericton	NB	444-2101
G.	Pelky	P. Eng/President	Acer Environmental Services Ltd.	Fredericton	NB	460-4463

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John	Pugh	P. Eng.	ARC Associates	Fredericton	NB	451-1991
Mike	Riley	Director	Porter Dillon Ltd.	Fredericton	NB	444-8820
Mike	Roy	FIIC	Plant Hope Adjusters	Moncton	NB	853-8580
Mike	Sauerteig	P. Eng.	Irving Oil Limited	Saint John	NB	632-2000
Andrew	Savory		RPC	Fredericton	NB	460-5658
Tom	Sifton		Assoc. of Registered Professional Foresters	Fredericton	NB	
Mitch	Smith	P. Eng.	Porter Dillon Ltd.	Fredericton	NB	444-8820
Robert	Smith	Manager	Jacques Whitford Environment	Moncton	NB	857-8607
Gary	Spencer	Enviro. Engineer	ADI Ltd.	Fredericton	NB	452-9000
Wayne	Titus	Specialist	DFO	Oromocto	NB	357-3229
Huntley	Wishart	P. Eng.			NB	