

**DISCIPLINE COMMITTEE OF THE  
ONTARIO COLLEGE OF TRADES**

**IN THE MATTER OF** the *Ontario College of Trades and Apprenticeship Act, 2009*,  
and Ontario Regulation 97/13 (Professional Misconduct) thereunder;

**AND IN THE MATTER OF** a discipline proceeding against  
Sokly Saing, a member of the Ontario College of Trades.

Sherry Darvish, Chair

BETWEEN:	)	
	)	
	)	Bogdan Andronesi,
<b>ONTARIO COLLEGE OF TRADES</b>	)	College Counsel
	)	
	)	
-and-	)	
	)	
	)	
<b>SOKLY SAING</b>	)	SOKLY SAING, SELF-REPRESENTED
(Member #13911917)	)	
	)	
	)	Rebecca Durcan,
	)	Independent Legal Counsel
	)	
	)	Heard: June 28, 2019

**DECISIONS AND REASONS**

1. A hearing of this matter took place before a panel of the Discipline Committee (the “Panel”) pursuant to section 46(1) of the *Ontario College of Trades and Apprenticeship Act, 2009* (the “Act”) on June 28, 2019 at Victory Verbatim, Court Reporting Services, 222 Bay Street, Toronto, Ontario.
2. A *Notice of Hearing* (Exhibit 1) issued August 28, 2018 was served on Sokly Saing (the “Member”) A First Appearance in this matter took place by teleconference on October 15, 2018, and two further

First Appearance continuations took place on November 30, 2018 and January 29, 2019 respectively; a Pre-Hearing Conference was held on March 21, 2019; and the hearing of this matter on its merits was subsequently scheduled for June 28, 2019.

3. At the Pre-hearing Conference on March 21, 2019, the Panel confirmed the parties' consent that any agreement on the facts in this matter could be filed with the Panel in advance of the hearing. The Panel also obtained the parties' consent that the hearing may proceed before a one-member panel in accordance with section 4.2.1(2) of the *Statutory Powers Procedure Act*.

## **THE ALLEGATIONS**

4. The allegations against the Member in the *Notice of Hearing* are as follows:

**"IT IS ALLEGED** that Sokly Saing has engaged in professional misconduct as defined in subsection 46(2) of the *Act* and/or Ontario Regulation 97/13 made under the *Act* in that he:

- a) knowingly provided false information or documents to the College or any other person with respect to his trade qualifications (Ontario Regulation 97/13, subsection 1(4)); and
- b) made a representation, knowing it to be false, for the purpose of having a certificate issued under this *Act* (subsection 86(2) of the *Act*).

## **PARTICULARS OF THE ALLEGATIONS ARE AS FOLLOWS:**

### **The Member**

1. Sokly Saing, Membership No. 13911917 (the "Member"), is a member of the Ontario College of Trades (the "College") in the Journeypersons class.
2. At all material times, the Member held a Certificate of Qualification in the trade of Automotive Service Technician (310S), which certificate was issued to him by the College on January 11, 2016.

### **Member obtains a Certificate of Qualification in another trade by submitting false information**

3. The Member obtained his Certificate of Qualification in the trade of Electrician – Construction and Maintenance (309A) on September 1, 2016.
4. As part of the process to obtain his Certificate of Qualification in the 309A trade, the Member submitted to the College a Trade Equivalency Assessment application on February 8, 2016 (the “TEA Application”).
5. The Member’s TEA Application was approved based on fraudulent and/or misleading representations that the Member made in, and in connection with, his TEA Application. Among others, the application contained the following false, improper and/or misleading information and representations:
  - (a) as proof of his work experience, the Member submitted a letter dated January 6, 2016 which falsely claimed that the Member had worked in Cambodia [COMPANY NAME] from August 2004 to February 2009, reportedly accumulating 9,670 hours of experience as an electrician during this period.

### **Member’s ongoing misrepresentation to the College**

6. In early 2017, the College learned that the Member was, in fact, employed in Canada since October 2007. As a result, the Member was asked to provide an explanation for the discrepancy between the Cambodian work experience the Member claimed in his TEA Application and his overlapping record of employment in Canada.
7. The Member then replied to the College that he had actually worked at the Family House Construction Company in Cambodia from August 2004 to October 2007, reportedly accumulating 9,360 hours of experience as an electrician during this shorter period.
8. In reality, the Member was physically in Canada since January 13, 2006.

### **MEMBER’S PLEA**

5. Both verbally at the hearing and in an *Agreed Statement of Facts* signed in counterparts on March 26, 2019 (Exhibit 2), the Member admitted the professional misconduct set out in the allegations of

the *Notice of Hearing*.

6. The Panel conducted a plea inquiry with the Member, whereby the Member confirmed that he understood the nature of the allegations against him; that he voluntarily admitted to the allegations; that by admitting to the allegations, the hearing would proceed on the basis of the facts agreed upon; that he understood that the Panel was not obligated to accept any resolution achieved by the parties; and finally that the Member was aware of the range of penalties that the Panel could impose upon him.

#### **THE EVIDENCE – AGREED STATEMENT OF FACTS**

7. College Counsel tendered evidence by way of an *Agreed Statement of Facts* (Exhibit 2). Exhibit 2 stated the following:

#### **FACTS**

##### **Member**

1. Sokly Saing, Membership No. 13911917 (the “Member”), is a member of the Ontario College of Trades (the “College”) in the Journeypersons class, with Certificates of Qualification in two different compulsory trades.

##### **Member is issued Certificate of Qualification as automotive service technician**

2. The Member became a College member on January 11, 2016, when the College issued him a Certificate of Qualification in the trade of Automotive Service Technician (the “310S” trade and the “310S C of Q”). Attached as Exhibit A hereto is a copy of that certificate.
3. The Member received his 310S C of Q after the Member successfully passed the prescribed 310S examination on December 15, 2015.
4. The Member had previously attempted and failed a number of 310S examinations between 2000 and 2015. The Member wrote one of those failed attempts, relevant to the within facts, on March 19, 2009, in the Greater Toronto Area.

##### **Member obtains Certificate of Qualification as electrician by submitting false information**

5. The Member obtained his Certificate of Qualification in the trade of Electrician – Construction and

Maintenance (the “309A” trade and the “309A C of Q”) on September 1, 2016, after passing the prescribed 309A examination on August 22, 2016. Attached as Exhibit B hereto is a copy of that certificate.

6. To start the process of obtaining his 309A C of Q, the Member submitted to the College a Trade Equivalency Assessment application on or about February 8, 2016 (the “TEA Application”). Attached as Exhibit C hereto is a copy of that TEA Application – consisting of a five-page application form filled out and signed by the Member; and of three pages of supporting documentation provided by the Member to the College as part of his application.
7. In Ontario, a full apprenticeship program in the 309A trade requires a minimum of 9,000 hours of experience as an apprentice electrician, usually over a period of approximately five years, after which an individual may write the prescribed 309A examination to become a Journeyman in the trade.
8. As proof of his previous work experience, the Member submitted a letter attesting to his purportedly having accumulated 9,670 hours of experience as an electrician while working for [COMPANY NAME] of Phnom Penh, Cambodia, between August 2004 and February 2009 (the “Employment Letter”).
9. The Member corroborated in his TEA Application form, which he filled out himself, the timeframe specified in the Employment Letter as his purported work experience as an electrician in Cambodia.
10. The College relied on the Member’s representations in his TEA Application, including the Employment letter, to approve the Member’s trade equivalency and, ultimately, to issue his 309A C of Q.

#### **Member’s ongoing misrepresentation to the College**

11. In early 2017, the College received information that the Member had been continuously employed in Canada from 2007 to 2017. As a result, the Member was asked to provide an explanation for the discrepancy between the Cambodian work experience the Member claimed in his TEA Application and his overlapping record of employment in Canada.
12. On or about June 18, 2017, the Member authored and signed a hand-written letter (the

“Explanatory Letter”) and provided it to Alex McWilliam, the College’s Manager of Investigations and Hearings. Attached as Exhibit C hereto is that Explanatory Letter.

13. In his Explanatory Letter, the Member provided as adjusted employment time line, whereby he claimed that between August 2004 and October 2007 he had “worked as electrician at [COMPANY NAME] in Cambodia, averaging 60hrs/week for a total of 9,360 hours”. Further, he stated that he had worked in Canada, at [COMPANY], starting in November 2007.

14. On or about June 19, 2017. The Member was interviewed (the “Clarification Interview”), in person, by College investigator Mary Kontopidis and College inspector Nick Belmonte. In this recorded Clarification Interview, among others, the Member made the following statements and/or representations:

- a) the Member had been physically present in Cambodia, continuously starting in 2004 and ending in 2007 or 2009; and
- b) what was stated in the Employment Letter provided in the Member’s TEA Application is correct.

**Verifiable information acquired by the College**

15. On or about February 26, 2018, the College received information and documentation from the Canada Border Services Agency (CBSA), showing that between July 2004 and March 2009, the Member had entered Canada only once: on January 13, 2006 (the “CBSA Records”). Attached as Exhibit D hereto is a copy of those CBSA Records.

16. As per the CBSA Records, the Member was physically in Canada, continuously, between January 2006 and March 2009.

17. On or about March 1, 2017, the College received information and documentation from [NAME], the owner and manager of [GARAGE], indicating that the Member had been employed by that business, at its only establishment in Woodbridge, Ontario, as an automotive service technician, for the entirety of calendar years 2007 to 2014 (inclusive) as well for parts of the calendar years 2015 and 2016. Attached as Exhibit E hereto are copies of the Member’s Statements of Remuneration (the “T4s”), as received by the College for the years in question.

18. As per the T4s, the Member’s yearly employment income from [GARAGE] for each calendar year between 2007 and 2014 (inclusive) averaged \$54,800.

## **ADMISSIONS**

19. The Member admits that he was physically in Canada, continuously, between January 13, 2006 (his date of entry at Pearson International Airport as per the CBSA records) and March 19, 2009 (the date he attempted a 310S examination at an MTCU location in the Greater Toronto Area).
20. The Member admits that he worked full time at [GARAGE], and performed tasks in the 310S trade, throughout all or virtually all of the calendar years 2007 to 2014 (inclusive), as well as for parts of 2015 and 2016.
21. The Member admits that he knowingly misrepresented his work experience as an electrician in each of the following instances: his TEA Application, his Explanatory Letter, and his Clarification Interview.
22. The Member admits that, consistent with his travel history, the Member has not worked for [COMPANY] in Cambodia at any time after January 12, 2006.
23. The Member admits that his TEA Application and the Employment letter from [COMPANY] contains false information with regards to the Member's qualifications as an electrician, and that the Member knew when he submitted his TEA Application that information contained in those two documents could not be accurate given his employment history in Canada for calendar years 2007 and 2009, and his travel history for the calendar years 2004 to 2009.
24. The Member admits that the above facts are true; and that these facts together with the above admissions substantiate all the allegations of professional misconduct set out in the Notice of Hearing (File No. DC201807).

## **PRIOR DISCIPLINE**

25. The Member has no prior discipline history.

## **CURRENT FINANCIAL SITUATION**

26. The Member suffered a serious automobile accident on or about October 6, 2015. As a result, he is not currently working and receives taxable wage-loss replacement insurance benefits in the

amount of \$1,500 per month. This (i.e. \$18, 000 annually) represented the entirety of the Member's income for all sources in 2018 – the most recent tax year. Attached as Exhibit G hereto is a copy of the Member's T4A – Statement of Pension, Retirement, Annuity and other income, for 2018.

#### **INDEPENDENT LEGAL COUNSEL ADVICE**

8. Independent Legal Counsel ("ILC") advised that the only evidence before the Panel in this matter was the *Agreed Statement of Facts*. The Panel's task was to determine whether the evidence set out in the *Agreed Statement of Facts* proved the allegation in the *Notice of Hearing* on a balance of probabilities.
9. ILC advised the *Agreed Statement of Facts* should be accepted if the Panel is satisfied that the requisite evidence has been set out. Rejection should really only occur when there are serious concerns that the facts do not constitute professional misconduct.

#### **DECISION**

10. The Panel accepted the *Agreed Statement of Facts* and was satisfied that the evidence set out in Exhibit 2 proved the allegations of professional misconduct on a balance of probabilities.
11. Therefore, pursuant to section 46(2)(a) of the Act, the Panel found the Member guilty of professional misconduct.

#### **REASONS FOR DECISION**

12. The Panel was satisfied that the Member engaged in professional misconduct by contravening Ontario Regulation 97/13, subsection 1(4) and section 86(2) as alleged in Exhibit 1 *Notice of Hearing*.
13. The evidence is clear that the Member knowingly provided false information or documents, on numerous occasions, to the College in order to obtain the 309A Certificate of Qualification ("CofQ"). This included information on the TEA Application, the Employment Letter, the Explanatory Letter, and information provided during the Clarification Interview. All of this information tried to falsely claim that the Member was in Cambodia during the requisite time period when in fact he was in

Canada. The College is a self-regulating organization and is dependent on members, and applicants, to be truthful and honest when engaging with the College. Failure to do so puts the public at risk. By providing false information and documents to the College in order to obtain his 309 CofQ (and in response to queries by the College with respect to his 309A CofQ) the Member engaged in professional misconduct.

14. The evidence is also clear that the Member made representations, which he knew to be false, for the purpose of having the 309 CofQ issued. The Member submitted a letter stating that he accumulated 9,670 hours of experience as an electrician while working for [COMPANY NAME] of Phnom Penh, Cambodia, between August 2004 and February 2009. This was false. The Member was in Canada for much of that time and was not accumulating the requisite experience as an electrician. The Member submitted this information as he was aware that a full apprenticeship program in the 309A trade requires a minimum of 9,000 hours of experience as an apprentice electrician, usually over a period of approximately five years. As noted above, the College is a self-regulating organization and is dependent on applicants to be truthful and honest when engaging with the College. The College trusts applicants to be truthful and upfront when seeking CofQs. Failure to do so will permit unqualified persons to be qualified in the trades. This puts the public at risk. By making false representations to for the purpose of having the 309 CofQ issued, the Member engaged in professional misconduct.
15. By engaging in the conduct described above, the Panel found that the Member failed to maintain the standards of a trade and acted in respect to the practice of a trade, in a manner, that having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional.

#### **PENALTY SUBMISSIONS**

16. College Counsel proceeded to make a joint submission with respect to penalty and costs (Exhibit 3), made oral submissions thereon, and asked the Panel to impose the following penalties:
  - (i) The Member shall pay, within twenty-four (24) months of the order, a fine in the amount of \$500 to the Minister of Finance for payment into the Consolidated Revenue Fund, pursuant to paragraph 46(5)(2) of the *Ontario College of Trades and Apprenticeship Act* (the “Act”);

(ii) The Registrar shall be directed to revoke the Member's Certificate of Qualification in the trade of Electrician–Construction and Maintenance (309A), on the date of the order, pursuant to paragraph 46(4)(1) of the *Act*;

(iii) The Registrar shall be directed to impose the following terms, conditions and limitations on the Member's Certificate of Qualification in the trade of Automotive Service Technician (310S), pursuant to paragraph 46(4)(3) of the *Act*:

“the Member shall not be entitled to use, or rely on, any work experience as an electrician that the Member would have purportedly gained between 2004 and 2009 (inclusive), in an application for any certificate, statement, advanced standing as an apprentice, or for any similar credential, in relation to any electrician trade, including but not limited to Electrician—Construction and Maintenance (309A), Electrician—Domestic and Rural (309C), and Industrial Electrician (442A).”

(iv) The Member shall be reprimanded by the Discipline Panel at the conclusion of the hearing and the fact of the reprimand shall be recorded on the Public Register for an unlimited period, pursuant to paragraph 46(5)(1) of the *Act*; and

(v) That the finding and the order of the Panel be published in summary with the name of the Member in the official publication of the College and on the website of the Ontario College of Trades, pursuant to paragraph 46(5)(3) of the *Act*; and

(vi) The Member shall pay to the College, within twenty-four (24) months of the order, costs in the amount of \$1,500, pursuant to paragraph 46(5)(4) of the *Act*.

17. The Member confirmed that he would accept these penalties and costs, should the Panel decide to make an order accepting the parties' joint submission.

18. College Counsel submitted that the proposed penalties were appropriate in light of the facts of this case. He also submitted that the courts encourage the acceptance of agreements made between parties unless doing so would bring the administration of justice or the disciplinary process into disrepute.

19. College Counsel further submitted for the Panel's consideration two previous decisions of the Discipline Committee of the Ontario College of Trades, in the matters of:
- (i) Decision No. DC201602 dated October 25, 2016 (which although not identical, also involved allegations that the Member falsified the experience submitted for his TEA application), the Discipline Panel imposed the following: a revocation of the Member's Certificate of Qualification; that the Member pay a fine of \$1,000.00 within twelve (12) months; that the finding and order of the Panel be published in the official publication of the College; and that the Member be reprimanded by the Panel and for the reprimand to be recorded on the public register of the College for a period of one (1) year; and
  - (ii) Decision No. DC201703 dated October 13, 2017, the Member held a Certificate of Qualification in the trade of 308R (Residential (Low-Rise) Sheet Metal Worker), but fabricated a Certificate of Qualification in the more comprehensive trade of 308A (Sheet Metal Worker), the Discipline Panel imposed the following: a \$1,000 fine to be paid within twelve (12) months; a suspension of the Member's 308R Certificate of Qualification for two (2) years; that the Member shall not apply for reinstatement of his suspended Certificate of Qualification for a period of two (2) years; that the finding and order of the Panel be published in the official publication of the College; and that the Member be reprimanded by the Panel and for the reprimand to be recorded on the public register of the College for a period of five (5) years.
20. College Counsel further submitted that the fine of \$500 is both relevant and sufficient to act as a deterrence to the Member's future conduct, given the Member's current economic circumstance impacted by an injury he sustained from a serious automobile accident, which the College took into consideration as a mitigating factor.
21. College Counsel also submitted that the public safety and confidence would be safeguarded by the revocation of his 309A Electrician – Construction and Maintenance Certificate of Qualification, and the terms, conditions and limitations specified on his 310S Automotive Service Technician Certificate of Qualification; it would prevent the Member from using any work experience he purportedly gained between 2004 and 2009 (inclusive) in an application for any certificate, statement, advanced standing

as an apprentice, or for any similar credential in relation to any electrical trade prescribed by the College.

22. Finally, College Counsel submitted that public caution would be preserved by the fact of the reprimand is to be recorded on the College's public register for an indefinite period of time.

#### **INDEPENDENT LEGAL COUNSEL ADVICE**

23. ILC advised the Panel that both parties had reached an agreement and submitted a Joint Submission on Penalty ("JSP"). In light of the JSP (Exhibit 3), there was limited discretion for the Panel to depart from it unless, in the opinion of the Panel, not doing so would bring the administration of justice into disrepute or would be contrary to the public interest. This means that even if you would have made the terms different yourself, that is not enough to allow you to reject or "tinker" with what has been jointly agreed to by the parties. This was reaffirmed as recently as 2016 in *R. v. Anthony-Cook* at the Supreme Court of Canada.

#### **PENALTY DECISION**

24. After considering the joint submission on penalty, the Panel accepted the submission and made the following orders:
  - (i) The Member shall pay, within twenty-four (24) months of the order, a fine in the amount of \$500 to the Minister of Finance for payment into the Consolidated Revenue Fund, pursuant to paragraph 46(5)(2) of the *Ontario College of Trades and Apprenticeship Act* (the "Act");
  - (ii) The Registrar shall be directed to revoke the Member's Certificate of Qualification in the trade of Electrician–Construction and Maintenance (309A), on the date of the order, pursuant to paragraph 46(4)(1) of the *Act*;
  - (iii) The Registrar shall be directed to impose the following terms, conditions and limitations on the Member's Certificate of Qualification in the trade of Automotive Service Technician (310S), pursuant to paragraph 46(4)(3) of the *Act*:

“the Member shall not be entitled to use, or rely on, any work experience as an electrician that the Member would have purportedly gained between 2004 and 2009 (inclusive), in an application for any certificate, statement, advanced standing as an apprentice, or for any similar credential, in relation to any electrician trade, including but not limited to Electrician—Construction and Maintenance (309A), Electrician—Domestic and Rural (309C), and Industrial Electrician (442A).”

- (iv) The Member shall be reprimanded by the Discipline Panel at the conclusion of the hearing and the fact of the reprimand shall be recorded on the Public Register for an unlimited period, pursuant to paragraph 46(5)(1) of the *Act*; and
- (v) The Member shall pay to the College, within twenty-four (24) months of the order, costs in the amount of \$1,500, pursuant to paragraph 46(5)(4) of the *Act*.

#### **REASONS FOR PENALTY DECISION**

- 25. In arriving at the above penalties, the Panel considered the College’s submissions regarding the JSP and the advice provided by the ILC. In addition, the Panel took into account the basic principles of sanctioning as well as any mitigating and aggravating factors. The Panel finds that the order is fair, considered and appropriate.
- 26. As a result of the finding of guilt, and after hearing submissions on the appropriate penalty, the Panel must first and foremost take into consideration the safety of the public, ensuring that a minimum standard is met by regulated trade’s professionals.
- 27. The Panel considered aggravating factors such as the Member’s insistence on several occasions that he worked for [COMPANY NAME] in Cambodia from 2004 to 2007, the Member’s attempts on several occasions to maintain this false story knowing that his TEA application was not valid, truthful and accurate. The Panel also noted that the Member’s conduct in this matter was orchestrated over a period of time, with various points at which he made deliberate decisions to manipulate the system, which was another aggravating factor.
- 28. At the same time, the Panel considered the mitigating factors of (i) the Member’s compliance with

the investigation, (ii) the Member's consent with the investigation to obtain his CBSA records, (iii) the Member's willingness to enter into an *Agreed Statement of Facts* and a *Joint Submission as to Penalty and Costs*, which together greatly reduced the time and resources that otherwise would have been spent on this matter, (iv) the fact that the Member had no prior disciplinary history with the College, and (v) the fact that the Member was contrite and cooperated with the College once his fraud was uncovered.

29. However, as a result of the Panel's finding of guilt, and after considering submissions on the appropriate penalty, the Panel must first and foremost take into consideration the safety of the public, ensuring that College members and applicants are aware of the consequence of providing false information and representations, and protect the integrity of the TEA process, which is the responsibility of the College.
30. The Panel finds that the above penalty will deter the Member from engaging in the same or similar conduct in future, will serve as a deterrent to other members of the College, and will protect the public interest. In particular, the revocation of the Member's Certificate of Qualification in the trade of Electrician—Construction and Maintenance (309A), means that the Member can no longer practise that compulsory trade legally in the province of Ontario.

#### **COSTS SUBMISSIONS**

31. College Counsel submitted a joint proposal with respect to the costs of this proceeding, namely that the Member had agreed to pay costs to the College in the amount of \$1,500 within twenty four (24) months of June 28, 2019, pursuant to section 46(5)4 of the Act.
32. College Counsel also submitted that the costs are not meant to be punitive or as a penalty, and that the amount covers only a small fraction of the costs and disbursements the College has expended in investigating and prosecuting this matter.

#### **COSTS DECISION**

33. After considering the submissions on costs, the Panel ordered the Member to pay the College's costs in the amount of \$1,500.00 within twenty four (24) months of June 28, 2019, pursuant to section 46(5)4 of the Act. This amount will help to offset some of the costs associated with the investigation

and prosecution of this matter, and is not intended to be an additional penalty or sanction.

## **REASONS FOR COSTS DECISION**

34. The Panel finds that it is reasonable for the Member to defray some of the College's costs, provided that the costs are not disproportionate to the Member's current financial situation.
35. In ordering the amount of costs noted above, the Panel took into consideration that by cooperating with investigation and the hearing of this matter and entering into an Agreed Statement of Facts and *Joint Submissions on Penalty and Costs*, the hearing of this matter was significantly simplified. Nonetheless, a one-day hearing was needed to address this matter as well as one Pre-Hearing Conference.

## **REPRIMAND**

36. At the conclusion of the hearing, the Member waived his right to appeal and, as such, an oral reprimand was delivered pursuant to section 46(5)(1) of the Act as outlined below:

*"Mr. Saing, as you know, as part of its penalty order, this Discipline Panel has ordered that you be given an oral reprimand.*

*The fact that you have received this reprimand will be recorded on the public register of the College for an unlimited time, as such, will form part of your record.*

*Although you will be given an opportunity to make a statement at the end of the reprimand, this is not an opportunity for you to review the decision made by the Discipline Panel, nor a time for you to debate the merits of its decision.*

*You have been found to have engaged in conduct that constitutes professional misconduct, including:*

- a) *you knowingly provided false information or documents to the College or any other person with respect to his trade qualifications (Ontario Regulation 97/13, subsection 1(4)); and*

b) you made a representation, knowing it to be false, for the purpose of having a certificate issued under this Act (subsection 86(2) of the Act).

*The Panel takes this type of conduct seriously. The public needs to have confidence that its members are upholding high ethical and conducting themselves in accordance with the law. The College also needs to have confidence in its members.*

*The Panel acknowledges that this is the first time you have appeared before the Discipline Committee of the Ontario College of Trades and that you co-operated with the investigation, as well as the prosecution of this matter, and the Panel took this into consideration when accepting the Joint Submission on Penalty and Costs today.”*

37. The Panel gave the Member an opportunity to make a statement at the conclusion of the reprimand, which the Member declined.

August 9, 2019 \_\_\_\_\_  
Date:

“Sherry Darvish” \_\_\_\_\_  
Sherry Darvish, Chair  
On behalf of the Discipline Committee

**End.**