

MARCH 2026

VOLUME 2

AETTNL

NEWSLETTER

2025 COMPENSATION SURVEY DETAILS,
MEMBER NOTICES, LEADERSHIP
MESSAGES, AND CONTESTS

We want to see Newfoundland and
Labrador from your perspective!
Head to page 13 for more info!

Volume 2 cover photo submitted by
Tony Scott, PTech, taken in
Tablelands, Gros Morne, NL

STAY CONNECTED, HEAR THE LATEST NEWS, AND GET UPDATES
ABOUT AETTNL

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AETTNL

STAFF AND COUNCIL MEMBERS



Back Row (L-R): Brendan Zamojc, Gregory Hulan, Gerard Warfield, Newton Pritchett

Front Row (L-R): MacKenzie Rossiter, Yvonne Lannon, Andrea Scott, Shannon Gushue

Andrea Scott

President

Gregory Hulan

Councillor

Shannon Gushue

Executive Director

Gerard Warfield

President Elect

Yvonne Lannon

Councillor

MacKenzie Rossiter

Member Services Administrator

Newton Pritchett

Past President

John Sheppard

Councillor

Gary Tulk

Registrar

Clinton Genge

Councillor

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Message from the President

Dear Colleagues,

I am pleased to be writing this letter today for the second issue of our new, revamped Newsletter. It's hard to believe we are already three months into 2026! While the snow has been piling up outside, the AETTNL council has been continuing to work hard for our members. Based on our strategic plan priorities, one area of focus for 2026 will be strengthening engagement with students, industry partners, and our members, who all have an essential role in advancing the field of engineering technology. We are committed to building and maintaining strong connections that support the growth of the Association and our industry.

One of the ways we engage with our members is through our salary survey, and I encourage all members to participate in this year's survey. Your input is vital in helping us gather accurate data, identify trends, and advocate effectively for engineering technicians and technologists across the province.

We are continuing to work towards our goal of legislation and we hope to make progress with the new government this year. Despite last year's setback we are not giving up and our legislation committee continues to meet and work on this important matter.

Nationally, Shannon and I work with our counterparts across the country as members of Technology Professionals Canada (TPC). This year the in-person meeting will be held in St. John's in May and our colleagues across the country are excited to visit our province. Let's hope for some nice weather so they can truly enjoy their stay here.

As always, I'd like to take this opportunity to thank our staff, Shannon Gushue, MacKenzie Rossiter and Gary Tulk for the work they do every day. I'd also like to acknowledge our many volunteers who sit on council and various committees. Their dedication to AETTNL is greatly appreciated and without these volunteers we would not be able to accomplish the work of the Association.

This March we are celebrating MacKenzie Rossiter working with us for a full year! Congratulations MacKenzie – we are very happy (and very lucky) to have you on board and it's been a great year.



Andrea Scott, CET

Message from the Executive Director

Dear Valued Members,

I am thrilled to be a part of our second newsletter! It is great to see the response we have been getting to this new format. I look forward to seeing your feedback and comments through the many opportunities offered throughout this newsletter, as they will help shape the future of this publication.

Within this edition, you will find information relating to the 2025 Compensation Survey. This survey is one of our greatest tools and a valuable benefit for our members. In order for our survey to have true success, we need your participation. We ask that you please take a few moments to complete the survey and consider leaving your email address for a chance of winning one of our prizes.



The date and location of our 58th AGM have been set, with more information to follow, including details surrounding the Friday social. Information regarding upcoming Council positions will also be forthcoming in our June Newsletter.

Work on our Strategic Plan will continue into 2026. This plan sets the direction for AETTNL and our goal of continued growth. We remain focused on steady progress and collaboration. The work underway positions AETTNL to support our members and deliver on our mandate with confidence.

I would like to extend a sincere thank you to the staff and volunteers for their consistent time and effort as we continue to move forward together. I hope you enjoy this issue!

Best Regards,

Shannon Gushue, P.Tech

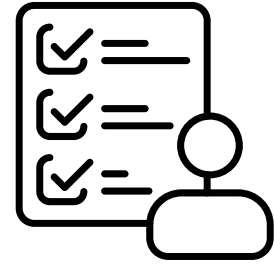
2025 Compensation (Salary) Survey

Why This Survey Matters

Understanding compensation across Newfoundland and Labrador’s engineering technology sector is essential for fairness, transparency, and informed career planning.

This survey helps us answer important questions like:

- What are people with similar education and experience earning?
- Are salaries keeping pace with responsibilities?
- How does compensation vary across industries and roles?
- Am I being paid fairly for the work I do?



This survey provides invaluable information to your fellow members and to the association. This information has the most impact when we all participate, so we kindly ask that all members take a couple of minutes to complete the survey. The survey will be available for completion until **April 27th, 2026.**

AETTNL is committed to producing this survey annually beginning with the 2025 data.

Members use the results to:

- Benchmark their salary against others in similar roles
- Understand what fair compensation looks like
- Prepare for performance reviews or compensation negotiations
- Set realistic expectations for future salary growth
- Selecting educational programs and industries of interest
- Identify trends in hiring, pay, and experience levels

The more responses we receive, the stronger and more accurate the final report becomes.

Your Privacy Is Protected

We understand that salary information is personal. That’s why the survey includes a fully anonymous option. If you choose to leave your email, it will only be used for the prize draw — never connected to your responses.

What Happens Next?

Once the survey closes:

- Data will be reviewed and compiled into a full report
- The report will be available on our website for registered members
- A summary will appear in the June edition of this newsletter

This report is a key resource for members, employers, and the association.



CONTEST ALERT!

As a thank-you for taking part, we’re giving away:

Two \$50 gift cards

To enter, simply leave your email at the end of the survey. Winners will be randomly selected from the emails provided.

Survey Deadline

All responses must be submitted by:

April 27, 2026

Please take a few minutes to complete the survey before the deadline — every response counts.

HOW TO SUBMIT:

The 2025 Compensation Survey can be accessed by clicking the link below. We encourage all members to take the time to participate and help ensure the results are as meaningful as possible, as this information is important to colleagues, association members, and the engineering technology community in Newfoundland and Labrador.

[AETTNL 2025 Compensation Survey](#)

10 Questions with Newton Pritchett, PTech

1. What inspired you to pursue engineering technology?

As far back as I can remember, I've been interested in technology (although it was only obvious when I was old enough to know what it was). When I was young, I was fascinated with how telephones, lights, radio, and television worked; where the signals came from and how they got into our house. When the meter reader came around, I would run out and ask about the reading and how the meter worked; and observed when Bell-Aliant (Newfoundland Telephone at the time) came to our area to install, replace, or check phone lines. I remember the desire to learn about anything and everything electronics and electrical, which eventually led me to complete (as a mature student) the Electronics Engineering Technology program at CNA, Corner Brook; and Bachelor of Technology degree from the Marine Institute. Technology captured and maintained my interest early, and the interest continued to grow; it definitely shaped my career direction. I consider my inspiration to pursue engineering technology as a desire for innovation and discovery, for finding solutions.

2. What's the most rewarding part of your work?

As a proud member of the Information Technology Services team at Grenfell Campus, Memorial University since 1998; and earlier as a lab demonstrator and instructor in the engineering technology department of CNA, Corner Brook, my great reward has been, and is, contributing to student success! My inspiration and passion is knowing that I contributed, and continue to contribute, to providing and supporting the resources and services necessary for a positive student experience in achieving their education goals to support their career choice(s), or to advance their education. I have the same passion now as I did when I started working in higher education. My belief, and practice, is that personalizing the student experience does well to enhance it!

3. What challenges have you faced in your career?

One obvious challenge I have faced since starting work in the technology field is work-life balance. Provisioning and managing technology have great demands; especially the need for advancements and continuity of services. Keeping knowledge pace with technology in a fast-paced environment has often required research and learning after work hours, so balance has sometimes been difficult to maintain. Another difficult challenge was/is budget constraint, and the resulting difficulty in keeping pace with modern technology for performance and security. While a challenge, it does lend way to reconsidering how technology resources and services are provisioned and supported. I have also faced the challenge of (in some cases) people resisting change; generally, with respect to changes in technology, policies, processes, and practices. There is a genuine fear of the unknown, and the impact on how people do their work; however, we have to remember that change is one of the only constants in life.

4. How has AETTNL supported your professional growth?

Being recognized as a professional technologist, part of an elite group of professionals, is motivational. It's about the work done to achieve certification, and the reward; about feeling good to continue to grow knowledge and skills necessary for everyday life. Being a member of AETTNL provides the reward of contributing to the association and profession by serving on operational committees, and having access to professional networking. Learning about the work colleagues do, and their experiences, is motivation for growth.

5. What project are you most proud of?

While there are many projects I am proud of, I consider our provisioning of access to Office 365 around 2011 (rebranded as Microsoft 365) for all students, staff, and faculty at Grenfell Campus as my top pick. This project was very rewarding as it supported a high-quality student, faculty, and staff experience for communications and collaboration. We have always been, and are, student-centered; so providing resources and services that support their education and experience, and preparation for their career, is something I am very proud of.

6. What skills do you think are essential in this field?

My field of work requires general and advanced technical proficiency; including in cyber-security, cloud-computing, data management, and disaster recovery. Special skills and abilities are needed to develop and implement solutions in a rapidly evolving landscape, lending way to a important soft-skills of being solution-driven and having an eye for innovation. Essential skills also include critical thinking, adapting to change, integrity, communication, project management, and being team oriented. In the broader sense, creative energy is an essential skill.

7. How do you stay current with industry trends?

Staying current with industry trends is very important in my role, and I do this by researching and studying written and visual information on current computing and communications technology resources and services, and their related advancement trends. This also includes regular networking with colleagues in related fields as a means to broaden knowledge and views.

8. What advice would you give to students entering the profession?

One important piece of advice is to know the work expectations of the profession, it will help determine, develop, and utilize the necessary tools (education and practice) to succeed. Supplementing this would be volunteering where possible to learn about the profession area, and to build strong support networks. Building strong soft skills (communication, team-work, problem-solving/solution-driven), as well as adapting to change, is very important to succeed; evolve with the evolution of the workplace.

It is also very important is to build and maintain a quality reputation, and a great place to start is in your technology education. I believe that instructors are great references, and building your reputation as a student will definitely make the transition to the workplace much easier. Have a positive attitude; be honest and ethical, clear and thorough, and reliable and on-time. Practice continuous learning to gain knowledge and experience, and to observe from different perspectives; be a sponge!

9. What's next for you in your career?

As retirement approaches, I am considering areas of opportunity where I can grow and contribute; forever mindful that technology still fascinates me, and that I have a passion for education and student success. My career has been built on what has inspired me and the reward, whether obviously or subtly designed. While the "what's next" is very important with respect to planning for the future, it is sometimes difficult to consider as I have such a strong connection to my career. For now, I'll keep on course.

10. What do you enjoy outside of work?

Outside of work, I enjoy hiking, camping, gardening, reading, and playing music.

Check this out!

Do you know someone who would shine in our 10 Questions Member Profile? Or would you like to be featured yourself? Reach out to the AETTNL office at info@aettnl.com or click the link below to answer the questions for yourself, and you could be highlighted in our next issue!

[Click here to provide your answers to: 10 Question's - Member Survey](#)



NEW MEMBER ROUND-UP

AETTNL is proud to recognize the newest additions to our Association - Please join us in congratulating them and extending a warm welcome as they begin their journey with our professional Association.

New Student Members

Student members are enrolled in engineering technology programs and are beginning their professional journey.

- Khaled Aldagher, Electrical
- Brady Collier, Mechanical

New Provisional Members

Provisional members are individuals who are in the process of completing the requirements for full certification.

- Melanie Mackey – Civil
- Fatemeh Poorsakhloei - Architectural
- Dylan Reid, Civil
- Aaron Kutin, Electronics Systems

IMPORTANT NOTICES

Technology Rings



Effective for the 2026–2027 membership year, rings will no longer be included in new member certification packages. New members who wish to purchase a ring may do so at a reduced cost of \$50 + HST. Newly Certified members can avail of this pricing for 3 months after receipt of certification notice. After 3 months, rings will be available for purchase at the regular price of \$115 + HST.

2025/2026 Membership Dues

Notices for outstanding 2025–2026 dues have been sent, and members are asked to submit payment as soon as possible. If you have been laid off or face other job disruptions, you may be able to avail of the AETTNL leave policy. Please contact the office to discuss. Payments can be made online at aettnl.com, by emailing aettnl@aettnl.com, by calling 709-747-2868, or by completing the payment form on page 10.

Please note: Beginning with the 2025–2026 membership year, members who receive a notice of removal will be required to pay a \$50 reinstatement fee. This fee is only applicable to members who wish to be added back in the same membership year (before August 31st). If reinstatement is requested after September 1st, the start of the new membership year, the standard reinstatement process will apply as per policy.



Know someone who fits the criteria for certification? Head to our website at aettnl.com for application details

New Certified Members

Certified members are fully recognized professionals who have met all the requirements for registration with AETTNL. They hold the designation of Certified Technician (CTech) or Professional Engineering Technologist (PTech)

- Keegan Ridgeley, PTech – Mechanical
- Devin Roberts, PTech – Civil
- Andrew Frampton, PTech – Mechanical
- Tysen Savoury, PTech – Mechanical
- Brandon Jewer, PTech – Electrical
- Edward Holden, PTech – Naval Architecture
- Richard Hibbs, PTech – Naval Architecture
- Hunter Davis, PTech – Mechanical
- Joshua Marshall, PTech – Chemical Process Engineering
- Jacob Landry, PTech – Civil
- Julia Murray - PTech, Architectural
- Brandon Rowe - PTech, Civil
- Melane Power – PTech, Civil
- Ahmad Shbat – PTech, Civil
- Earl Fonatine – PTech, Petroleum
- Brandon Hynes - PTech, Mechanical



Association of Engineering Technicians and Technologists of Newfoundland and Labrador Inc.

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AETTNL Payment Form for Members

Payment Methods are as follows:

Visa Master Card American Express

Name: _____ Registration #: _____

Card #: _____ 3-digit Security Code#: _____

Expiry Date: _____ Amount: \$ _____

Email Address: _____

- I authorize AETTNL to charge my annual renewal fee to my credit card for the current year only
- I authorize AETTNL to charge my annual renewal fee to my credit card each year (keep on file)

Signature: _____

- Certified Member: \$240 Total amount Including HST: \$276.00
- Provisional Member: \$160 Total Amount Including HST: \$184.00
- Student Member: \$50 Total Amount Including HST: \$57.50
- Retired Member: \$120 Total Amount Including HST: \$138.00
- RTMgr: \$80 Total Amount Including HST: \$92.00

Please email receipt

Submit Form

CALL FOR AUDITORS

Do you enjoy being an integral member of a small dynamic team which supports excellence in education? If so, Technology Accreditation Canada (TAC) has a fantastic opportunity. TAC is looking for certified or registered technologists to become volunteer TAC Auditors. TAC accredits Canadian post-secondary engineering technology, engineering technician and applied science programs. Auditors are responsible for evaluating the program against the educational standards of engineering technology professionals.

TAC has reviewed their accreditation schedule for the next two years and has determined they are requiring auditors in the following disciplines:

- **Architectural & Building Technology**
- **Biotechnology**
- **Building Engineering Technology**
- **Chemical Engineering Technology**
- **Civil Engineering Technology**
- **Chemical Laboratory**
- **Electrical Engineering Technology**
- **Electronics Engineering Technology**
- **Engineering Design & Drafting Technology**
- **Environmental Engineering Technology**
- **Geomatics / Surveying Engineering Technology**
- **Geoscience Technology**
- **Instrumentation and Control Engineering Technology**
- **Management Systems Engineering Technology (Industrial)**
- **Mechanical Engineering**
- **Mechatronics Engineering Technology**
- **Municipal Engineering Technology**
- **Ocean Mapping Technology**
- **Petroleum Engineering Technology**
- **Power Engineering Technology**
- **Remotely Operated Vehicles Technician**
- **Software Engineering Technology**
- **Welding Engineering Technician and Technology**



If you are interested in becoming a TAC Auditor, you are certified or registered and have at least five years of work experience in the noted disciplines TAC does provide the following:

- Online training (which may count towards continuing professional development requirements) is provided by TAC, and
- An honorarium is provided.

For more information about becoming a TAC Auditor, please visit:

<https://www.technologyaccreditation.ca/home>. If you are interested, please submit your resume and we will forward them to TAC.

Office Hours of Operation:

Monday: 9am - 4:30pm

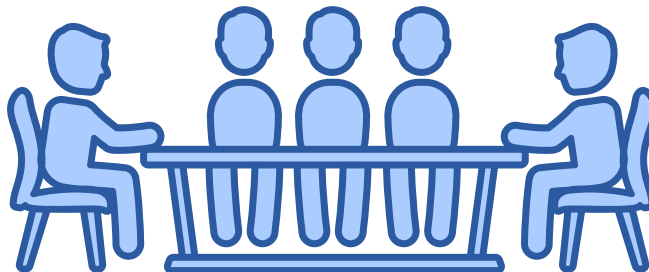
Tuesday: 9am - 4:30pm

Wednesday: 9am - 4:30pm

Thursday: 9am - 4:30pm

Friday: Remote (Regular hours of business operations still apply, and we are happy to serve you remotely!)

Our 58th AGM will be held on October 24th at the Capital Hotel! More details will be available soon.



JOIN NOW!

AETTNL CRB COMMITTEE



An opportunity to help better your association through valuable volunteer work!

How to Apply

If you have extensive experience in your discipline and would like to help new members become certified through the review process, this is for you!

JOIN NOW

 29-31 Pippy Place
St. John's, NL

 Contact Us
(709) 747-2868

 info@aettnl.com
aettnl@aettnl.com



Volunteer Responsibilities:



Review Applications; Assess applicant academic and work experience qualifications for certification.



Participate in Meetings; Attend CRB meetings to evaluate files, vote, and contribute to decisions.



Support Policy; Follow AETTNL certification guidelines and provide input on policy updates.



Maintain Confidentiality; Handle all applicant information with discretion and integrity.

CONTEST CORNER

Name our Newsletter Contest

Starting in 2026, AETTNL will be publishing a newsletter every quarter — and we want you to help us give it a unique name!

This is your chance to leave a lasting mark on our organization. The winning name will be used for every issue going forward, appearing as:
[Winning Name] – Volume 1, 2, 3, etc.

Members are invited to submit their creative ideas by emailing us at info@aettnl.com. The winner will be selected by the AETTNL team and will receive a \$50.00 gift card and an AETTNL swag bag as a thank-you for helping us shape the future of our publication.

This newsletter is designed for members to stay connected, hear the latest news, and get updates about AETTNL. By naming it, you're helping define the identity of our quarterly publication and strengthening our community voice.

We can't wait to see your ideas!

Feedback

This newsletter is for you — our members — and we want to make sure it delivers the updates, stories, and information that matter most.

Please take a few minutes to share your thoughts with us by completing our short survey. Your feedback will help us improve future editions and ensure the newsletter continues to meet your needs.

[Click here to tell us what you think](#)

Newsletter Cover Photo's!

Share Your Province With Us!

We want to see Newfoundland and Labrador through your eyes! Whether it's your favourite place, your hometown, or our breathtaking landscapes, send us your photos and help showcase the beauty of our province.

All submissions will be added to our photo bank, and your work could be featured on the cover of a future issue of our Newsletter. For our very first issue, we're highlighting the City of St. John's—home to our main office!

How to Participate

- Send your photos to info@aettnl.com.
- Include your name and the location of the photo.
- That's it! If your photo is chosen, we'll give you a shout-out right on the cover.

The Fine Print

- Photos must be original (no photos of other photos).
- Submissions should be from non-professional photographers—we want to see your perspective!
- No people, company logos, or branding in the images.
- AI-generated photos are not accepted.
- Accepted formats: JPG, PNG, or PDF.
- File size must be under 10MB (larger files may be blocked by email servers).



TD Insurance

THE ASSOCIATION OF ENGINEERING TECHNICIANS AND TECHNOLOGISTS



OF NEWFOUNDLAND AND LABRADOR

AETTNL

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