



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

245 Lilac Street
Winnipeg, MB R3M 2S2
www.cmltm.ca

Phone: 204-231-0311
Fax: 204-489-7300
Toll Free: 877-331-0311
E-mail: cmltm@cmltm.ca

College of Medical Laboratory Technologists of Manitoba 18th Annual General Meeting on Saturday September 21st, 2024, at 1100hrs CMLTM Board Room and Webcast 245 Lilac Street Winnipeg, Manitoba

Presentation by Katherine Stansfield, the former CEO/Registrar of the College of Registered Nurses of Manitoba (CRNM), on the transition to the Regulated Health Professions Act **to start at 11:00 hrs.**
(CE credit will be awarded.)

CMLTM Acknowledgement Statement:

We would like to begin by acknowledging that the College of Medical Laboratory Technologists of Manitoba is built on Treaty 1 Territory: the original lands of Anishinabe (Ojibway), Ininiwak (Cree), Anishininwak (Ojibway/Cree), Dakota, and Denesuline (Dene) peoples, and on the homeland of the Red River Métis Nation.

We respect the Treaties that were made on Manitoba territories and acknowledge the harms and mistakes of the past and present. We dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.

1. Call to order

- Matthew Bueno de Mesquita (Chair) called the CMLTM 2024 AGM to order at 1230hrs.
- A video greeting from The Minister of Health, Seniors and Long-Term Care, the Honourable Uzoma Asagwara, was played. The Minister asked Marc Desjardins to attend on their behalf.

2. Credentials Report

- Matthew Bueno de Mesquita (Chair) reported that the number of CMLTM members in attendance is two (2) voting members in physical attendance and thirty-six (36) voting members online. Quorum has been met.
- 4 guests were in attendance (3 Public Representatives from Council, and the parliamentarian).

3. Review of Standing Rules of Procedure

- During the 2020 CMLTM AGM The Standing Rules of Procedure were adopted by unanimous consent as the permanent Standing Rules for all future Annual General Meetings.



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

245 Lilac Street
Winnipeg, MB R3M 2S2
www.cmltm.ca

Phone: 204-231-0311
Fax: 204-489-7300
Toll Free: 877-331-0311
E-mail: cmltm@cmltm.ca

4. Approval of Agenda

- No objections were made regarding the agenda.

Motion 24:39 Amina Khizar/Cynthia Rempel Patrick

Be it moved to approve the agenda as distributed.

Motion Passed.

5. Introductions:

- **2024 Council Members**
 - Matthew Bueno de Mesquita (Chair)
 - Jackie Tower (Vice-Chair)
 - Kevin Simonetto (Treasurer)
 - Steven Wu (Secretary, Public Representative)
 - Amina Khizar (Member at Large)
 - Lloralejandro Yarema (Member at Large)
 - Curtis Born (Member at Large)
- **Public Representatives**
 - Cynthia Rempel-Patrick
 - Rajinder Pal Bhullar
 - Steven Wu
- **2024 Committee Chairs**
 - Fatima Daniel-Parent (Board of Assessors)
 - Natalie Chaput (Continuing Competency Committee)
 - Maria Bobiles (Complaints Committee)
 - Amina Khizar (Inquiry Committee)
 - Nicole Evans (Truth and Reconciliation Committee)
- **Guests**
 - Heather Ewasiuk (Parliamentarian)
- **Staff**
 - Adam Chrobak (Registrar/CEO)
 - Tricia VanDenakker (Deputy Registrar)
 - Janelle Baril (Administrative Assistant)

6. Introduction of Parliamentarian

- Heather Ewasiuk will act as the 2024 AGM Parliamentarian.



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

245 Lilac Street
Winnipeg, MB R3M 2S2
www.cmltm.ca

Phone: 204-231-0311
Fax: 204-489-7300
Toll Free: 877-331-0311
E-mail: cmltm@cmltm.ca

7. Introduction of Scrutineers

- Adam Chrobak (Registrar/CEO) will carry out the scrutineer's duties online as voting results are captured electronically by the Zoom polling system.

8. Chair's Address

- Matthew Bueno de Mesquita (Chair) discussed key Council activities in 2023 including.
 - Transition to the Regulated Health Professions Act (RHPA), development of draft regulations.
 - The regulation of combined laboratory and x-ray technologist (CLXT) under the CMLTM RHPA regulations.
 - Council has approved to change the name of CMLTM to the College of Medical Laboratory Professionals of Manitoba (CMLPM).
 - CMLTM finances are being closely monitored and all discretionary spending has been minimized to reduce expenses.
 - Council approved a 5-year plan for fee increases, 3.5% in 2025, 3.0% in 2026, and 2.0% in 2027, 2028, and 2029.

9. Registrar's Report

- Adam Chrobak (Registrar/CEO) discussed important projects for 2023.
 - The Minister of Health asked CMLTM to submit a proposal to regulate medical laboratory assistants (MLA) and combined laboratory and x-ray technologists (CLXT).
 - The regulation of CLXTs was approved and included in the new regulations.
 - The policy draft for regulations has been finalized and forwarded to the Manitoba Health legal drafter.
 - Expect to receive the draft regulations from the legal drafter in October 2025.
 - Expect to transition to the RHPA in 2025.
 - The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) Flexible Pathways project is in the final stages.
 - The CAMLPR project will streamline the application process for internationally educated applicants (IEA).



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

245 Lilac Street
Winnipeg, MB R3M 2S2
www.cmltm.ca

Phone: 204-231-0311
Fax: 204-489-7300
Toll Free: 877-331-0311
E-mail: cmltm@cmltm.ca

- Developed a new entry-to-practice competency profile that accommodates a flexible pathway to registration in specific fields of practice.
- Finalized a prior learning assessment process for IEA MLTs
- Developed an entry-to-practice competency assessment/exam.
- Working with the Canadian Society for Medical Laboratory Science (CSMLS) on the transition.
- CMLTM will be reviewing and updating policies, the Standards of Practice, and practice directions.
- *Harvey Suski, MLT*: What is the anticipated name change?
 - *Matthew Bueno de Mesquita, Chair*: Many of the other regulators who are now umbrella colleges have adopted “Medical Professionals”. As we are hopefully going to be regulating more than MLTs and CXLTs, we will be the College of Medical Laboratory Professionals of Manitoba (CMLPM).

10. 2023 Annual General Meeting Minutes (previously approved by Council and circulated)

- There were no questions from the floor regarding the 2023 AGM minutes.

11. 2023 Annual Report (previously approved by Council)

- There were no questions from the floor regarding the 2023 Annual Report.

12. 2023 Audited Financial Statements/Auditor’s Report (Previously approved by Council)

- The 2023 CMLTM Audited Financial Statements were circulated with the Annual General Meeting notice and agenda.

13. Appointment of Auditor

- No objections were made regarding the appointment of the Auditor.

Motion 24:40 Amina Khizar/Cynthia Rempel Patrick

Be it moved to appoint F.H. Black & Company Chartered Professional Accountants Inc. as the auditor for the 2024 CMLTM Financial Audit.

Motion passed.

14. Nomination Committee Report (Election results)



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

245 Lilac Street
Winnipeg, MB R3M 2S2
www.cmltm.ca

Phone: 204-231-0311
Fax: 204-489-7300
Toll Free: 877-331-0311
E-mail: cmltm@cmltm.ca

- Matthew Bueno de Mesquita (Chair) announced there were a total of two (2) 3-year Council positions available this year. One (1) nomination was received and has been appointed to the Council for a 3-year position.
 - Amina Khizar.
- There is one (1) vacant 3-year position available on Council.
- Outgoing Council Members
 - Cynthia Rempel Patrick
 - Matthew Bueno de Mesquita

15. New Business:

At this time items may be brought forth for future consideration by Council.

- *Jodi Kristinnson, MLT:* Is it my understanding that in the future, all medical laboratory assistants (MLAs) will need to be certified and registered with the College to work in Manitoba?
 - *Matthew Bueno de Mesquita, Chair:* That is a goal for the College to regulate all medical professionals who have contact with the public. It is not a certainty and is not currently a part of the RHPA application.
 - *Adam Chrobak, Registrar:* We did apply and were asked to submit a proposal to regulate the MLAs. After several months of looking at our proposal, the government has decided not to move forward with the regulation of MLAs in Manitoba. However, in Nova Scotia, MLAs will be regulated under the Nova Scotia College of Medical Laboratory Technologists (NSCMLT) and they will be changing their name accordingly. We still have hope that it will happen in the future, especially once Nova Scotia does so.
- *Paul Conyette, MLT:* What is the process of an MLA who may have been trained on the job to apply for membership leading to becoming a regulated member?
 - *Matthew Bueno de Mesquita, Chair:* There is not currently a process for an MLA to apply for regulation under the CMLTM. To become regulated, MLAs should petition the government for regulation of their profession.
- *Jody Kristinnson, MLT:* What about medical radiation technologists (MRTs) who are on the job trained in the lab for point of care testing (POCT), will they be regulated at all?
 - *Matthew Bueno de Mesquita, Chair:* It is not just MRTs. I think this speaks to a broader discomfort between MLTs and Medical Laboratory Professionals that we have with some practices where individuals do not necessarily have



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

245 Lilac Street
Winnipeg, MB R3M 2S2
www.cmltm.ca

Phone: 204-231-0311
Fax: 204-489-7300
Toll Free: 877-331-0311
E-mail: cmltm@cmltm.ca

what we would consider in depth adequate training performing laboratory testing. This is not just MRTs who are being put in this situation. This is largely due to staffing issues, but also due to choices that have been made across the province.

- *Adam Chrobak, Registrar:* MRTs are not regulated in Manitoba currently. They have applied to be regulated under the RHPA, but that may take several years. What Matt is alluding to is that laboratory tests are not a reserved act under the RHPA. Based under that model, it appears that almost anyone could do lab tests, but that would be a risk for employers, and they will not be doing that. When we find out about new health care personnel performing lab tests and POC, we do investigate. Because it's not a reserved act, we cannot say they can't do it. We must take a different approach. Our approach is generally to say that we know we can't tell them not to do it, but that we do expect that the people who do it have received the appropriate education, clinical experience, as well as had their competency assessed to ensure that they're competent to do those tests. We also expect that they will have continuing education (CE) requirements to maintain their competency, and annual/regular competency assessments to ensure they maintain their competency.
- *Amina Khizar, MLT:* After our profession transitions to the Regulated Health Professions Act (RHPA) and the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR), what changes are expected in our liability insurance? Currently CSMLS offers us liability insurance.
 - *Adam Chrobak, Registrar:* I am one of the project team leads, and I was tasked with investigating and researching the professional liability Insurance (PLI) options. There are two (2) PLI policies currently available to MLTs: CSMLS and Medical Laboratory Professionals Association of Ontario (MLPAO). Part of the RHPA raised the question if the \$2,000,000 requirement was enough or if it needed to be raised. It was determined that it was sufficient, and it will not change when we move to the RHPA. However, the impact of the CAMLPR Flexible Pathways Project may have an impact on how future registrants get PLI. Currently the requirements to obtain PLI through CSMLS is that you must have (a) passed the CSMLS exam and (b) maintain your CSMLS membership. Once we move under the CAMPLR PLA/Exam process, those registrants will not meet the



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

245 Lilac Street
Winnipeg, MB R3M 2S2
www.cmltm.ca

Phone: 204-231-0311
Fax: 204-489-7300
Toll Free: 877-331-0311
E-mail: cmltm@cmltm.ca

CSMLS requirements to get the lower priced PLI. I am in the process of writing a briefing note for CAMLPR to consider an alternative policy. The purpose of this new product will be to address those individuals that are going through the CAMLPR process and not be able to access the CSMLS PLI. Once I get more decisions from CAMLPR and how we will be moving forward with that product, I will notify the CMLTM Council and our membership.

- *Paul Conyette, MLT*: How many MLTs/MLPs are currently, if any, involved in out of scope practices in Manitoba (blood pressures, injections, IVs, patient assessments, etc)? Any stats on this? Nova Scotia and British Columbia are really pushing for this.
 - *Adam Chrobak, Registrar*: We do not have the statistics on this. Monitoring blood pressure is not a reserved act, so I suppose MLTs could be doing it. However, injections and IVs are reserved acts, and I highly doubt any MLTs are doing that in Manitoba. As far as I know, they're the same in other provinces. I have not heard of any MLTs doing this outside of Manitoba.
 - *Tricia VanDenakker, Deputy Registrar*: There were MLTs performing injections during COVID, and it was requested during the RHPA along with the nasopharyngeal swabs. But because that was a specific public health situation, that it was not going to become part of our scope of practice.
 - *Matt, Chair*: Our fields are evolving scientifically and in scope of practice. Healthcare is changing and understaffed in all areas. It is not surprising to me that inventiveness and efforts to push boundaries. If you see something dangerous happening around you that is a danger to the public, please notify the CMLTM. That is what we are here to do, to help prevent healthcare issues through regulation.

16. Adjournment

- Matthew Bueno de Mesquita (Chair) adjourned the CMLTM 2024 AGM at 1334hrs.

Approved on October 19, 2024 by Council