



**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

Meeting Details:

Date: February 25, 2026
Time: 5:30 PM
Location: Hybrid – CMLTM Board Room & Zoom Room
Meeting: Council

Attendees:

COUNCIL MEMBERS		
Jackie Tower	Chair	In-Person
Llora Alejandro Yarema	Vice-Chair	Online
Maria Bobiles	Treasurer	Regrets
Amina Khizar	Member at Large, Inquiry Committee Chair	In-Person
Karanveer Dhillon	Member at Large	Absent
Agbolahan Adebajo	Member at Large	Online
Rajinder Pal Bhullar	Public Representative	Online
Steven Wu	Public Representative, Secretary	Online
Richard Panciera	Public Representative	Online

GUESTS		
Fatima Daniel-Parent	Board of Assessors Chair	Online
Jackie Naphin	Continuing Competency Committee Chair	In-Person
Harvey Suski	Complaints Committee Chair	Online
Nicole Evans	Truth and Reconciliation Committee Chair	Absent
Janie McBey	Registrar/CEO	In-Person
Tricia VanDenakker	Deputy Registrar	Regrets
Janelle Baril	Administrative Assistant	In-Person



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

Meeting Minutes:

1. Call to Order:

The meeting was called to order at 5:35 PM. Quorum was met. The Land Acknowledgement Statement and CMLTM Culture Statement were read.

2. Approval of February 25, 2026 Agenda

The agenda for the February 25, 2026, meeting was reviewed and approved. No additions were made.

MOTION 26:03 Steven Wu/Richard Panciera

Be it moved to approve the February 25, 2026 agenda as presented.

CARRIED

3. Approval of Previous Meeting Minutes

The minutes of the previous meeting, held on December 10, 2025, were reviewed and approved. No corrections were made.

MOTION 26:04 Llora Alejandro Yarema/Richard Panciera

Be it moved to approve the December 10, 2025, Council Meeting Minutes as presented.

CARRIED

4. Consent Agenda Items

The Consent Agenda Items were circulated prior to the meeting. No questions were submitted prior to the meeting. Council approved the following reports:

- Registrar's Report, prepared by Janie McBey
- Board of Assessor's Report, prepared by Fatima Daniel-Parent
- Continuing Competency Committee Report, prepared by Jackie Naphin
- Complaints Committee Report, prepared by Harvey Suski
- Executive Committee Report, prepared by Jackie Tower
- December 10, 2025 Council Meeting Review Summary

There was a brief discussion regarding what "participation" in a Council meeting looks like.

A question was raised for clarification about how the Committee report Action Items sections worked.



**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

MOTION 26:05 Amina Khizar/Llora Alejandro Yarema
Be it moved to approve the Consent Agenda Items as presented.
CARRIED

5. Action Items (or “Business Requiring Action”)

a. Review of Q4 Financial Statements and Variance Report

Council reviewed and approved the Q4 Financial Statements and Variance Report that were submitted by the Registrar/CEO, Janie McBey.

MOTION 26:06 Agbolahan Adebajo/Amina Khizar
Be it moved to approve the Q4 Financial Statements and Variance Report as presented.
CARRIED

b. Appointment of Committee Chair

Graziella Te has stepped down as Chair of the Complaints Committee and Harvey Suski has agreed to step up as Chair for the 2026 year.

MOTION 26:07 Richard Panciera/Amina Khizar
Be it moved to appoint Harvey Suski as Chair of the Complaints Committee effective immediately.
CARRIED

c. Policy Review

Council reviewed and approved policies EL-6, GP-1, GP-2, GP-3, GP-6, GP-7, and GP-8 inclusive of By-Laws Article 1.

MOTION 26:08 Rajinder Pal Bhullar/Amina Khizar
Be it moved to approve policies EL-6, GP-1, GP-2, GP-3, GP-6, GP-7, and GP-8 as amended.
CARRIED

d. CCC Suggestions

The Continuing Competency Committee (CCC) met and reviewed policy CCC-1 and the Continuing Competency Program (CCP) Credit Guide. Suggested changes were presented to, and approved by, Council. Changes were proposed with the intent of increasing volunteer interest in CMLTM Council and Committees.



**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

MOTION 26:09 Llora Alejandro Yarema/Amina Khizar

Be it moved to approve policy CCC-1 as amended with changes to the program coming into effect February 25, 2027.

CARRIED

MOTION 26:10 Rajinder Pal Bhullar/Richard Paniera

Be it moved to approve the Continuing Competency Program Credit Guide as amended.

CARRIED

e. GP-21 and Report of 2 People Practicing Without Proper Registration (Fine)

Council reviewed and discussed the information gathered by the Registrar/CEO, Janie McBey, from D’Arcy & Deacon LLP Associate and CMLTM legal counsel.

Discussion took place:

- GP-21 needs to be rewritten with timeline and steps laid out.
- MLT Practice must be defined in a position statement.
- Council must develop a “Use of Title” statement and alternative titles to be used by past members.
- Council determined there was no malicious intent involved in either individual in question. No fine will be levied against them, but a warning will be issued.

f. GP-30 Registrar/CEO Contingency Plan

Council reviewed and approved the proposed new policy, GP-30 Registrar/CEO Contingency Plan.

MOTION 26:11 Rajinder Pal Bhullar/Richard Panciera

Be it moved to approve policy GP-30 Registrar/CEO Contingency Plan as presented.

CARRIED

g. GP-31 Registrar/CEO Succession Planning

Council reviewed and discussed suggested changes to policy GP-31 Registrar/CEO Succession Planning.



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

MOTION 26:12 Amina Khizar/Llora Alejandro Yarema

Be it moved to approve policy GP-31 Registrar/CEO Succession Planning as presented.

CARRIED

h. Corus Advertising (Med Lab Week)

Council reviewed and discussed a Briefing Note submitted by the Registrar/CEO, Janie McBey, regarding possible advertisements to run during the week of April 12 to April 18, 2026.

After discussion, Council expressed more interest in reaching out and receiving further proposals from additional radio stations (e.g.: CBC, Virgin Radio, etc.).

No decision was made. Council will vote virtually through BoardEffect or Survey Monkey once additional proposals have been received.

i. Registrar Evaluation Template Draft

Council reviewed and discussed a more intuitive and easier to understand PDF version of the Registrar Evaluation Template as prepared by the CMLTM. Council agreed that this form may also be used as a BoardEffect survey.

MOTION 26:13 Agbolahan Adebajo/Richard Panciera

Be it moved to approve the Registrar Evaluation Template as presented.

CARRIED

6. Discussion: Information and Updates

a. MLA Regulation Update

The Registrar/CEO, Janie McBey provided Council with an update on CMLTM's involvement with MLA regulation in Manitoba.

b. Strategic Plan RFP Update

A Request for Proposal (RFP) was issued for a facilitator to host the CMLTM's 2026 Strategic Planning Session. Proposals will be accepted until March 30, 2026.

c. MAHRC Council Orientation Opportunities

The Manitoba Alliance of Health Regulatory Colleges (MAHRC) has three (3) two-hour virtual Council Orientation opportunities coming available in April that interested CMLTM Council or Committee members can reach out to Staff by April 1st, 2026, to register for.



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

Future Priorities:

1. Rewrite GP-21 with further details of the process.
2. Position Statement on “MLT Practice”
3. Develop Use of Title Statement and alternative titles to use for past members
4. New Registrar/CEO Probationary Evaluation
5. Review Standards of Practice & Code of Ethics
6. Develop Practice Directions (working under supervision)

Closing Statements and Adjournment:

The meeting review survey will be issued through BoardEffect for attending Council members to complete.

The next meeting is scheduled for April 15, 2026, at 5:30 PM. This meeting is to be in-person as Council photos will be taken.

The meeting was adjourned at 6:58 PM.

MOTION 26:14 Richard Panciera
Be it moved to adjourn the meeting.
CARRIED

Minutes Approval:

Council approved these minutes on April 15, 2026.