



**COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS
OF MANITOBA**

245 Lilac Street
Winnipeg, MB R3M 2S2
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Meeting Details:

Date: April 15, 2026
Time: 5:30 PM
Location: Hybrid – CMLTM Board Room & Zoom Room
Meeting: Council

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Attendees:

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

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



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Meeting Minutes:

1. Call to Order:

The meeting was called to order at 5:39 PM. Quorum was met. The Land Acknowledgement Statement and CMLTM Culture Statement were read.

A presentation was made by Sophia Ali, Executive Director of the Manitoba Alliance of Health Regulatory Colleges (MAHRC), on Governance Initiatives being offered by the MAHRC.

Sophia Ali left the meeting at 5:53pm

2. Approval of April 15, 2026 Agenda

The agenda for the April 15, 2026, meeting was reviewed and approved.

Two changes were made:

- 1) Addition of “5.3 – Portage la Prairie – Unregistered MLT Practice”
- 2) Changed 5.2 title to “Reaffirming Motions 26:15 and 26:16”

MOTION 26:17 Richard Panciera/Karanveer Dhillon
Be it moved to approve the April 15, 2026, Agenda as amended.
CARRIED

3. Approval of Previous Meeting Minutes

The minutes of the previous meeting, held on February 25, 2026, were reviewed and approved. No corrections were made.

MOTION 26:18 Llora Alejandro-Yarema/Maria Bobiles
Be it moved to approve the February 25, 2026, 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

Leadership, Integrity, Accountability



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- Inquiry Committee Report, prepared by Amina Khizar
- Executive Committee Report, prepared by Jackie Tower
- February 25, 2026, Council Meeting Review Summary

Questions were raised regarding the fail rate of Red River College Polytechnic (RRC) students for the final CSMLS exam held in February 2026 as it was higher than usual. CMLTM is in discussion with RRC for cause.

MOTION 26:19 Maria Bobiles/Karanveer Dhillon

Be it moved to approve the Consent Agenda Items as presented.

CARRIED

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

a. Review of Q1 Financial Documents

Council reviewed and approved the Q1 Financial Documents submitted by the Registrar/CEO, Janie McBey.

MOTION 26:20 Richard Panciera/Maria Bobiles

Be it moved to approve the Q1 Financial Documents as presented.

CARRIED

b. Policy Review: GP-10, GP-11, GP-26

Council reviewed and approved policies GP-10, GP-11, and GP-26.

MOTION 26:21 Karanveer Dhillon/Maria Bobiles

Be it moved to approve policies GP-10, GP-11, and GP-26 as amended.

CARRIED

c. Policy Rewrite GP-21

Council reviewed and discussed some of the proposed changes to GP-21. A recommendation was made to include an Appeals process. Discussion is on going in the rewriting of policy GP-21.

d. AGM Parliamentarian

Council discussed the benefits of continuing to hire a parliamentarian at the Annual General Meeting (AGM). Council agreed to continue to engage the services of a parliamentarian for the AGM.

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e. Review of Strategic Plan Proposals

Council reviewed and discussed the submitted proposals for a Strategic Plan Facilitator. The Executive Committee scored the facilitators, and the summary was presented to Council.

MOTION 26:22 Steven Wu/Richard Panciera

Be it moved to approve the Registrar to hire Kevin Freedman (Governance Guru) as facilitator of the 2026 Strategic Planning session.

CARRIED

f. Use of Title – MLT Practice Definition

Council reviewed the new “Use of Title – MLT Practice Definition” prepared by the Registrar/CEO, Janie McBey. Council is not sure if it should be approved as a Position Statement or Practice Direction. The Registrar and Deputy Registrar will discuss before bringing to Council for approval.

g. Practice Direction – Direct On-Site Supervision

Council reviewed and discussed updates to the Practice Direction “Direct On-Site Supervision” as submitted by the Registrar/CEO, Janie McBey.

MOTION 26:23 Richard Panciera/Llora Alejandro Yarema

Be it moved to approve the Practice Direction “Direct On-Site Supervision” as amended.

CARRIED

h. Governance Review

A Briefing Note was submitted by Council Secretary and Public Representative, Steven Wu, regarding the importance of a governance review for the CMLTM and its policies. Council reviewed and discussed the supporting documents.

MOTION 26:24 Steven Wu/Maria Bobiles

Be it moved to move forward with Option 3 and create an ad hoc governance committee from existing Council and Committee members with plans for an external review to identify areas that need improvement.

CARRIED



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Council took a break at 7:09 PM and returned at 7:15 PM.

i. Policy Review: CC-1, CC-2, CC-3

Council reviewed and approved policies CC-1, CC-2, and CC-3 with all changes presented.

MOTION 26:25 Richard Panciera/Llora Alejandro Yarema
Be it moved to approve Policy CC-1, CC-2, and CC-3 as amended.
CARRIED

j. Expense Claim Form and GP-8

Council reviewed and discussed changes to GP-8 and the Expense Claim Form as suggested by the Registrar/CEO, Janie McBey.

MOTION 26:26 Llora Alejandro Yarema/Karanveer Dhillon
Be it moved to approve the updates to GP-8 and the new Expense Claim Form as presented.
CARRIED

k. Registrar 3-Month Evaluation

Council went In-Camera at 7:20 PM.

Motion 26:27 Llora Alejandro Yarema/Steven Wu
Be it moved for Council to go In-Camera.
CARRIED

Camera came out of Camera at 7:39 PM.

Motion 26:28 Richard Panciera/Karanveer Dhillon
Be it moved for Council to come out of Camera.
CARRIED

Council congratulated Janie on the completion of her first 3 months with excellent results on her evaluation.



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I. Registrar 6-Month Evaluation

The 6-Month Evaluation will be done via BoardEffect survey in May 2026. The Executive Committee will review the results before presenting them to Council at the June 24, 2026, Council meeting.

6. Discussion: Information and Updates

a. MLA Regulation Update

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

b. Reaffirming Motions 26:15 and 26:16

Motions 26:15 and 26:16 were issued through Board Effect during March 2026.

Motion 26:15 Agbolahan Adebajo/Amina Khizar

Be it moved to approve to send a finalized copy of the letter drafted by legal counsel to Shared Health.

CARRIED

Motion 26:16 Richard Panciera/Amina Khizar

Be it moved to approve the Spring 2026 Newsletter as presented.

CARRIED

c. Unregistered MLT practice

The Registrar/CEO, Janie McBey, provided information regarding an instant of an unregistered individual practicing as an MLT under supervision. Information is still being gathered on the situation and will be referred to the Executive Committee for review.

Future Priorities:

1. GP-21 April 2026 Unregistered Practice Follow-up
2. Rewrite GP-21 with further details of the process
3. Develop Use of Title Statement and alternative titles to use for past members
4. New Registrar/CEO Probationary Evaluation 6-month
5. Review Standards of Practice & Code of Ethics



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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 June 24, 2026, at 5:30 PM.

The meeting was adjourned at 8:00 PM.

MOTION 26:29 Richard Panciera
Be it moved to adjourn the meeting.
CARRIED

Minutes Approval:

Council approved these minutes on June 24, 2026.