



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

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

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Meeting Details:

Date: June 24, 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	In-Person
Maria Bobiles	Treasurer	Regrets
Amina Khizar	Member at Large, Inquiry Committee Chair	Online
Karanveer Dhillon	Member at Large	Regrets
Agbolahan Adebajo	Member at Large	Absent
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	Online
Harvey Suski	Complaints Committee Chair	Online
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



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Meeting Minutes:

1. Call to Order:

The meeting was called to order at 5:31 PM. Quorum was met. The Land Acknowledgement Statement and CMLTM Culture Statement were read.

2. Approval of Agenda for June 24, 2026

The agenda for the June 24, 2026, meeting was reviewed and approved.

One item was added under new business: MLT Practicing Without Registration.

MOTION 26:37 Llora Alejandro Yarema/Rajinder Pal Bhullar

Be it moved to approve the June 24, 2026, Agenda as amended.

CARRIED

3. Approval of Previous Meeting Minutes

The minutes of the previous Council meetings, held on April 15, 2026, and June 3, 2026, were reviewed and approved. No corrections were made.

MOTION 26:38 Richard Panciera/Amina Khizar

Be it moved to approve the April 15, 2026, Council Meeting Minutes as presented.

CARRIED

MOTION 26:39 Steven Wu/Llora Alejandro Yarema

Be it moved to approve the June 3, 2026, Council Meeting Minutes as presented.

CARRIED

1 Abstain

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
- Truth and Reconciliation Report, prepared by Nicole Evans
- Executive Committee Report, prepared by Jackie Tower
- February 25, 2026, Council Meeting Review Summary

MOTION 26:40 Llora Alejandro Yarema/Amina Khizar

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

CARRIED

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

a. Review of Q4 Financial Documents

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

One clarification requested about how the report was read regarding mileage for the Complaints investigations appearing as if it was under the Board of Assessors heading.

MOTION 26:41 Llora Alejandro Yarema/Rajinder Pal Bhullar

Be it moved to approve the Q4 Financial Report and Variance Report as presented.

CARRIED

b. Review and Appointment of Committee Members

Council reviewed the resumes of three (3) volunteers interested in serving on the Complaints Committee or Council. The Complaints Committee has been having difficulty attaining quorum.

One volunteer was approved to the Committee with the remaining two to be nominated for Council by the deadline of July 10, 2026.

MOTION 26:42 Rajinder Pal Bhullar/Llora Alejandro Yarema

Be it moved to appoint Ashley Bauch to the Complaints Committee effective immediately.

CARRIED

c. CCC Policies & Documents Review

Council reviewed and approved proposed changes to the Continuing Competency



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Committee's Terms of Reference (TOR-2), policies CCC-4, CCC-5, and CCC-6, and the CMLTM CCP Handbook.

MOTION 26:43 Richard Panciera/Amina Khizar

Be it moved to approve TOR-2, CCC-4, CCC-5, CCC-6, and the CMLTM CCP Handbook as amended.

CARRIED

d. Policy Review

Council reviewed and approved policies GP-9, GP-12, GP-14, GP-15, GP-20, GP-22, and GP-23.

MOTION 26:44 Llora Alejandro Yarema/Richard Panciera

Be it moved to approve policies GP-9, GP-12, GP-14, GP-15, GP-20, GP-21, GP-22, and GP-23 as presented and amended.

CARRIED

Council reviewed and approved a new Governance Policy: "Online Voting".

MOTION 26:45 Llora Alejandro Yarema/Richard Panciera

Be it moved to approve the new policy GP-32: Online Voting as presented.

CARRIED

e. Auditor Report Review

Council reviewed the Auditor Report and the submission of the CMLTM Taxes as approved at the June 3, 2026, meeting.

f. Use of Title – MLT Practice Definition

Council reviewed and approved the new "Practice Direction 4: Use of Title" prepared by the Registrar/CEO, Janie McBey.

MOTION 26:46 Llora Alejandro Yarema/Amina Khizar

Be it moved to approve the Practice Direction 4: MLT Practice Definition as presented.

CARRIED



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g. **Approval of 2025 Annual Report**

Council reviewed and discussed the 2025 Annual Report.

MOTION 26:47 Rajinder Pal Bhullar/Amina Khizar

Be it moved to approve the 2025 Annual Report 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 CLXT and MLA regulation in Manitoba. MLTs, employers, and unions have been notified. There is no current timeline.

The first townhall/virtual conversation was held on May 21, 2026. Two (2) people attended. The Q&A has been posted to the CMLTM website.

The first MLA/CLXT Advisory Group meeting was held on June 17, 2026. The meeting was productive and good discussion and information was shared.

b. **Strategic Plan Update**

The Registrar/CEO, Janie McBey, and Council Chair, Jackie Tower, have met with the Strat Plan Facilitator with Kevin Freedman. Preparation for the Strategic Planning session are underway.

c. **Fail Rate of RRC Students with CSMLS Exam**

Council reviewed the statistics of RRC Polytechnic graduates exam scores compared to the national scores. RRC Polytechnic is working on changes to the Med Lab Sciences program to improve scores, including an environmental scan of Canadian MLT programs.

d. **ABC Portal information for Public Representatives**

All Public Representatives are now required to complete training modules through the ABC Offices Portal due to be completed October 30, 2026. It is a centralized online learning platform that brings together core governance training and other key learning modules in one place to support consistent onboarding, shared understanding of responsibilities, and strong governance readiness.



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e. **Med Lab Week Campaign Results**

Council reviewed the results of the advertising campaign results (Spotify and CBC) that had ads for CMLTM running during Med Lab Week (April 12 to April 18, 2026). The advertising campaign was kept under budget.

f. **Building Updates – Basement Flooding**

The CMLTM building's basement flooded slightly during the big storm. Service Master restoration services were hired to sanitize the basement. The insurance department has been contacted and is in discussion regarding if restoration is more cost effective than the deductible.

g. **Council Nominations**

No nominations have been received yet and the deadline is Friday July 10. Two (2) seats on Council will be available.

7. **In Camera**

Council went to In-Camera at 6:35 PM

MOTION 26:48 Llora Alejandro Yarema

Be it moved to go In Camera.

CARRIED

Council came Out of Camera at 6:40PM

MOTION 26:49 Rajinder Pal Bhullar

Be it moved to come Out of Camera.

CARRIED

Council has been impressed with the Registrar/CEO's work since her hire date. The 3-month evaluation and 6-month evaluation were glowing. Approval documents will be signed by the Council Chair and Vice Chair.

8. **New Business**

The Executive Committee reviewed and discussed the situation of an MLT practicing without being registered with CMLTM at their meeting on May 28, 2026. It was decided the Board of Assessors could move forward with approving the MLT's application for registration.



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MOTION 26:50 Rajinder Pal Bhullar/Amina Khizar

Be it moved to direct the Registrar/CEO to engage legal counsel to draft a letter to all MLT employers with reminders of their obligation to collect proof of registration prior to employment start date.

CARRIED

Future Priorities:

1. Review Standards of Practice & Code of Ethics
2. Develop Practice Directions

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 September 18, 2026, at 5:30 PM.

The meeting was adjourned at 6:50 PM.

MOTION 26:51 Richard Panciera

Be it moved to adjourn the meeting.

CARRIED

Minutes Approval:

Council approved these minutes on September 18, 2026.