



**COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS  
OF MANITOBA**

245 Lilac Street  
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**COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA  
COUNCIL MEETING**

**Wednesday October 15, 2025, 1730hrs**

**CMLTM Boardroom/Zoom Room - 245 Lilac Street, Winnipeg, MB**

**Present:** Lloria Alejandro Yarema, Amina Khizar (online), Karan Dhillon (online)

**Public Representatives:** Steven Wu, Richard Panciera (online), Rajinder Pal Bhullar (online)

**Staff:** Tricia VanDenakker, Janelle Baril

**Guests:** Natalie Chaput (online), Nicole Evans (online)

**Regrets:** Jackie Tower, Graziella Te, Fatima Daniel-Parent

1. Welcome and Land Acknowledgement Statement *Lloria Alejandro Yarema*

- Meeting called to order by Lloria Alejandro Yarema, Vice-Chair, at 1733hrs. Quorum met.
- Land Acknowledgement Statement was read.

2. Approval of Agenda *Lloria Alejandro Yarema*

- Additions: 7.5 2026 meeting dates

**Motion 25:41** Steven Wu/Karanveer Dhillon

Be it moved to approve the October 15, 2025 Agenda as amended.

**CARRIED**

3. Approval of September 19, 2025 Minutes *Lloria Alejandro Yarema*

- Corrections: None.

**Motion 25:42** Karanveer Dhillon/Richard Panciera

Be it moved to approve the September 19, 2025 Council Meeting Minutes as presented.

**CARRIED**

4. Approval of September 20, 2025 Annual General Minutes Minutes *Lloria Alejandro Yarema*

- Corrections: None.

**Motion 25:43** Steven Wu/Karanveer Dhillon

Be it moved to approve the September 20, 2025 Annual General Meeting Minutes as presented.

**CARRIED**

5. Consent Agenda Items:

- 5.1. Registrar's Report (previously circulated)
- 5.2. Board of Assessors Report (did not meet no report)
- 5.3. CCC Report (did not meet, no report)
- 5.4. Complaints Committee Report (previously circulated)

*Tricia VanDenakker  
Fatima Daniel-Parent  
Natalie Chaput  
Graziella Te*



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- 5.5. Inquiry Committee Report (did not meet, no report)
- 5.6. TRC Committee Report (did not meet, no report)
- 5.7. Executive Committee Report (did not meet, no report)

*Amina Khizar*  
*Nicole Evans*  
*Jackie Tower*

**Motion 25:44** Amina Khizar/Steven Wu

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

**CARRIED**

6. Business Requiring Action

- 6.1. Review of August 2025 Financial Statements
  - No questions were raised.

*Llora Alejandro Yarema*

**Motion 25:45** Richard Panciera/Karanveer Dhillon

Be it moved to approve the August 2025 Financial Statements as presented.

**CARRIED**

6.2. Appointment of new Council Member

- Maria Bobiles has stepped forward to volunteer on Council.

*Llora Alejandro Yarema*

**Motion 25:46** Steven Wu/Richard Panciera

Be it moved to appoint Maria Bobiles to Council effective immediately.

**CARRIED**

6.3. Appointment of Executive Committee for 2026

- Amina Khizar, Member at Large/Inquiry Committee Chair, inquired if there would be any conflict of interest with Maria Bobiles and existing Executive Committee members. There were none given by Llora Alejandro Yarema.
- Richard Panciera, Public Representative, indicated that there is no such thing as a Conflict of Interest between Council members/Executive Committee members.

*Llora Alejandro Yarema*

**Motion 25:47** Richard Panciera/Steven Wu

Be it moved to appoint Jackie Tower as Chair, Llora Alejandro Yarema as Vice-Chair, Maria Bobiles as Treasurer, and Steven Wu as Secretary.

**CARRIED**

6.4. Appointment of the Committee Chairs

- Natalie Chaput is stepping down as Chair of the Continuing Competency Committee.
- Fatima Daniel-Parent has not indicated at this point in time if she wants to remain as Chair of the Board of Assessors.
- Notification to be sent to membership open Committee Chair positions.

*Llora Alejandro Yarema*

**Motion 25:48** Steven Wu/Karanveer Dhillon

Be it moved to appoint Amina Khizar as Chair of the Inquiry Committee, Graziella Te as Chair of the Complaints Committee, and Nicole Evans as Chair of the Truth and Reconciliation Committee.

**CARRIED**



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### 6.5. CAMLPR CMLTM Conflict of Interest Memorandum of Understanding *Llora Alejandro Yarema*

- CAMLPR stands for Canadian Alliance of Medical Laboratory Professionals' Regulators
- Each provincial regulator is on the CAMLPR Board and there are situations where there could be a conflict of interest specifically around the finances. Previously, CAMLPR funding came from each member organization. Now CAMLPR's funding comes from the Entry-to-Practice exam and Prior Learning Assessments. This removes the possibility for Conflict of Interest related to finances.
- The new Memorandum of Understanding regarding Conflict of Interest with CAMLPR is based on confidential information. If a Registrar is on the Board for CAMLPR, the Registrar will have access to proprietary information that CAMLPR doesn't want to share with the provincial regulators, and vice versa where a regulator's Council might have confidential information they do not want to have shared with CAMLPR.
- Deferred until December 10, 2025 Council Meeting for approval. CMLTM will provide an update on the signing status of other provincial regulators.

### 6.6. RHPA Inclusion of MLAs

*Tricia VanDenakker*

- Briefing Note was submitted.
- CMLTM supports the regulation of MLAs, but we have been told there would be a delay if we decided to include the MLAs in the RHPA transition. An application was submitted that included MLAs and CLXTs. Only the CLXTs have been approved to date.
- Things are aligned to be able to bring MLAs under CMLTM. We have received support letters from employers and Manitoba Quality Assurances Program (MANQAP), associations (national and MAMLS) and other regulated health professions in Manitoba.
- CMLTM was asked to do a survey of practicing MLAs and one was done a few years ago with overall positivity – 48% in support, 27% unsure, and 24% not in support. Since that time, the Nova Scotia College has added CLXTs and MLAs to their own regulations and are the first to regulate MLAs in Canada.
- General and Practice MLT regulations are close to completion, but do not include MLAs. If the Minister does approve the request, MLA classifications would need to be added by the Legislative Unit. To open and change legislation at a later date would be very difficult. CMLTM was advised that we may be required to do a little more work (ie: update the information that was submitted several years ago) and possibly re-survey of the MLAs to gauge support. Tricia will request a meeting with the Minister of Health to discuss the request for MLAs to keep the transition moving forward.
- Council directed CMLTM office to proceed with the inclusion of Medical Laboratory Assistants (MLAs) in the legislation. CMLTM Office will arrange a meeting with the Minister of Health to further discuss this initiative.

### 6.7. Council Annual Performance Review

*Llora Alejandro Yarema*

- Council reviewed the Self-Assessments completed by the majority of 2025 Council Members.



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## 6.8. Council Chair Annual Performance Review

*Llora Alejandro Yarema*

- Council reviewed the Performance Review for the Council Chair completed by the majority of 2025 Council Members.
- Council observed that there is limited understanding of the Registrar/CEO's day-to-day responsibilities. Acting Registrar, Tricia VanDenakker, has documented her activities over a certain period and will provide a detailed record to enhance the Council's understanding of the role.

## 7. Information Items & Updates

### 7.1. CEO/Registrar Recruitment

*Llora Alejandro Yarema*

- After revising the counteroffer, the Candidate has accepted the terms laid forth by Council.
- Announcement will be included in 2025 Fall Newsletter.
- Announcement will be prepared for CMLTM stakeholders.

### **Motion 25:49** Steven Wu/Amina Khizar

Be it moved to appoint Janie McBey as Registrar/CEO of the CMLTM effective November 12, 2025.

**CARRIED**

### 7.2. Council Recruitment

*Llora Alejandro Yarema*

- One (1) open position on Council.

### 7.3. Previous Council Meeting Evaluation

*Llora Alejandro Yarema*

- . Only three (3) responses were received but were overall favourable.

### 7.4. Fall 2025 Newsletter

*Tricia VanDenakker*

- CMLTM Staff are preparing the Fall 2025 Newsletter. If Council has articles they would like to submit or have included in the newsletter, they can be forwarded to CMLTM Staff.

### 7.5. 2026 Meeting Dates

*Llora Alejandro Yarema*

- Doodle Poll to be issued to Council members with options for dates in 2026. Council wishes to remain having meetings to be held on Wednesdays.

## 8. In-Camera

*Llora Alejandro Yarema*

- This is a new standing item on Agendas for if Council would like to go In-Camera to discuss anything that they do not wish to be recorded in the minutes.
- Council did not go In-Camera.

## 9. Future Priorities/Business

- 9.1. Probationary Evaluation for New Registrar/CEO
- 9.2. Approval of Updated RHPA regulations
- 9.3. Review Standards of Practice & Code of Ethics



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- 9.4. Develop By-Laws and Practice Directions
- 9.5. Board Education Day (November 15, 2025)

10. Meeting Review

*Llora Alejandro Yarema*

- A survey will be issued to all attending Council members through BoardEffect.

11. Adjournment

*Llora Alejandro Yarema*

- The meeting was adjourned at 1830 hrs by Llora Alejandro Yarema, Vice-Chair.

**Motion 25:50 Richard Panciera**

Be it moved to adjourn the meeting.

**CARRIED**

Approved on December 10, 2025 by Council