



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

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

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

QUESTION	ANSWER
Why does the CMLTM Council only having MLTs and Public Representatives? No MLA/Ts/CLXTs?	CMLTM Council does not currently have MLA volunteers as they are not a regulated profession under the CMLTM. Advisory Committee has been created to talk about what is important to MLAs currently and in the future to communicate back to Council for considerations before CMLTM is under the RHPA. Once under the RHPA, MLAs and CLXTs will be members of CMLTM and eligible to volunteer on Council and Committees.
CMLTM's relationship with Manitoba Association of Medical Laboratory Science (MAMLS)	MAMLS is an advocacy association that allows for MLA members as well, but their mandate is not patient protection. MAMLS provides Continuing Education (CE) opportunities to their members and CMLTM accepts those CE opportunities under the Continuing Competency Program. CSMLS is the national version of MAMLS. For many years, they provided the MLT and MLA entry-to-practice examinations. MLT examinations have moved to the Canadian Alliance of Medical Laboratory Professionals' Regulators (CAMLPR). CSMLS still provides an entry to practice exam for the MLA competency profile. CMLTM works together with the Canadian Society for Medical Laboratory Science (CSMLS), MAMLS, Unions, and Workplaces while being separate organizations with different goals and mandates.
Will internationally educated MLTs (IEMLTs) will be required to take a CAMLPR exam to work as an MLA/T or the CSMLS exam?	Currently CSMLS is not offering either the MLT or the MLA exams to IEMLTs. When MLAs and MLTs are regulated under the RHPA, an entry to practice exam will be required for new MLAs and MLTs in Manitoba.
How will CMLTM protect the MLA/T title and patient safety if IEMLTs are being hired as MLA/Ts without taking an MLA/T or MLT examination in Canada. Will they write the CSMLS MLA/T exam? Job postings currently say "CSMLS Exam Preferred" but it is not a requirement.	It is in yours, and all patients best interest for all MLA/Ts to be certified. And that means you have proven to have met the entry level requirements by having taken the entry-to-practice examination currently offered by CSMLS. Currently practicing MLAs will not be required to complete the exam once regulated. There will be a legacy clause that determines existing MLAs will be grandfathered in as members of the CMLTM. CMLTM does not currently know what the legacy clause will entail (hours based/years based or a combination of), or if employers will be involved. It is noted that there must be entrance requirements to be a CMLTM



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

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

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

	member MLA/T under regulation. The Manitoba Government wants CMLTM to assure that regulation will not cause a shortage of MLA/Ts. CMLTM does not believe this will happen as there are multiple MLA/T programs that are aware of impending regulation, and new graduates are recommended to challenge the CSMLS exam. We do not want anyone losing their job due to this process. A legacy clause is probable, and council should be aware of the Advisory Committee's concerns on the matter.
Continuing Competency Program	The Continuing Competency Committee designs the Continuing Competency Program.
Define the difference between MLA/Ts and Phlebotomists in the regulations. Will Phlebotomists be regulated? Or can someone who does not pass the CSMLS MLA/T exam be a phlebotomist?	Phlebotomy is a reserved act under the RHPA, which is a function that a regulated profession is authorized to perform that may be a risk to patient safety. The Act of Phlebotomy will be regulated as a reserved act for an MLA/T, MLT, or CLXT. "Phlebotomist" is not currently a title in Manitoba, but a specific function of phlebotomy is performed by MLA/Ts, MLTs, and CLXTs.
How do we differentiate between someone who studied for 3 months and did 1 week of practicum before practicing and someone who completed many months of education and longer practicums before practice?	That is covered by the Prior Learning Assessment (PLA) run by CSMLS. They go through different curriculums and compare them to what the CSMLS competencies are for an MLA/T. They determine the eligibility to write the exam. Through regulations, individuals will have to have graduated from a Health Standards Organization (HSO) accredited program. Through that process, we can set the education standards. Because the MLA/T profession is not regulated, there is no control or requirements over length of program. Once regulated, we can set requirements for the education programs. CMLTM, CSMLS, and HSO will work very closely together on setting those standards and competencies.



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

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

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

Other provinces have their exams by the provincial body. Would that be something to consider? (Provincial exam)	Those provinces do not currently regulate MLA/Ts. The goal is to have a national standard which allows for mobility of MLA/Ts to move to different provinces. Could be considered as another avenue for certification as most MLA/Ts in Canada are not CSMLS certified/passed the exam.
What is stopping provincial governments from selecting the lowest wage possible nationally to pay MLAs when moving between provinces?	This has never been a concern with MLTs when MLTs went through this same regulation process. Most wages are negotiated by unions or employers and are often based on supply and demand. Wages are employer directed.
All of the policies regarding the Code of Ethics and Standards of Practice have already been approved by CMLTM Council? Will the MLA/Ts and CLXTs have input? We do different things from MLTs.	These are the current ones. We do not know exactly what they will look like once we include MLA/Ts and CLXTs under the Regulated Health Professions Act (RHPA). Yes, their input would be included. Or may potentially have their own separate Standards of Practice. This is importance of having MLA/Ts and CLXTs input during drafting of the new/updated Code of Ethics and Standards of Practice.
How many MLTs and how many MLA/Ts and CLXTs will be on Council? Will there be equal representation?	Our goal will be equal representation, but the Legislative Unit is who decides. We are confident that they are aligned with our goals, but we do not currently have it in writing. Public Representatives make up one third of the Council, have a voice and vote, and do not necessarily have a medical background to best represent the voice of the public.
How are the fees/dues for MLA/Ts going to be different from MLTs?	We currently cannot say what the fees/dues will be. That will depend on the feedback from the Advisory Group as it continues to meet to give us details that can be brought back to the CMLTM Council. Once the fees are implemented, they are not set in stone. They can be changed year to year. Once MLA/Ts join the Council, they will have opportunities to be voting members on Council.



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

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

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

How will Continuing Education requirements going to work for MLA/Ts? Not all employers provide CE opportunities like MediaLab.	We currently cannot say what the CE requirements will be. Like the fees/dues, this will depend on the feedback from the Advisory Group as it continues to meet to give us details that can be brought back to the CMLTM Council to help decide requirements. Discussing the Continuing Competency Program will be a focused topic during another Advisory meeting. The Continuing Competency Committee designs the Continuing Competency Program. When MLA/Ts, CLXTs and MLTs are all regulated together, the Committee will ideally have representation from all professions.
What are the Jurisprudence eLearning Modules?	These are modules that all MLTs are expected to complete before registration/renewal. There are currently four (4): • Introduction to Professional Regulation in Manitoba: The RHPA • Pause Before You Post: Social Media Awareness • Health Equity and Cultural Humility • Introduction to Indigenous Inclusion and Cultural Safety
I took the MLA course but did not take a certification exam as it did not exist over 20 years ago. Will I need to become certified?	No. The CMLTM and the Manitoba Health, Seniors, and Long-Term Care Legislative Unit (MHSLC) are currently drafting Regulations to include a grandparent or legacy clause specifying when new graduates or those with less than the specified practice hours will be required to take an entry-to-practice exam.
When and will the CMLTM change their bylaws and governance policies to include MLAs on the board?	Yes. MLAs and CLXTs will have seats on the CMLTM Council. The Regulations will ensure all professions are represented. CMLTM Bylaws and governance policies will be updated during the transition to the RHPA to reflect this.
MLAs make a lot less than the MLTs who pay for a license. Will we get a pay increase if forced to get a license? How much will this cost?	CMLTM, a regulatory body, does not directly impact its membership's wages. Wages are determined by employers and applicable unions. However, historically, when a profession becomes regulated, the profession does command a premium in the marketplace.



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

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

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

MLAs earn significantly less than MLTs. Would MLAs be paying the same level of dues? And why?	This is one of the reasons we need MLA and CLXT voices NOW, and why an advisory committee is being formed . Your experience and opinions will provide valuable information to the current CMLTM Council, which consists of only MLTs and public representatives. This is your first opportunity to influence Council. Please reach out to registrar@cmltm.ca to join the advisory committee.
Has the Manitoba Provincial Government already decided to regulate MLAs under the CMLTM? If so, when was this decision made?	Provisional support from the MHS LC has been given in support of regulating MLAs and CLXTs under the CMLTM. This was announced on April 16, 2026, by the CMLTM on our website, social media, and through email. The provincial government notified CMLTM of their support of including MLAs under the RHPA approximately a week before the letter was distributed.
Do we know when this will be implemented?	No. The timeline is dependent on the provincial government.
What will be the difference in job description and salary for certified MLAs and non-certified MLAs?	Job descriptions and salaries are not determined by CMLTM. However, when we are all under the RHPA, all MLAs will be certified, either through a certification process or through a grandparent/legacy clause within our Regulations.
Who does the grandfather clause include?	The grandparent/legacy clause is not currently written into the Regulations. This is an important piece of work that must be done by the MHS LC Legislative Unit and CMLTM before we transition to the RHPA.
What is the timeline? Do we wait for the government to contact CMLTM?	We do not currently have a timeline from the MHS LC Legislative Unit. CMLTM meets with a team regularly to work on plans for the transition. When CMLTM has more information to share, we will distribute through our website, and email list of interested persons.
What is occurring in the background right now while we wait for the transition to the RHPA? Is there anything we can do?	CMLTM is preparing as much as possible in the meantime. We are reviewing previous drafts of Regulations, drafting bylaws, and engaging stakeholders such as MLAs, med lab technicians, CLXTs, educators, employers, and MLTs in Manitoba.



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

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

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

Many MLAs in the workforce have historically referred to themselves as medical laboratory technicians in Manitoba. Is the term “MLA” or Medical Laboratory Assistant the only designation or term for these lab professionals?	CMLTM will ensure this topic is discussed with the MHS LC Legislative Unit. CMLTM would like to hear more on this subject at an MLA/CLXT Advisory Committee meeting. Please consider joining the conversation at the next scheduled meeting. Important pieces like this are exactly what CMLTM wants to hear from the workforce.
Once we are all regulated with the CMLTM, will members be required to be CSMLS members as well? What is the cost of a CSMLS membership?	It is not a current CMLTM requirement for MLTs to be a CSMLS member. However, MLTs must have Professional Liability Insurance (PLI). Some MLTs choose to get their PLI with their CSMLS membership. There are other professional reasons some lab professionals may want to have a CSMLS membership including accessible continuing education. Some MLTs choose to get their PLI through other means (HWI or MLPAO). Current cost for MLA Membership with CSMLS: \$141 + \$8 PLI



COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF MANITOBA

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

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

Curious about the cost of membership and how it will help MLAs. Seems like the College would benefit the most with the significant increase of funds.

The membership dues are determined by Council. There are currently no determined due schedules for MLAs or CLXTs. Membership for MLTs is \$541.68 for 2026.

There are several benefits to becoming a regulated profession a few include:

1. Ensuring patient and public safety
2. Consistency in entry requirements for MLAs and CLXTs regardless of employer
3. Supported continuing education for practitioners
4. Enhanced professional reputation
5. Right to Title, such as MLT, MLA, CLXT
6. Increased public trust
7. Unified voice to influence policy in Government Relations
8. Regulated professions often command a premium in the marketplace
9. Clear complaints process

Regulating MLAs and CLXTs is a risk that CMLTM values enough to take. Often, MLAs and CLXTs are the patient facing lab professionals. This means there is significant risk to public safety. Currently, MLAs and CLXTs are not regulated professions, so if a patient lodges a complaint, there is no clear process. As a Regulated profession, it is mandatory to have a clear complaints process with the goal to determining resolutions.