



Medical Laboratory Professionals' Association of Ontario
L'Association des professionnels des laboratoires médicaux de l'Ontario

**MEDICAL LABORATORY PROFESSIONALS' ASSOCIATION OF ONTARIO
MINUTES OF THE ANNUAL GENERAL MEETING**

60th Annual General Meeting

Saturday June 18th, 2022

Sheraton Hotel, Hamilton Ontario

Via Zoom – Virtual AGM

Motion results represent the votes from voting members attending in person and virtually attending voting members through Zoom's Polling function.

Welcome – Lorraine Hart

Lorraine Hart welcomed everyone to the meeting and asked that everyone join her in a round of applause to recognize the work of everyone in the room during a very difficult time. She then introduced the Board of Directors and Staff.

She reviewed the voting rules for in person and virtual attendees and purpose for the Annual General meeting. The rules for the virtual Annual General Meeting are designed to facilitate the exchange of information and ensure that everyone who attends can be heard.

1. Call to Order and Approval of the Agenda – Lorraine Hart

- a. 60th Annual General meeting called to order at 11:47am.
- b. Approval of the Agenda.

Motion: Be it moved that the agenda from the 60th Annual General Meeting be approved as presented.

Moved by Tania Toffner and seconded by Dana Trofimczuk.

Carried (85 For, 0 Opposed, 1 Abstentions)

2. Chair's Report: Lorraine Hart

"In 2021 we endured a second year of COVID. Our labs across the province have processed over 24 million COVID tests in addition to the regular testing we conduct. We are processing close to 300 million tests each year, the most of any province in Canada. Well done, Ontario. At the MLPAO it has been our mission to ensure that your voice is heard. We have had great year and I am happy to provide an update on how our strategic plan is progressing.

Advocacy is a core strategic pillar. This past year with your input we provided the Ontario government a clear Call to Action to address the dire shortage of lab professionals. Many organizations (over 40) joined our voice in support for this ask. We met with the Ministry of Health and their policy advisors and will continue this work with the new government that has just been elected. We are making great progress due to the efforts of our team at the MLPAO.



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Our **Call to Action** is simple: invest in clinical placements and a northern strategy. Just this past month we have also included the need for a financial retention strategy to keep us working in our labs. Being excluded from pandemic pay and a retention bonus is not acceptable. We are working to make this happen.

We are happy to report that this past year we have had 3 published articles regarding the mental health of our lab professionals:

1. The Forgotten (Invisible) Healthcare Heroes: Experiences of Canadian Medical Laboratory Employees Working During the Pandemic
2. Factors associated with burnout among medical laboratory professionals in Ontario, Canada: An exploratory study during the second wave of the COVID-19 pandemic
3. Examining the mental health, well-being, work participation and engagement of medical laboratory professionals in Ontario, Canada: An exploratory study'

The University of Toronto and Guelph have invested the time to study our group. This evidence-based research are documents we are using to share with government. A special thank you Dr. Behdin Nowrouzi-Kia who we heard from this morning and Dr. Gosar. They joined us as we spoke to the Minister of Mental Health and both doctors will continue to work with us to share our message.

Government Funding: We are happy to announce that for the first time in the history of the MLPAO we have been successful recipients of government funding twice in one year.

Firstly, we received funding to create a PCR course that has and is assisting many lab professionals across the province. Year to date we have had over 650+ lab professionals register for this course. Secondly, we received \$637K to help facilitate an International Educated MLT Bridging program with Anderson College. This program will see 50 IEMLTs take the program which will be completely funded by the ministry of Skills, Labour and Development. We anticipate seeing this group next year join the work force.

On our going lobbying efforts have started to show progress. This year we met with 9 different MPPs and policy advisors. This ongoing work has positioned the MLPAO as a trusted advisor to the government. We continue this work with the intention to influence policy and decision makers. We were invited to the 2022 Budget Technical Briefing which an invitation only event. We are making great progress

Media Outreach: Due to the great work done in 2020, the media now considers the MLPAO a trusted source of accurate data with regards to laboratory information. CBC, CTV, Canadian Press, and many other media outlets reach out the MLPAO directly for updates. We want to thank our CEO Michelle Hoad for her ongoing efforts to keep the media informed. Many of you may not know that the work and preparation for onsite media interviews at times could look like a call at 3pm – the need to gather data in a short period of time, and the preparation for a message that will be pushed across the province and country for millions to see. Michelle has represented up professionally and continues to do so. We appreciate you!

Our mission is to advocate, advance, and enhance medical laboratory professionals to facilitate collaborative practice, provide quality diagnostic information, and improve healthcare. We are doing this through engaging members in so many ways.

In 2021 we celebrated the year of the Lab. Each month we selected a different area of the lab and provided educational information on what that area does. We had members send in videos of their work and how they impact patients. You can view these videos on our Youtube page.

#LABISSENTIAL: Over the past 2 years we have recognized the need for our labs to feel appreciated and acknowledged. If we wait for the government to do that, we could be waiting a long time. For this reason, we decided to extend the invitation to ALL labs across the province to celebrate med lab week regardless of their membership status.

We felt it was important to show the gratitude and appreciation for the work being done as lab professionals. Our current membership sits at 4,000 people. During med lab week we sent out 40,000 pieces of chocolate and had over 10,000 med lab professionals participated. We hope that these continued expressions of gratitude will encourage members to be our advocates with other lab professionals. Our membership will grow, and it all begins with our members sharing the great work we do. We want to thank Carrie for her hard work in packaging and pushing over 200 orders to 10,000 med lab professionals.

We continued with our monthly pop-up learning sessions that have now grown to include thousands of lab professionals including doctors. We also hosted two half day education symposium. Even if COVID prevented us from meeting in person, it didn't stop of from learning, sharing, and continuing our need to keep learning. Finding these speakers is truly a team effort and a special shout out to our VP Andrea Tjahja who joined our team last September. Her knowledge as an MLT has assisted in getting a variety of different speakers and topics for our members. Keep up the great work Andrea.

Credentialing: As many of you are aware the MLPAO has been offering the MLA/T exam for over 20 years. We are aware of the challenges to keep the level of education consistent across the private and public colleges. For this reason, we applied to be included in the Equal program with Accreditation Canada. We are happy to announce we were approved in the fall of 2021.

Over the next several years all programs that would like to offer the MLPAO exam will need to be accredited with Equal. This partners well with our new MLA/T credential. In 2020 we launched the new credential which included mandatory Continuing Education for lab assistants. This credential provides them the option to be listed on a public roster that employers use regularly. Increasing the quality of our program and ensuring continued competency is essential in the work we continue to do. Thank you for the Certification team which is headed by Marie and Andrea.

The final item on our strategic plan is **Career Advancement**. Over the year the funding we received from the ministry has helped create CE to help lab professionals through their career. We will continue to work on this pillar as we understand how important it is."

3. Credentials Report: Lorraine Hart

a. (re: status of members present)

Onto the Credentials Report: we have 80 members joining us in person and on Zoom we have an additional 11 members joining us for a total of 91. Thank you for joining us and participating today.

4. Minutes of the 59th Annual General Meeting – Lorraine Hart

Minutes of the 59th Annual General Meeting Thursday June 17th, 2021, 7:00pm – 8:00pm Via Zoom – Virtual AGM. Distributed electronically to members and available on the MLPAO website July 2nd, 2021.

5. Business Arising from the Minutes – Lorraine Hart

There were no questions or business that required follow up from the past Annual General Meeting.

6. Auditor's Report for 2021 – Lorraine Hart

The auditor's report and a condensed version of the financial statements are published in the MLPAO 2021 Annual Report provided to members electronically through our website or by request. A full detailed financial report is available from the MLPAO office upon request.

Are there any questions regarding the report?

There were no questions regarding the 2021 Auditor's Report.

Motion: Be it moved that the Auditor's Report for 2021 be accepted as presented.

Moved by Angie Gatt, seconded by Vicki Orłowski.

Carried (85 For, 0 Opposed, 1 Abstention)
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7. 2020 Annual Report – Lorraine Hart

"The Annual Report was provided to members electronically as outlined on our by-laws.

The 2021 Annual Report highlighted our key milestones from the past year. I encourage you all to take a moment to review the publication at your convenience – there is a link on our "Governance" page. As well we have provided a few copies on the tables in the room today.

Are there any questions, comments, or concerns regarding the Annual Report?"

There were no questions or concerns regarding the 2021 Annual Report.

8. Report of the By-Laws Committee – Lorraine Hart

"In October of 2021 the Ontario Not for Profit Act was passed. This required several legal changes to our bylaws. With the assistance of MLPAO legal counsel, these changes were made and implemented in January 2022, to ensure our bylaws were legally compliant. Thank you to SimpsonWigle Law for their assistance.

Furthermore, the Board of Directors is recommending updating our by-laws to properly reflect membership categories. The current membership categories were developed in 1963 with an edit in the 80s to reflect the addition of MLA/Ts. With the introduction of MLT regulation in the 90s and the Certification of MLA/Ts in Ontario, the Board is recommending updating our by-laws to reflect current day membership categories.

The Board of Directors provided a resolution with the updated changes on April 13th, 2022, and a copy has been provided to the membership and is on your tables. For those that have not had a chance to review it I would encourage to review this document.

The current categories being recommended to change are:

- Active Laboratory Technologist
- Inactive Laboratory Technologist
- Active Laboratory Assistant/Technician
- Inactive Laboratory Assistant/Technician

The first change is to rename the MLT category from Active Laboratory Technologist to Registered Medical Laboratory Technologist. The changes allow us to ensure that an MLT member is registered with a regulatory college within Canada.

The second change is to rename the MLA/Ts category from Active Laboratory Assistant/Technician to Certified Medical Laboratory Assistant/Technician. This ensures that our members are certified.

The Affiliate category will not change to allow for those not certified to still be able to maintain a membership.

Are there any questions?"

There were no questions about the bylaw changes

Motion: Be it moved that the following MLPAO by-laws be updated

Article One

Membership

Changes to by-laws:

Article One: B (i), (iv), (vi), (vii), C

Article Two:

Board of Directors

A.(i),(ii),(iv)

Article Three

Duties of Board Development Committee

1, A, B. b, D. c, E. f

as indicated in the resolution provided to members on Wednesday April 13th, 2022

Moved by: Heather Hill, seconded by Krystle Bryan.

Carried (87 For, 0 Opposed, 1 Abstention)

Motion: Be it moved that the MLPAO By-laws be updated
Article Five
Committees
Executive Committee
A (i) b)
to include the Past Chair and Secretary in the Executive Committee.

Moved by: Cheryl Portelance, Seconded by Leesa Lillie

Carried (86 For, 0 Opposed, 1 Abstention)

9. Report from the Nominating Committee – Kelli-Ann Lemieux, Director at Large

“There are 12 positions on the MLPAO Board of Directors. The following Directors will begin the second year of their two-year terms at the date of this AGM:

Director at Large – Kelli-Ann Lemieux
Director at Large MLAT – Terri Belyea
Director, District 1 – Georgia Carr
Director, District 3 –Lorraine Hart
Director, District 5 – Erin LeBlanc
Director, District 7 – Chetan Jariwala
Thank you for your ongoing commitment to this great board.

The term of office for 2 open positions for Director at Large concluded at this AGM. This resulted in 2 open positions. There were 4 nominees received by the deadline:

- Tania Toffner
- John Soltys
- Felicia Dollinger Reiter
- Amber McConnell

The winners are Tania Toffner and Amber McConnell. Thank you to all members that voted through our online portal and those that mailed in their paper ballots.

The following positions have been filled by acclamation: These positions are for a two-year term and will expire at the 2024 AGM.



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District 2 –Jessie Clelland, welcome back Jessie!

District 4 – Sandra Marshall welcome back Sandra!

District 6 –Tracy Carrier. Congratulations Tracy. Also a special thank you to Tracy that stepped in when Andrea stepped down from her board position to join the staff at the MLPAO.

District 8 – Jeff Booth, welcome back Jeff.

That concludes the report of the Nominating Committee. Congratulations to all the incoming Board members. As you can see it is an exciting time to be on the board. If you are interested in joining the Board of Directors, please visit the website for more information on the positions that will be available for 2023. Thank you.”

Motion: Be it moved that the Report of the Nominating Committee be accepted as presented.

Moved by Marijoy Postego, seconded by Rafik Ragheb.

Carried (87 For, 0 Opposed, 1 Abstentions)

Motion: Be it moved that all ballots used for the open board positions for 2022 be destroyed –

Moved by Robert Scheuermann, Seconded by Helen Deborah Elliott.

Carried (85 For, 0 Opposed, 2 Abstentions)

10. Appointment of the Auditor for 2022 – Lorraine Hart

“Each year we select an auditor for the upcoming year. The Board of Directors recommends HGK Partners and Chartered Professional Accountants. This auditor conducted our audit over the past several years and we were very pleased with the thorough process. We have elected to use them again.”

There were no questions from the floor.

Motion: Be it moved that the accounting firm of HGK Partners and Chartered Professional Accountants be appointed as auditors for the MLPAO for the 2022 fiscal year.

Moved by Deb Croteau and Seconded by Sandra Maniccia-Macaluso.

Carried (84 For, 0 Opposed, 3 Abstentions)

11. New Business – Lorraine Hart

There were no business arising from the agenda.

12. Adjournment – Lorraine Hart

As there is no further business this meeting is adjourned at 12:18pm