



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**

**62<sup>nd</sup> Annual General Meeting**

Saturday June 8<sup>th</sup>, 2024

Blue Mountain Inn and Conference Centre  
110 Jozo Weider Blvd, The Blue Mountains, ON

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

**Welcome – Jessie Clelland**

Jessie Clelland 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 – Jessie Clelland**

- a. 62<sup>nd</sup> Annual General meeting called to order at 11:44am.
- b. Approval of the Agenda.

***Motion:*** *Be it moved that the agenda for the AGM on Saturday June 8th, 2024, be approved as presented.*

Moved by Angie Gatt, seconded by Camerra Yuill-Robar.

<b>Carried (98 For, 0 Opposed, 0 Abstentions)</b>
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**2. Credentials Report: Jessie Clelland**

**a. (re: status of members present)**

*“On to the Credentials Report: on Zoom we have 2 voting members present. And we have 96 members live in the room with us. That is a total of 98. Thank you for joining us and participating today.”*

**3. Chair's Report: Jessie Clelland**

*"Well we made it through another year. COVID has been tough but it's been harder managing the "let's get back to normal". As the largest population of lab professionals in the country I think Ontario is still doing at tremendous job. We keep showing up.*

*As many of you know it is our mission to be heard as lab professionals. I am happy to update you on our progress.*

**Strategic Plan**

*In 2023 the Board of Directors approved a new strategic plan that started at the beginning of 2024. We are happy to report on our work since the last AGM.*

*Our new strategic plan will focus on*

- *Advocacy*
- *Diversity*
- *Professional Pride*
- *And Enhancing Professionalism.*

**Advocacy**

*Over the past several years we have made such inroads with the Ontario government. This past year we had a lobby team travel to Queen's Park in November to provide the government education and the needs of lab professionals. We were accompanied by a strong team of advocates which included the president of the Pathologist Association and microbiology doctor. We have members volunteer their time to join us. We had lab representation from across all disciplines and regions of Ontario. This was our best team ever!*

*Furthermore the responses we received from Minister to tour labs during lab week was incredible.*

*Minister Jones, visited the Hamilton Health Sciences lab at the General where our board members Tracy Carrier provided a tour which also happened to be the first week of work for the new HHS CEO Tracy McCarthur. Our CEO provided further information about the need for lab professionals.*

*Minister Vic Fedeli visited North Bay regional hospital and was provided a tour by our board member Rachel Desjardins. Our CEO provided further information about then need for an MLT program in the north.*

*Ontario's Minister of Public and Business Service Delivery Todd McCarthy visited Bowmanville Regional hospital and our MLPAO representative was our VP of Operations Andrea Tjahja.*

*Ladies, I want to thank you for participating. I heard great feedback about those tours.*

**Standing Committee on Finance**

*After the lobby day, our CEO was invited to present to the Standing Committee on Finance in Brampton. And I was invited to present to the same committee in Sudbury. This provided me an opportunity to talk about the shortage of MLTs that we are dealing with in the north, rural and remote areas.*



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### **MLT Shortage**

*The current state of our labs is still not great. The shortage of MLTs is prevalent in the north. Although many labs are trying to use MLAs/Ts to their full potential and following the list of duties from lab technicians, we are still struggling.*

*There seems to be a strange message moving through the province that there isn't a shortage of MLTs. If you hear that we encourage you to speak up about this.*

*The work and impact that we are having is being noticed.*

*There were two new MLT programs added in 2022 - Conestoga College and Anderson College.*

*There are new MLT programs coming soon: Humber College and Georgian College.*

*And other programs that are in a discovery phase: McMaster University and Canadore College*

*Help is on the way.*

### **Funding**

*The progress we have made over the past 4 years is incredible.*

*In 2021 we received funding to develop a PCR Course. Students of this course expand beyond Ontario and Canada, and has moved across the globe. We have lab professionals from all over the world taking our course.*

*In 2022 we received funding which was flowed to Anderson College for their IEMLT program. This funding produced 13 MLTs.*

*In 2023 we received funding to be included in the Learn and Stay Grant. Students going to school at Cambrian College and St. Clair College do not pay tuition!*

*On May 8<sup>th</sup> of this year, this funding was extended into 2024.*

*Then when the 2024 Budget was announced, we were notified of this funding before the announcement. 700 seats were being allocated to MLTs and MRTs. This has officially been the biggest investment in lab ever.*

*Please take a moment and let's celebrate this success with a round of applause!*

### **Funding Focus**

- *Our focus now is to get funding for clinical placements.*
- *Educate the government on the impact of moving breast cancer testing from 50 to 40*
- *Work with Canadore College to find a solution in the north*
- *And keep education the ministry on the impact that lab services has on healthcare*

### **Diversity**

*In 2023, the board of directors developed the first ever Diversity, Equality, and Inclusion Committee. This group reviewed the layout of our districts across the province. Districts were developed many*



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*years ago, and the board wanted to ensure that the number of board members and where they are from properly represented the membership. The conclusion was that the current layout of districts still applies to our current day needs.*

*This committee made a recommendation to develop a sub-committee of the board that would be represented by MLA/Ts, the fastest growing portion of our membership. We are happy to announce a new committee the MLA/T Council. This group will be headed by our MLA/T Director and is tasked to ensure that MLA/Ts have a voice at the MLPAO. Please stay tuned for more information.*

*This committee also reviewed the bylaws of the association and presented.*

*recommendations to change the language to ensure inclusivity. These changes were presented to legal counsel for review. This recommended change was provided to all members and we will vote on this shortly.*

#### **Awards and Bursaries**

*We are also excited to announce changes to our awards and bursaries.*

*A committee of the Board reviewed all the MLPAO awards and bursaries and made the following recommendations*

#### **MLT and MLA/T Bursaries**

*The Committee discussed the value of the MLA/T and MLT bursary awards and agreed that they should be increased to \$1000 for each MLA/T bursary (2) and \$2000 for MLT bursary.*

*The Committee agreed that there should be a new **Early Career bursary** added for new graduate MLA/Ts or MLTs who may need some financial assistance as they enter their profession. Applicants will be required to provide a letter describing why they need the funding and how it will be used to help them jumpstart their career. Funding may be used to support school fees, exam fees, conference attendance, etc. The amount of the bursary is \$1500.*

*The committee agreed upon a new award for an individual who shows exemplary teamwork, a person who always steps up to help, who helps to maintain a positive culture in the lab, and who is supportive of others. Award would be a plaque as well as lunch for their lab (a way for the winner to give back and share with their lab).*

*Finally, a new advocacy award!*

*We are absolutely grateful for the incredible advocacy work that has been done and is being done by our CEO Michelle Hoad. Over the past several years she has been acknowledged in Ontario, across Canada and worldwide for the impact that the MLPAO advocacy has had. For this reason the board wanted to harness this energy and encourage all lab professionals to advocate. The award will be given to an individual who has demonstrated exemplary advocacy efforts; a list of possible advocacy activities will be listed as part of the application. This will be a cash award that is sponsored by BD Canada.*



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*I am honoured to be the first recipient of this award. It has been my pleasure to advocate for a profession that I am proud of.*

### **Enhancing Professionalism**

*The WeTestForThat campaign included information for both members and the public.*

*The 2024 med lab week campaign was a huge success with a record number of requests to participate and a record number of participants. We are hopeful that the broad reach of the campaign helped to recognize the incredible work performed by lab professionals across the province and provide lab professionals with a chance to celebrate their achievements. The public-facing theme of this campaign encouraged other healthcare professionals, the public and the government to learn more about the essential role of lab professionals in Ontario.*

*Lab professionals from across the province were also encouraged to submit short videos showcasing a test that they perform in the lab. We received 10 videos that have been uploaded to YouTube. We encourage lab professionals to continue to submit videos, even after the conclusion of med lab week.*

*Video messages were received from:*

- [Premier Doug Ford](#)
- [Minister of Health Sylvia Jones](#)

### **Stakeholder Recognition**

*BD, in collaboration with MLPAO, created a LinkedIn article featuring Jenn Sanna-White, Michelle Hoard and myself. I encourage you to read it. [Celebrating National Medical Laboratory Week and the Women Shaping Healthcare in Ontario](#) which is available on our website.*

### **Continuing Education**

*We continue to recognize the need to ensuring that our members have the education they require to be successful at their positions.*

*We also continue to speak to the ministry about regulating MLA/Ts. This spring we met with several different groups to understand when is the right time to expect the regulations of MLA/Ts. We were advised to wait. We are planning to follow up at the end of the summer. The Ministry was very clear that the regulation of MLA/Ts is not their current priority.*

*We made a change this year to our CE and partnered with ACSLS to provide our members with options for education. The preliminary feedback is that members are happy with the change.*

*We encourage you to visit our website and take advantage of all the free CE available to you.*

*I think you will agree that we are doing great things at the MLPAO. As your board chair I am honoured to have represented you. I want to thank you for your support in membership. As I leave*

*this position I wanted to share one final thought. I have noticed through my 6 years at the MLPAO that there are many lab professionals that are proud of the work that we do. I have watched our membership grow tremendously. But we still have work to do. I would ask that if you are happy with the work we do, you go back to your work place and talk about the MLPAO and the impact we are having with stakeholders and government. Your voice will get louder if we keep growing our membership. Thank you again.*

*If you have any questions, please feel free to email [mhoad@mlpao.org](mailto:mhoad@mlpao.org) or [chair@mlpao.org](mailto:chair@mlpao.org)."*

**4. Minutes of the 61st Annual General Meeting – Jessie Clelland**

*"Held on Saturday June 10<sup>th</sup>, 2023, 11:15am at the Marriott Hotel, Ottawa, Ontario – virtual Minutes were distributed electronically to members and available on the MLPAO website as of Tuesday June 20<sup>th</sup>, 2023."*

**5. Business Arising from the Minutes – Jessie Clelland**

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

**6. Auditor's Report for 2023 – Sandra Marshall**

*"The auditor's report and a condensed version of the financial statements are published in the MLPAO 2023 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 2023 Auditor's Report.

**Motion:** *Be it moved that the Auditor's Report for 2023 be accepted as presented.*

Moved by Lorraine Hart, seconded by Lisa Merkley.

<b>Carried (97 For, 0 Opposed, 1 Abstention)</b>
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**7. 2023 Annual Report – Jessie Clelland**

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

*The 2023 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. As I mentioned in my update, we are very pleased with the progress we are making with our strategic plan. Are there any questions, comments, or concerns regarding the annual report?"*

There were no questions or concerns regarding the 2023 Annual Report.



**8. Report of the By-Laws Committee – Jessie Clelland**

*“The new strategic plan that began this year included a section on Diversity. We developed a sub-committee of the Board to investigate ensuring that our Board of Directors accurately represents our membership. The first task was to look at the current districts and number of Directors at Large. After an extensive review, it was determined that the current district distribution and number of directors reflects the membership.*

*As I mentioned in my update we are excited to introduce a new sub committee of the Board of Directors: MLA/T Council. This will be a volunteer group that will consist of MLA/Ts and with leadership from our MLA/T Director, Terri. This group’s mandate is to ensure that our MLA/T membership nhas a voice. Please join in a round of applause for this new group.*

*Please watch your email for more information.*

*The second task was to look at our by-laws. We had a lawyer review our by-laws and make recommendations to ensure that they are diverse, equal, and inclusive.*

*Legal has recommended that any reference to he/his and she/her be replaced with they/theirs and include a paragraph for interpretation. On your table are a copy of what bylaws will be updated. We also provided a copy to everyone when we sent out the agenda. Before I read the motion are there any questions?”*

**Motion:** *Be it moved that the bylaws be updated accordingly:*

**Article One Interpretation**

*In this By-Law and in all other By-Laws of the Corporation, unless the context otherwise requires, words importing the singular number shall include the plural number and vice versa and references to persons shall include firms and corporations and words importing one gender shall include all gender identities. Other than as specifically defined in this By-Law that are defined in the Not-for-Profit Corporations Act shall have the meaning given to such terms in the Not-for-Profit Corporations Act.*

Article One G- Reinstatement I – Resignation	
Article Two Board of Directors B – Administration (a) Powers iii (b) Meetings iv (e) Indemnity main paragraph and i, ii	Article Three Nominations and Elections Duties of Board Development Committee B. Nomination Process (c) C. Term of Office (a) D. Qualifications (e)

Moved by Leesa Lily, seconded by Kerry Abella.

<b>Carried (98 For, 0 Opposed, 0 Abstention)</b>
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## 9. Report from the Nominating Committee – Sue Milburn

*“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 – Sue Milburn, that would be me*
- *Director at Large MLA/T – Terri Boynton-Payne*
- *Director, District 1 – Jennifer Sanna-White*
- *Director, District 3 – Dana Vajcovec*
- *Director, District 5 – John Soltys*
- *Director, District 7 – Patti Legere*

*Thank you for your ongoing commitment to this great board.*

*Before we begin the board would like to thank Rachel Desjardins for donating her time to the MLPAO. We had a board member step down and the Board of Directors appointed Rachel to this open position. She did not hesitate and filled the position immediately. We thank her for her time.*

*As well I would like to inform you that for the 2024 elections, we experienced the highest participation for voting ever from the membership. Total votes = 1083 which is a 37% increase in voting from 2023!*

### **Open Positions - Director at Large**

*The term of office for two open board positions for Director at Large concluded at this AGM. I would like to mention this is the first time in the history of the MLPAO that we have had 6 candidates run for two board positions.*

*The 6 nominations received by the deadline were:*

- *Tracy Carrier*
- *Rachel Desjardins*
- *Wes Morrison*
- *Cheryl Portelance*
- *Teresa Scherer*
- *Tania Toffner*

***There were 2835 electors and 860 votes returned including one paper ballot.***

*The winners are Tracy Carrier and Tania Toffner.*

*The Director District 2 was open for election. We received three nominations:*

- *Nancy Girard*
- *Jess Lafleche*
- *Rachel Desjardin*





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***There were 204 electors: 70 votes returned.***

*The winner is: Nancy Girard.*

*The Director District 6 was open for nomination. We received three nominations.*

- *Tracy Carrier*
- *Camerra Yuill-Robar*
- *Tania Toffner*

***There were 517 electors: 153 returned.***

*The winner was Tracy Carrier. As Tracy was elected to the Director at Large position as well, she chose to take that position. Which makes Camerra Yuill-Robar the winner, as she came in second place.*

*Congratulations Camerra.*

*The following position have been filled by acclamation:*

*District 4 – Sandra Marshall*

*District 8 – Deb Croteau*

*All of these positions are for a two-year term and will expire at the 2026 AGM.*

*Welcome to our new board members. That concludes the report of the Nominating Committee.”*

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

*Moved by Mary Martin, seconded by Meagan Maki.*

**Carried (98 For, 0 Opposed, 0 Abstentions)**

***Motion:*** *Be it moved that all ballots used for the open board positions for 2024 be destroyed.*

*Moved by Raj Ratia, seconded by Rachel Desjardins.*

**Carried (98 For, 0 Opposed, 0 Abstentions)**

#### **10. Appointment of the Auditor for 2024 – Jessie Clelland**

*“Each year we select an auditor for the upcoming year. The Board of Directors recommends HGK Partners - 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 for 2024.”*



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*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 2024 fiscal year.*

*Moved by Colin Power, seconded by Angie Gatt.*

<b>Carried (97 For, 0 Opposed, 1 Abstention)</b>
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**11. New Business – Jessie Clelland**

*There was no new business arising from the agenda.*

**12. Adjournment – Jessie Clelland**

*As there is no further business this meeting is adjourned at 12:08pm*