



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**

57th Annual General Meeting

Saturday, June 22nd, 2019

8:00am -9:00 am

St. Catharines General Hospital, Community Leaders Auditorium

Room 2C25.037, 1200 Fourth Ave

St Catharines, ON L2S 0A9

Welcome – Robert Scheuermann – Chair MLPAO 2019

Robert Scheuermann welcomed everyone to the meeting. He reviewed the rules and purpose for the Annual General meeting. The rules for the Annual General Meeting are designed to facilitate the exchange of information and ensure that everyone who attends has the opportunity to be heard.

1. **Call to Order and the Approval of the Agenda – Robert Scheuermann**
 - a. 57th Annual General meeting called to order at 08:03am
 - b. Approval of the Agenda.

The agenda was adopted as circulated

2. **Chairman's Report: Robert Scheuermann**

The MLPAO strategic priorities are rebranding, advocacy, member engagement, credentialing and career advancement.

I would like to provide an overview on these priorities.

Rebranding

When our name was changed last September, we quickly went to work to update our branding. This included a new logo.

Our vision is to put Medical laboratory professionals at the centre of healthcare in Ontario. While most MLPs work in labs that are invisible to the general public, the work they do provides physicians with the vital information they need to make accurate diagnoses and prescribe medical treatment.

The MLPAO embraces ALL medical lab professionals, including technologists, technicians/assistants and other laboratory professionals. These three groups are represented in the convergence of the three blood drops that form the trillium symbol.



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While we refer to these as “blood drops”, each is rendered in a slightly different colour, to represent the range of biological samples, serums and other medical specimens that MLPs may collect, test and analyze.

This process of rebranding has included an overhaul of our website, communication to our partners, and the introduction of this new name and logo to health care.

Submission with the Ontario government was officially processed on December 28th, 2018.

We are still working on introducing this new name and new logo into the health care space.

Advocacy

Healthcare advocacy is our responsibility. As your provincial association, we are tasked with working with our government to ensure the needs of medical laboratory professionals are being addressed.

This year for the first time in the history of the MLPAO we hired a government relations firm. These experts have been working with us to meet with the important decision makers.

We reached this stage through phases. As you are aware there appears to be a shortage of MLTs in Ontario.

We hosted an Ontario specific lab leadership event (Director's Think Tank), with the intent of confirming our issues, which would then provide us guidance on what we should be asking the government. On March 2nd, we hosted over 62 lab leaders in Hamilton.

We heard several messages and chose to confirm this information by conducting an environmental scan.

We hired an external consultant who spoke to over 20 stakeholders including the government. The report was just provided to us at our board meeting yesterday and we plan to move forward with a robust government relations plan to address the Health Human Resource Issues with our MLTs.

While we have been confirming this information, we have been meeting with several key MPP's most recently this week, David Piccini who represents North Humberland and Peterborough South. Mr. Piccini announced an investment of 5 million dollars in the Campbellford Memorial Hospital, but has also been involved in dealing with rural and remote issues.

Mr. Piccini is the Parliamentary Assistant to the Minister of Training, Colleges and Universities and is a member of the Standing Committee on Finance and Economic Affairs.

We have been visiting with a variety of stakeholders including UHN, Hamilton Health Sciences, London Health Sciences and our private labs – Alpha Labs, Dynacare and LifeLabs.



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We also provided Donna Skelly a tour of Hamilton Health Sciences – Juravinski Core Labs and she stressed the importance of bringing forward our issues to discussion.

Another key area is raising the profile of our profession. As many of you are aware, we are not well known by the public. This year we launched “Untold stories of the lab”.

This is the first clip: [Click here.](#)

This video has now been played all over the world. The feedback we have been received from members, stakeholders and the public has been overwhelming.

*And finally, we were very fortunate to have Global News accept our request to feature our CEO Michelle Hoad on Global News Morning during med lab week. We received numerous emails and phone calls from members, reacting to this clip. It gave us a chance to talk about med lab professionals and the great work they do. Our media pick up has started to increase. **Slowly** we are making an impact.*

Member Engagement

We are happy to announce that our membership numbers have been increasing over the past 4 year's, and are at the highest we have seen in over 15 years.

We initiated a member outreach program last fall and visited over 35 labs across Ontario. A few to mention includes labs as far as north as Hearst, as south as Windsor and every lab in between. As you are aware this province is large and there is still so much more to do. We met with hundreds of members and potential members, and we will continue to visit these locations until we are done.

Our Healthy Lab Challenge had engagement with 15 labs with more than 100 med lab professionals focused on building healthy habits in the lab.

We have been visiting schools. We went to 14 schools and spoke with more than 500 students about the profession and the importance of certification.

We offered two single education days for lab professionals. Our event in Kingston saw over 60 participants with a great line up of speakers and then our second day in Hamilton at St. Joseph Health Care Center during Med lab week. The Hamilton day was truly special as we had Dr. Rita Selby bring a patient with her and they both shared how point of care testing was able to save her life. It was another great day in Hamilton with another 60 lab professionals in attendance.

We are building up our continuing education offerings, with a brand-new course we launch this month called: “How you impact your patients with what you do as an MLT”.



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We are reaching out to our retired members and asking them to create continuing education courses.

We are seeing great engagement with MediaLab with over 730 members using this CE service.

We are also investing in our online education through the use of podcasts. We have a summer student helping us with this initiative.

The Ministry of Health and Long-Term Care asked us to look into the need for MLTs in rural and remote areas of Ontario and asked us to investigate combined x-ray and lab technicians. We just had a focus group meeting last week to talk about this role and what it would look like in the Ontario landscape.

As you can see, we have been very busy working and speaking with members. Our member engagement is up, and we will continue to listen and work with members.

Credentialing

We have been working with Ontario employers to ensure that the competencies on our MLA/T exam are what is needed in the workplace.

The MLPAO exam is specific and relevant to Ontario and we now have Ontario employers looking for certified MLPAO students. This is now easily recognizable by the new credential we launched in 2018.

Private and public labs are both looking for this credential.

Career Advancement

Finally, we are just starting our work in the area of career advancement. With the environmental scan information, we are able to draw information that will provide us identification of needs for our members.

As you can see, we have been working quite diligently to ensure that we provide services relevant to our members.

We have had a very productive year. We are proud of the work done by the board and the staff. One thing we seem to forget is that we have 4 full-time staff and 1 part-time staff. This small team can do amazing things.

In partnership with the board we are working for the improvement and betterment of med lab professionals in Ontario. I would encourage you to take a few minutes after this meeting and thank the staff for their hard work.

3. Credentials Report: Robert Scheuermann

a. (re: status of members present)

"The Chief Scrutineer for our meeting will be Jim Uliana, Director District 1, Assisting Jim is Corinne Atkinson, MLA/T Director at Large."

There are 22 members present.

4. Minutes of the 56th Annual General Meeting – Robert Scheuermann

The 56th Annual General Meeting was held Saturday, September 22nd, 2018 LHSC Victoria Hospital, Sumner Amphitheatre, 800 Commissioners Road East P.O. Box 5010, London, Ontario, N6A 5W9, Distributed electronically to members on November 15th, 2018.

5. Business Arising from the Minutes – Robert Scheuermann

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

6. Auditor's Report for 2018 – Robert Scheuermann

The Auditor's report and a condensed version of the financial statements are published in the MLPAO 2018 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 and a few copies are available today.

Are there any questions regarding the report – No questions

"Be it moved that the Auditor's Report for 2018 be accepted as presented." Moved by: John Soltys, Seconded by Corinne Atkinson.

Carried (22 For, 0 Opposed, 0 Abstentions)

7. 2018 Annual Report – Robert Scheuermann

The 2018 Annual Report was provided to members electronically as outlined in our by-laws. The 2018 Annual Reports highlighted some key milestones from the year. I encourage you all to take a moment to review the publication either here, online or on the MLPAO app at your convenience.

There were no questions or concerns regarding the 2018 Annual Report.

8. Report of the By-Laws Committee – Aline Letourneau

There are two 2 by-law changes being recommended to you the membership.

- 1. When we updated our by-laws last year, we changed the Chair and Vice Chair titles. As you may recall we did a lot of changes and forgot to include the Past Chair title. This is the first change.*

2. *While we were updating our by-laws, best practices indicated that secretaries were no longer be used in non-for-profit boards. Therefore, we voted to remove this role as the administrative work being done at the office is done through our staff. When we submitted this change to the ministry, they advised us that the 'secretary role' must remain as a board officer position, but this work can be delegated as needed. For this reason, we need to add the secretary role back in.*

There were no questions

"Be it moved that the following MLPAO by-laws be updated as follows:

Article Two A (iii)

Immediate Past-President

The immediate Past-President of the Corporation (if not already a Director of the Corporation) shall be an Ex-officio Director with the same duties and functions as the elected Directors, with the exception of holding the offices of Chair or Vice-Chair.

Change to

Immediate Past - Chair

*The immediate **Past - Chair** of the Corporation (if not already a Director of the Corporation) shall be an Ex-officio Director with the same duties and functions as the elected Directors, with the exception of holding the offices of Chair or Vice-Chair.*

Article Four

A. Number of Officers

a. the officers of the Corporation shall be the Chair, Vice-Chair and Treasurer of the Board, provided the offices of the Vice-Chair and Treasurer may be held by the same person.

Change to

A. Number of Officers

*a. the officers of the Corporation shall be the Chair, Vice-Chair, Treasurer and **Secretary** of the Board and the offices of the Vice-Chair and Treasurer may be held by the same person."*

Moved by Corinne Atkinson, Seconded by Pauline George.

Carried (22 For, 0 Opposed, 0 Abstentions)

9. **Report from the Nominating Committee – Jessie Clelland**

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, Richard Desjardines



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*Director at Large, Jessie Clelland
Director, District 2, Aline Letourneau
Director, District 6, Heather Hill*

The term of office for 1 open position for Director at Large concluded at this Annual General Meeting. There were 3 nominees received by the deadline.

*The first nomination was received for: Christine Bruce
The second nomination was received for: Kelli-Ann Lemieux
The third nomination was received for: John Soltys.*

MLPAO used a new online voting software called Simply Voting. This is a secure online voting product. This year members had the option to ask for a mail ballot or vote online. This process worked quite well with no issues.

The winner is: Kelli-Ann Lemieux

The term of office for 1 open position for Director at Large MLA/T concluded at this Annual General Meeting. There were 3 nominees received by the deadline.

*The first nomination was received for: Ances Hercules
The second nomination was received for: Ilona Sly
The third nomination was received for: Corinne Atkinson*

The winner is: Corinne Atkinson

The following positions have been filled by acclamation:

District One: this position is for a two-year term and will expire at 2021 Annual General Meeting. Please congratulate Georgia Carr.

District Three: this position is for a two-year term and will expire at the 2021 Annual General Meeting. Please congratulate Lorraine Hart.

District Five: this position is for a two-year term and will expire at the 2021 Annual General Meeting. Please congratulate Kamil Haddad.

District Seven: this position is for a two-year term and will expire at the 2021 Annual General Meeting. Please congratulate Philip Guy. The District seven position has been empty for a few years. Earlier this year we received interest from Philip Guy to sit as Director for District Seven. The Board accepted his request. We thank him for his service and welcome him officially to the board.

There is still one vacant position available on the Board of Directors:

District Four: for one-year remaining term.

No nominations were received from the floor.

There being no nominations at this time, there remains a vacant Director District 4 position.

"Be it moved that the Report of the Nominating Committee be accepted as presented." Moved by Pauline George, Seconded by John Soltys"

Carried (22 For, 0 Opposed, 0 Abstentions)

"Be it moved that all ballots used for the open board positions for 2018 be destroyed." Moved by: Pauline George, Seconded by John Soltys".

Carried (22 For, 0 Opposed, 0 Abstentions)

10. Appointment of the Auditor for 2019 – Robert Scheuermann

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

No questions from the floor

"Be it moved that the accounting firm of HGK Partners and Chartered Professional Accountants be appointed as auditors for the MLPAO for the 2019 fiscal year."

Carried (22 For, 0 Opposed, 0 Abstentions)

11. New Business – Robert Scheuermann

There were no business arising from the agenda.

12. Adjournment – Robert Scheuermann

As there is no further business this meeting is adjourned at 8:31.