



### **A Message from the Chair of the Board of Directors, Karen Persad**



Dear CMLTO Registrants,

With spring around the corner, I offer you a warm welcome to the first issue of the FOCUS newsletter for 2026. Since the beginning of the year, a great deal of important work is underway at the College of Medical Laboratory Technologists of Ontario (CMLTO), and we are pleased to share key updates with you in this issue.

We encourage you to explore the content throughout this newsletter, including the upcoming Board meeting dates for 2026. Ever wonder what a Board meeting is like? Join us, as CMLTO livestreams Board meetings on our YouTube channel, providing an opportunity for the public to see the Board's work in real time. We are committed to transparency and public engagement, and tuning in offers a unique perspective on the discussions and decisions that guide our regulatory activities. Please read further in this issue for key details and Board meeting dates.

This issue also includes a call for nominations to the 2027 Board of Directors. Serving on the Board is an excellent professional opportunity to contribute to the important work of regulating our profession and advancing public protection. We encourage those interested to consider this rewarding opportunity and to share it with colleagues whom you feel would be well qualified. Whether you are early-career or tenured, we welcome all perspectives to the table, as it strengthens our ability to make informed and impactful decisions.

On that note, we are delighted to welcome three new Board members to the CMLTO Board of Directors this year. You can read more about them in this issue and join us in welcoming them to the Board. Additionally, please take a moment to review the new Statutory Committee appointments for 2026. CMLTO's Statutory Committees are composed of professional members, public members, and non-Board professional members. Another way to become involved with the CMLTO. Please read further for more information about who is serving on each Committee in 2026.

Thank you for your continued interest and engagement in CMLTO's work. We hope you find this issue of FOCUS informative and engaging.

Sincerely,

**Karen Persad, BSc, MLT, C.Dir**

Chair, CMLTO Board of Directors





## **A Message from the Registrar & CEO, John Tzountzouris**

Dear CMLTO Registrants,

We would like to extend our sincere thanks to all Registrants and Voluntary Roster Affiliates who completed their registration renewal last December. This marked the second year of conducting the renewal process on our updated platform, which was designed with your experience in mind. Our goal continues to be creating a more user-friendly and efficient process for all who rely on our digital platforms.

We are pleased to share that the 2026 Quality Assurance Program Professional Portfolio went live in early January. To support you in completing your Stage 1 portfolio, we have included suggestions for your learning goals as well as an updated Learning Goal Development video later in this issue. These resources are intended to guide and assist you as you reflect on your professional growth and practice.

We would also like to echo Karen's welcome to our new Board members. We encourage you to read further in this issue to learn more about the individuals who are contributing their expertise and dedication to CMLTO. In addition, we echo her remarks regarding the call for nominations to the 2027 Board of Directors. Serving on the Board is a fantastic opportunity to contribute to the profession and help shape the future of regulation in Ontario.

Thank you for your ongoing commitment to professional excellence and to supporting CMLTO's mandate to protect the public interest. We hope that you enjoy the first issue of FOCUS newsletter this year!

Sincerely,

**John Tzountzouris, MA, BSc, BHA, MLT, GSP**

Registrar & CEO

## **Recent changes to the Laboratory & Specimen Collection Centre Licensing Act (1990) to Improve the Quality and Timeliness of Midwifery Client Care**

The *Laboratory & Specimen Collection Centre Licensing Act, 1990*, is an important piece of legislation that ensures individuals managing and working in Ontario's licensed laboratories are accountable to the highest standards of patient care. For more information about medical laboratories and specimen collection centres, as well as the legislation that governs them, [visit our website](#).

Recent changes to this Act expand the list of laboratory tests that Midwives may requisition, as well as the point-of-care tests that Midwives can provide. This means there are now more laboratory tests that Midwives in Ontario can order and perform under their own authority.

These legislative changes are intended to improve the quality and timeliness of care for clients and reduce the need for clients to seek care outside of midwifery when it is not necessary. For more information about the specific changes, click [here](#).

## **Results of Privacy Campaign**

Due to the growing importance of data protection in the evolving landscape of privacy legislation, as well as a significant increase in mandatory reports of privacy breaches by MLTs reported to the CMLTO Professional



Conduct team, CMLTO developed an educational “Privacy Campaign” that ran in early 2026.

This initiative was designed to reinforce the importance of all laboratory professionals to vigilantly always safeguard sensitive information and the consequences to Registrants (i.e. professional misconduct investigation) if they fail to maintain someone's privacy. The goal was to share information and boost awareness about privacy related concerns regarding MLT practice and to provide access to resources they need to prevent privacy and confidentiality breaches.

We are pleased to report that this campaign was successful overall! It effectively raised awareness and motivated MLTs to engage with Privacy content on the CMLTO website. Thank you to all who connected with this content and inspired conversations in your workplaces around protecting privacy.

For access to the resources that the CMLTO team put together, [please visit our website](#).

### **College Governance Updates**



## **February Board Meeting Highlights**

The CMLTO Board of Directors met on February 12 and 13, 2026 in person and virtually. A few highlights from the meetings include:

### **Composition of the 2026 Board Statutory Committees**

The CMLTO prioritizes diversity and turnover within its committee membership, upholding its unwavering commitment to diversity and inclusion by actively welcoming new members each year and embracing diverse perspectives.

The CMLTO Board of Directors approved the compositions of the 2026 CMLTO Statutory Committees at its meeting on February 20, 2026.

With the goals of increasing engagement and attracting more Non-Board Committee Members (NBCMs), the refined Call for Non-Board Committee Members (NBCMs) approach continued for the 2026 year. The enhanced approach incorporating individual outreach, refreshed general outreach, and sharing of information via the CMLTO website, FOCUS Newsletter, and CMLTO social media channels was tremendously successful. For the second year in a row, the approach resulted in a record number of incoming and returning NBCM candidates for the CMLTO. For the first time, while preparing the proposed CMLTO Statutory Committee Compositions, the CMLTO Executive Committee found that the high volume of new and returning NBCM applicants exceeded the number of Committee Member positions.

It is with great pleasure that we introduce 10 new Non-Board Committee Members (NBCMs) who have joined us this year:

- Azadeh Sajjadian
- Chantelle Menezes
- Justin Hahn

- Kayla Anderson
- Maggie Kisiel
- Polina Peretokina
- Rabindra Nepal
- Sanket Shah
- Shirley Tham
- Yvette Williams

The CMLTO extends its congratulations to each 2026 CMLTO Statutory Committee Member as they assume their new roles within the College. We look forward to their valuable contributions to the regulation of the profession in the public interest.

### **CMLTO Board Competency Framework Implementation**

Establishing and implementing a competency-based model for the composition of the CMLTO Board of Directors is an important component of the CMLTO Governance Modernization Plan. The CMLTO Board Competency Framework serves as a foundational guide and roadmap, to guide the recruitment, elections, appointments, and continuing Board Member development process. It articulates the skills, knowledge, and attributes essential for the effective functioning of the CMLTO Board of Directors, ensuring its collective expertise is robust and adaptive. Recent action has emphasized amending the CMLTO By-Law for the integration of the established Board competencies into the CMLTO Board Nomination and Election Processes – a key step of the implementation plan.

The Board was updated at the February meeting regarding the results of the circulation of the proposed By-Law amendments to CMLTO Registrants and key partners, which was undertaken for transparency and to facilitate consideration of any potential feedback. In 2025, the Board recognized the circulation of the proposed CMLTO By-Law amendments to the election processes as a governance best practice, although these proposed changes

were not subject to mandatory circulation under the *RHPA*. The consultation period held following the December 2025 Board Meeting did not yield results.

At the February Meeting, the CMLTO Board of Directors approved the proposed CMLTO By-Law changes to incorporate the CMLTO Board Competency and Leadership Characteristics Profile and related competency-based eligibility requirements. Additionally, the Board engaged in open dialogue about the integration of these requirements and provided feedback about potential methods to support the evolving learning culture of the CMLTO Board of Directors while recognizing the strengths and supporting the confidence of both existing Board Members and future candidates.

### **2026 CMLTO Integrated Board Strategic Agenda/Work Plan**

Committed to achieving its deliverables with a purpose-driven, proactive, focused, inclusive, and disciplined governance strategy, the CMLTO Board of Directors approved the 2026 CMLTO Integrated Board Strategic Agenda/Work Plan at its meeting on February 12, 2026.

The key priority areas for the 2026 CMLTO Integrated Board Strategic Agenda/Work Plan identified by the CMLTO Board of Directors are as follows:

#### **Board Orientation and Continuing Education:**

- Refreshing New Board Member Orientation
- Building Board Member Knowledge in the Medical Laboratory Profession, Workforce Trends, and Their Impact
- Understanding Risk Informed, Transparent Regulation

#### **Board Process Development and Continuous Improvement:**

- Use of Artificial Intelligence in Board Work
- Agenda Clarity and Space for Generative Dialogue – The Board’s Strategic Direction Role
- Effective Evaluation of Monitoring Reports on Registrar & CEO Achievement of Ends (Critical Outcomes) and Executive Limitations Policies

- Strengthening Public Trust and Safety Through Risk Informed, Transparent Regulation

#### Board Structure Modernization:

- Exploring the Benefits and Risks of Creating Some New Board Committees
- Reviewing Board Officers Structure, Terms, Orientation, Succession
- Continuing Implementation of Board Competency and Characteristics Framework

The CMLTO is dedicated to serving the public interest through the 2026 CMLTO Integrated Board Strategic Agenda/Work Plan.

Please click [here](#) to locate further information on the other actions taken by the Board of Directors at its February meeting, or to review the meeting package.

#### **2026 Board Meeting Dates**

2026 CMLTO Board meeting dates are as follows:

- Thursday, February 12 & Friday, February 13, 2026
- Monday, April 13, 2026 (please note that this Board meeting will not be livestreamed)
- Monday, May 25 & Tuesday, May 26, 2026
- Monday, September 14 & Tuesday, September 15, 2026
- Monday, December 7 & Tuesday, December 8, 2026

2026 CMLTO Board meeting dates are listed on the [CMLTO website](#). Observers may watch livestream broadcasts of the meetings through CMLTO's Public YouTube Channel (@CMLTOntario). To tune in, visit the [CMLTO YouTube](#)

[channel](#) on Board meeting days at the time we indicate on our [website](#) and social media channels.

## **Call for Nominations for 2027 Board of Directors**

### **Have you considered acting as the voice of the public and making a difference in the regulation of the MLT profession in Ontario?**

If you are a medical laboratory technologist (MLT), who has a passion to serve the public and promote public safety, the College of Medical Laboratory Technologists of Ontario (CMLTO) is inviting you to take a vital role in the regulation of the profession in the public interest by joining its Board of Directors!

The CMLTO protects the public's right to safe, competent, ethical health care by regulating the profession of medical laboratory technology in the interest of the public in Ontario.

As self-regulated professionals, MLTs have the opportunity to play an active role in shaping the future of the profession in Ontario.

CMLTO Board Members have a direct voice in setting the strategic direction of the College to fulfill its statutory mandate: "To serve and protect the public in Ontario".

The CMLTO is now accepting nominations from eligible Registrants in the following Electoral Districts to serve on its Board of Directors:

#### **Regular Election:**

**Electoral District 2** – Central West  
Region

**Term:** January 1, 2027 – December 31,  
2029

**Electoral District 4** – Central East  
Region

**Term:** January 1, 2027 – December 31,  
2029

**By-Election:**

**Electoral District 3** – Metropolitan  
Toronto

**Term:** January 1, 2027 – December 31,  
2027

**Electoral District 7** – North-West

**Term:** January 1, 2027 – December 31,  
2027

[The CMLTO Board Elections Information Guide](#) is intended to encourage all MLTs in Ontario, who are interested in offering their wealth of knowledge, experience, and enthusiasm in pursuit of public protection, to consider putting their names forward to become a CMLTO Board Member.

The deadline for the election nomination forms to be received by the CMLTO is **Friday, May 29, 2026, 4:30 p.m. (ET)**

**Equity, diversity, inclusion, and justice are a priority for the CMLTO.**

Therefore, applications from all equity deserving groups in Ontario are encouraged to optimize the richness of diversity in the CMLTO Board composition and decisions.

The CMLTO also welcomes applications from early-career professionals, recognizing the value of diverse generational perspectives in shaping inclusive and forward-thinking governance.

If you have any questions, please do not hesitate to contact us at [executiveoffice@cmlto.com](mailto:executiveoffice@cmlto.com).

## **Call for Expressions of Interest for Appointment to the 2027 CMLTO Board of Directors as an Academic Member**

The College of Medical Laboratory Technologists of Ontario (CMLTO) protects the public's right to safe, competent, ethical health care by regulating the profession of medical laboratory technology in the interest of the public in Ontario

As self-regulated professionals, medical laboratory technologists (MLTs), have the opportunity to play an active role in shaping the future of the profession in Ontario.

If you are an MLT, whose primary employment is teaching a course of study in Medical Laboratory Technology accredited by Accreditation Canada's Equal Canada Program, the CMLTO is inviting you to take a vital role in the regulation of the profession in the public interest by joining its Board of Directors as an Academic Member.

The CMLTO is now accepting applications from Registrants who are [\*\*eligible for appointment to the Board of Directors as an Academic Member\*\*](#).

Representation from among the faculty ranks in the composition of the Board of Directors ensures that medical laboratory technology academic/educator perspectives are reflected on the Board of Directors.

Appointment of the Academic Board Member to the 2027 CMLTO Board of Directors will be made in September 2026 for a three (3) year term commencing on January 1, 2027.

[\*\*CMLTO Board Elections Information Guide\*\*](#) is intended to encourage all MLTs in Ontario, who are interested in offering their wealth of knowledge, experience, and enthusiasm in pursuit of public protection, to consider putting their names forward to become an Academic Board Member.

**The deadline for the application forms to be received by the CMLTO is**

**Friday, May 29, 2026, 4:30 p.m. ET.**

Please visit our website [\*\*Appointment of Academic Board Member Section\*\*](#) for further information.

## **CMLTO's New Executive Committee**

The CMLTO is pleased to announce its 2026 Executive Committee.

The Executive Committee consists of five Board Members who are appointed by the Board of Directors at its first regular meeting of the year.



**Karen Persad**

**Chair**

**Professional Member**



**George Broukhanski**

**Vice-Chair**

**Professional Member**



**Tammie Rix**

**Vice-Chair**

**Public Member**



**Lavern Bourne**

**Professional Member**



**Walter Hewus**

**Public Member**

## **Academic Member**

The composition of the 2026 CMLTO Executive Committee has been approved by the Board of Directors at its meeting on February 12, 2026.

## **CMLTO 2026 Statutory Committee Appointments**

The CMLTO Board of Directors conducts its various regulatory responsibilities through the Statutory Committees established by Section 10 (1) of the Health Professions Procedural Code being Schedule 2 to the [\*Regulated Health Professions Act \(RHPA\), 1991\*](#).

The Statutory Committees are composed of Professional and Public Board Members, and Non-Board Committee Members (NBCMs) with the exception of the Executive Committee which is only comprised of Board Members.

The [\*\*Compositions of the CMLTO 2026 Statutory Committees\*\*](#) have been approved by the CMLTO Board of Directors at its meeting on February 12, 2026. Congratulations to the members of the 2026 CMLTO Statutory Committees on their appointments.

Participating on one of the CMLTO Statutory Committees as an NBCM is a great opportunity to help guide the CMLTO in protecting the public interest. All MLTs in Ontario, who are interested in offering their wealth of knowledge, experience, and enthusiasm in pursuit of public protection are encouraged to consider putting their names forward in Fall 2026 to become a Non-Board Committee Member in 2027.

## **The CMLTO Board of Directors Welcomes Three New Board Members**

The CMLTO is pleased to present two new Board Members:

- [Matthew Wong-Fung](#), Professional Member, Electoral District 4: Central East Region
- [James Jose](#), Professional Member, Electoral District 3: Metropolitan Toronto Region
- [Krista Unruh](#), Professional Member, Electoral District 2: Central West Region

The CMLTO extends congratulations to its new Board Members.

### **College Program Area Updates**

### **Registration**

#### **Confirming Your CMLTO Registration Status**

In accordance with the *Regulated Health Professions Act, 1991*, the College of Medical Laboratory Technologists of Ontario (CMLTO) is required to make certain information about all Medical Laboratory Technologists (MLTs) available to the public through its online [CMLTO Public Register](#).

The Public Register provides the most up-to-date information about an individual's registration status, including registration class, specialties, and employment status.

MLT employers are strongly encouraged to verify their employees' CMLTO registration status using the Public Register following the close of the annual renewal period in early February each year.

If employers or MLTs require additional information about the details displayed on the Public Register, please contact the Registration Department by email at [registration@cmlto.com](mailto:registration@cmlto.com) or by telephone at 1-800-323-9672 extension 1.

### **Maintaining your Contact / Employment Information**

Please ensure that your contact and employment information is accurate and up-to-date, as required by [CMLTO By-Law](#)

Practising Registrants must update any employer information through [CMLTO Online Services](#).



### **Are you Considering a Name Change Request?**

Registrants can submit their Name Change Requests through [CMLTO Online Services](#) and provide the supporting documents:

- Completed [Guarantor's Verification Form](#)
- Two government-issued & verified documents with your updated legal name



## Registrant Portal Functionality Evolution

CMLTO values feedback from Registrants and when feasible, plan improvement or growth initiatives based on that feedback. We have identified areas to improve the user experience through the portal that will be implemented throughout 2027. Stay tuned for future updates once these projects are launched through the year.

## CMLTO MLT Suspensions & Revocations for 2026

Failure to submit the annual registration renewal fee by the prescribed deadline results in suspension of a Registrant's certificate of registration. Individuals who are suspended cease to be registrants of CMLTO, may not use the protected title "MLT," and are not legally authorized to practise medical laboratory technology in Ontario.

Effective February 8, 2026, the following individuals were **suspended** for non-payment of fees:

Deonarine Doolarchan, 459

Ian Lissette Amaller, 12859

Kelly Huckabone, 1051

Roslyn Routley, 13618

Sandra Percy, 1713

Rita De Almeida, 13888

Cindy Culig, 1737

Edwige De Souza, 14063

June Shin, 1923	Yi Wang, 14366
Jennifer McCall, 3466	Jessica Lu, 14733
Lindsay Wilcox, 3509	Jessica Black, 14782
Gita Desai, 3629	Lisha Zhang, 14989
Connie Augimeri, 3785	Tarnnumjahan Sayed, 17037
Diane Ryan, 4490	Mark Matthew Simundac, 17153
Catalina Lorico, 6073	Suzana Damjanovic, 17304
Ngai-Lin Chan, 6368	Long Kin Kenneth Chan, 17325
Karen MacDonald, 8549	Linnea Sahlgaard, 17436
Diana Moffatt, 8571	Parulben Patel, 17724
Kam-Mui Tin, 8761	Cristina Toomer, 17828
Sousan Bagherpoor, 10206	Sandra MacLellan, 17892
Hang-Heung (Lily) Shi, 10430	Heejae Jang, 17907
Richard Genier, 10533	Gerzyn May Basco, 18201
Yun Xu, 11494	Edna Okoduwa, 18207
Bedekingsley Onyeocha, 11809	Kim Alexis Tarrosa, 18214
Katia Saliba, 12662	Ann-Marielle Tinkler, 14351

Individuals suspended for non-payment of fees may apply to the Registrar & CEO for reinstatement within three (3) years of the suspension date. After three years, the certificate of registration is revoked.

On February 10, 2026, CMLTO registration was **revoked** for the following individuals:

Virgencita Bryan 2736	Zahra Birgani 12820
Janice E. Smith 3188	Emily Velez-Chua 13018
Gina A. Hendrick 3276	Viktoriya Zhalkovsky 13094
John Billone 3342	Victoria Moreau 13218
Connie M. Ciehanskie 3804	Jenny-Lynn S. Franklin 13326
Cheryl D. Watt 4292	Vishrantiben Patel 13706
Jean Z. Pastuszok 4475	Thalatha K. Lankathilake 14078
Susan E. Brown 4724	Jade M. Greenly 14218
Joanna E. Hyatt 4741	Vanessa S. Charette 14280
Caridad Simpson 7888	Nadia Masjedee 14423
Barbara Gogloza 8222	Chao-Yi C. Ting 14781
Paul Schmidt 8274	Hengameh Ghaedpur 14997
Antonia Lorelli 8717	Yujie Hu 15118

Josee-Ann M D. Pepler 8852	Hélène Lanigan 15228
Karen L. Guindon 9153	Megan M. Lannon 15364
Leonard F. Wright 9509	Cody Dietz 15783
Valentino Giorno 9622	Panagiota Ioannidis 15966
Brenda M. Johnson 9858	Jahangir Abdi 16200
Julie Carruthers 10347	Diane E. Colpitts 16233
Elzbieta Hanson 10411	Elias A. Heban 16435
Marilee Krinsky 11046	Carolyn E. Ali 16624
Qing Zheng 11683	Kofi Antoine 16876
Melissa McNeil 11959	Farida F. John 17021
John A. Bakker 12406	April D. Hertel 793
Joani Fox 12540	Sandra C. Stewart 1668
Manahil M. Mirgahni 12597	Nancy C. Biemans 1799

### **CMLTO Voluntary Roster Suspensions for 2026**

Effective 2025, Voluntary Roster (VR) enrollment is suspended if the renewal fee is not paid by the prescribed deadline.

As of February 8, 2025, the following individuals had their VR enrollment **suspended** for non-payment of fees:

Austin Cardoso VR01177

Balaji Chandran VR01161

Jorid Mertiri VR01160

Lori Dennis VR01116

Marita De Juan VR01106

Simona Bujdula VR01025

## Quality Assurance

### **Advance Your Practice: 2026 Professional Portfolio & Learning Goal**

The Quality Assurance Program (QAP) Professional Portfolio launched on January 6, 2026. All Practising Registrants and Voluntary Roster (VR) Affiliates are required to complete and submit their 2026 Stage 1 Professional Portfolio by March 31, 2026, at 11:59 p.m. EST. After Registrants and VR Affiliates submit their portfolio for review, they will be notified by email whether their submission was approved or requires edits. If a submission requires edits, Registrants and VR Affiliates can log into their CMLTO account and view their feedback, update their Stage 1 portfolio, and re-submit it for review. So far, CMLTO QAP staff have received 600+ Stage 1 submissions!

Looking for a learning goal to pursue throughout 2026? You may consider advancing your knowledge on MLT Privacy and Confidentiality concepts, as they are covered in this year's PRISM topic. The module focusses on concepts such as privacy breaches, confidentiality, and best practices to follow.

CMLTO's website has resources dedicated to sharing insights about these topics [here](#)

Additionally, CMLTO has developed a new Learning Goal Development video [here](#). This resource is designed to support MLTs by outlining the best practices for developing learning goals and highlighting the benefits of goal-setting. It also includes self-reflection questions and examples of effective learning goals. CMLTO's Learning Goals Guide is also available to help you create meaningful and focused goals [here](#).

QAP staff recognize that the updated Professional Portfolio platform is a new experience, however the requirements remain the same as previous years. We are committed to supporting you in meeting your QA obligations. If you are having difficulty setting your goals for the year or encounter any challenges with maintaining your Professional Portfolio, QAP staff are available for coaching sessions. If you would like to set-up a coaching session, please email QAP staff at [qualityassurance@cmlto.com](mailto:qualityassurance@cmlto.com).



### **Request a CMLTO Speaker**

The CMLTO is committed to building relationships with Registrants, other health regulatory colleges, key partners, and the public.

The CMLTO can provide speakers on a wide variety of topics, including its regulatory role, ethics and professionalism, inter professional collaboration, and the Voluntary Roster of Registered Medical Laboratory Technicians.

To request a CMLTO speaker to deliver a virtual presentation,

please email [communications@cmlto.com](mailto:communications@cmlto.com)

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### Upcoming Office Hours

Please note that the CMLTO office will be closed on the upcoming dates below:

Friday, April 3, 2026

Monday, April 6, 2026



**LEADERSHIP ACCOUNTABILITY EXCELLENCE**

**College of Medical Laboratory Technologists of Ontario**

**Phone: (416) 861 9605 ● Toll free: 1 800 323 9672**

**● [www.cmlto.com](http://www.cmlto.com) ● [communications@cmlto.com](mailto:communications@cmlto.com)**