



MVMA Annual General Meeting

Friday, February 4, 2022, 7:00 p.m. – 9:30 p.m.
Virtual Meeting

Present MVMA Members: Larry Adelman, Alix Albietz, Elizabeth Andree, Benjamin Ang, Erika Anseeuw, Amritpal Baath, Leanne Bargaen, Maddy Baron, Corey Bartley, Abigail Bautista, Nicole Beaton, Frederic Beaulac, Trevor Bebchuk, Jennifer Beckwith, Chris Bell, Torfi Belliveau-Pattern, Amber Best, Tanya Bewski, Sanjiv Bhandari, Heidi Bjornson, Amy Bond, Robin Bonnett, Gina Bowen, Leanne Boyd-Sandelli, Erika Brandson, Nabjot Brar, Summer Briden, Amanda Brown, Melanie Browning, Taylor Carey, Nadine Carreiro, Jenesis Caughy, Gurkaranvir Chahal, Elise Clarke, Kayla Colibaba, Sherri Cox, Maria Davis, Jennifer Demare, Navjot Dhaliwal, Julia Domke, Danielle Doubleday, Dale Douma, Hayley Down, Kaylee Dueck, Naomie Durand, Kristine E. Torske, Erica Edwards, Kim Elphick, Melanie Fetterly, Colleen A. Fisher, Kyra Friesen, Tara Frisch, Juliet Fung, Kate Gardiner, Ashley Gaudet, Krista Gervin, Sayrah Gilbert, Sheri Gould, Elizabeth Greber, Sara Haddow, Christopher Hagen, David Hamilton, Julie Hamilton, Chantelle Henry, Sydney Hildebrandt, Jocelyn Hoepfner, Caitlin Hofer, Paul Holland, Irshad Hussain, Cheryl Iliencko, Keith Immerkar, Shania Jack, Alexandra Jerao, Lisa Joachim, Kaitlin Johnson, Kenneth Johnson, Patricia Johnson, Nicole Judge, Ashlee Kaniuga, Susan Karlyn Bland, Jaclyn Kaufman, Leo Kenny, Melissa Kinaschuk, Susanne Klonisch, Stephanie Kucas, Meshack Kusa, Brooke Lauzon, Jesse-Lee LeBlanc, Claus Leppelmann, Karen Leppelmann, Juliette Leygue, Casie Livingstone, Devyn Lix, Kirstin Macdonald, Saskia Madick, Eric Maguet, Krzysztof Marek Tomczyk, Christy Martens, Savannah Martens, Hannah Mayer, Carly Mayo, Rita McKay, Julia Medd, Kathryn Meghan Pay, Hugh Millar, Rayne Milne, Maryam Mirzaie, Allison Murray, Barbara A. M. Nelson-Kozack, Jayden Nickel, Kayla Noel, Jenna Noordenbos, Sarah Orbanski, Elizabeth Ostendorf, Mark Oswald, Gurdeep Pannu, Heather Parker, Nicole Pelletier, Valerie Perez, Megan Perih, Raissa Perrault, Marc Philippot, Ada Pinho, Oleh Plevinskyi, Max Popp, Neetesh Prabhakar, Kerri-Rae Millar, Darwin Ramos, Adel Rezaei Moghadam, Kasy Richard, Chantel Richey, Lea Riddell, Taylor Robinson, Jenna Rondeau, Krystin Sackmann, Nicola Schaefer, Philipp Schott, Christian Scott, Jordan Shapera, Nicole Sheedy, Theodore Shwaluk, Cindy Shymko, Anurag Sikarwar, Mehakpreet Singh, Lynne Slater, Courtney Smith, Shannon Smith, Calida Sokoliwski, Manjit Sra, Laura Stepien, Amber Stepler, Joan Stewart-Hay, Matthew Strate, Samyra Stuart-Altman, Jill Tait, Seth Thomas-Paetkau, Melissa Timony, Charuta Tung, Helene Unruh, Marcelo Valencia, Julita Vilaykeo, Kitty Vonderbank, Heather Waddell, Kaitlyn Watts, Terry Whiting, Garrick (Rick) Wiens, Kristen Wilson, Shai Wood, Samantha Yewchuk

Present MVMA Council Members: Dr. Glen Duizer, Rhonda Foote RVT, Shey Friesen RVT, Dr. Esther Hill, Dr. Judy Hodge, Dr. Keri Hudson Reykdal, Dr. Mackenzie Marks, Doug Oliver, Public Member, Dr. Jillian Preston-Gren, Dr. Allison Pylypjuk

Present Guests: Dr. Darrell Dalton, ABVMA, Nancy Grittman, AAVSB, Dr. Louis Kwantes, CVMA, Dr. Greg Parks, SVMA, Laura Rance-Unger, Carol Sparrow, AAVSB, Donna Taraschuk, MVTA

Present MVMA Staff Members: Corey Wilson, Barb Kryzanowski, Jo-Anne Holod, Sabina Rzazade

Present Parliamentarian: Ms. Vera Chernecki

Chairperson: Dr. Allison Pylypjuk, 2021 MVMA President

1. Call to Order

Dr. Allison Pylypjuk called the meeting to order at 7:05 pm

2. Adoption of Agenda

MVMA's Deputy Registrar, Barb Kryzanowski, advised Dr. Pylypjuk that 152 members had signed into the meeting. Quorum confirmed.

Agenda adopted by consensus (**Appendix A**).

- **Voting membership classes:** Practicing veterinarian, practicing veterinary technologist, non-practicing veterinarian, and non-practicing veterinary technologist members

*Melanie Browning RVT moved that the Basics of Parliamentary Procedure be approved as circulated (**Appendix B**). The motion was seconded by Dr. Colleen Fisher. No discussion. After a vote, 143 in favor and 0 opposed, the motion was passed.*

3. Recognition of MVMA Members

Dr. Pylypjuk recognized the MVMA Awards winners:

Dr. Gina Bowen was presented with the MVMA's Veterinarian of the Year Award.

Ms. Shai Wood was presented with the Veterinary Technologist of the Year Award.

Dr. Kenneth Johnson was presented with the MVMA's Mentorship Award.

Ms. Sara Haddow was presented with the MVMA's Mentorship Award.

Dr. Fred Lindenschmidt was presented with the MVMA's Life Member Award.

Dr. Scott Weese was presented with the MVMA's Honorary Membership Award.

Dr. Philipp Schott was presented with the MVMA's Certificate of Merit Award.

Ms. Laura Rance-Unger was presented with the MVMA's Certificate of Merit Award.

Ms. Judy Reynolds was presented with the MVMA's Certificate of Merit Award.

4. Introduction of Guests & Greetings

The Minister of Agriculture and Resource Development, Honourable Blaine Pedersen provided video greetings.

Dr. Louis Kwantes – CVMA President provided video greetings.

Dr. Al Longair, CVMA-Society of British Columbia Veterinarians provided video greetings.

Dr. Pylypjuk advised members of written reports from Dr. Gillian Muir from The Western College of Veterinary Medicine, Curtis Aab and Kim Elphick from Red River College Polytechnic and Katelyn McIntyre, President of the Saskatchewan Veterinary Medical Association which are available to view on the 2022 Annual AGM page on the MVMA website.

5. Moment of Silence in Remembrance of Colleagues

A moment of silence was observed in remembrance of colleagues who have passed or others who may be struggling with illness or other challenges.

6. Canadian Veterinary Oath

Members were asked to recite The Canadian Veterinary Oath.

7. President's Greetings

Dr. Pylypjuk introduced herself to the membership and noted that events like the AGM served as a reminder to her and the other MVMA Councilors about who they are serving. She informed the membership that the MVMA Council wants to continue hearing members' thoughts, concerns and comments.

Dr. Pylypjuk introduced the 2022 Council:

- Keri Hudson Reykdal, 2022 MVMA President, North of 55 Veterinary Services and Hudson-Reykdal Veterinary Services

- Mackenzie Marks, 2022 MVMA Vice President, Veterinarian Member, Central Veterinary Services
- Shey Friesen, Veterinary Technologist Member, Southglen Veterinary Hospital and Bridgwater Veterinary Hospital
- Esther Hill, Veterinarian Member, Machray Animal Hospital
- Jillian Preston-Gren, Veterinarian Member, Birchwood Animal Hospital
- Judy Hodge, Veterinarian Member, Hylife Ltd.
- Doug Oliver, Public Representative Member
- Rhonda Foote, Veterinary Technologist Member, Manitoba Agriculture and Resource Development
- Glen Duizer, Veterinarian Member, Manitoba Agriculture and Resource Development

Farewell to Retiring Council Members:

Dr. Pylypjuk recognized and thanked the retiring council member.

- Dr. Alison Litchfield, MVMA Past President, Southglen Veterinary Hospital

Introduction of MVMA Staff:

Dr. Pylypjuk recognized and thanked the MVMA staff members.

- Corey Wilson, MVMA Executive Director and Registrar
- Barb Kryzanowski, MVMA Deputy Registrar
- Jo-Anne Holod, MVMA Director of Member Services
- Sabina Rzazade, MVMA Office Administrator

8. MVMA Council, Committee & Volunteer Reports

Dr. Pylypjuk stated that the MVMA Annual Report to Membership, 2021 in Review e-report, was provided to members on the MVMA website before the AGM and links are found on the screen during the meeting as well. Dr. Pylypjuk encourages the membership to thank the committee and volunteer representatives who work hard in support of MVMA activities. She urged members to volunteer their time with the MVMA.

Dr. Pylypjuk advised membership that no new business items were brought forward at the 2021 MVMA AGM.

MVMA Strategic Plan

Dr. Pylypjuk advised membership of the MVMA's Strategic Plan.

Homewood Health

Dr. Pylypjuk reminded members about the MVMA and MVTA partnership through Homewood Health which is available to all MVMA and MVTA members and their immediate families.

9. Special Orders

Minutes of the February 5, 2021 Annual General Meeting

- The MVMA Council has reviewed and approved the 2021 MVMA AGM minutes and are available to members on the MVMA website.

A. Treasurer Report

Presentation of Audited Financial Statement ending June 30, 2021 **(Appendix C)**.

- The MVMA's Council Treasurer, Dr. Jillian Preston-Gren presented the financial statement to membership, and they also were available to view on the MVMA website. Dr. Jillian Preston-Gren asked if there were any questions. There were none. Dr. Pylypjuk asked for a motion to approve the financial statements as presented.

*Dr. Hugh Millar moved to accept the financial statements as presented **(Appendix C)**. Dr. Esther Hill seconded. Discussion: Dr. Marc Philippot had a comment. After a vote, 125 votes in favour and 0 opposed. the motion was passed.*

- Dr. Pylypjuk advised membership that the MVMA Council had also approved the continued engagement of OnBusiness Solutions as the MVMA Auditors for the ensuing year.

Dr. Leanne Barga moved that OnBusiness Solutions continue as MVMA's accountants in 2022. Ms. Melanie Browning seconded. After a vote, 122 votes for and 0 opposed, the motion was passed.

Presentation of 2021/2022 budget for information purposes

- The MVMA treasurer, Dr. Jillian Preston-Gren presented the 2021/2022 budget, which had been approved by the MVMA Council. Dr. Preston-Gren asked if there were any questions. There were none.
- Dr. Pylypjuk thanked Dr. Preston-Gren for serving as the MVMA treasurer.

B. MVMA By-laws

- MVMA By-Law Revision - for member approval

Dr. Jillian Preston-Gren moved for bylaws to be approved as amended.

MVMA Council Proposed By-Law & By-Law Amendments

- i. Amendment to: Veterinary Technologist Application for Registration (2-9-4) of the General By-Law No. 1 of the Manitoba Veterinary Medical Association.
 - Motion to amend Section 2-9-4a of the General By-Law No. 1 of the Manitoba Veterinary Medical Association. The current by-law will be amended to read:
 - a) *be an animal health or veterinary technology or veterinary nursing graduate of a school, college, or institute that the CVMA or the AVMA accredits or provide a PAVE for Veterinary Technicians Certificate*
 - **Voting membership classes:** Practicing veterinarian, practicing veterinary technologist, non-practicing veterinarian, and non-practicing veterinary technologist members
 - No discussion or comments.

Vote occurred. 113 in favour, 1 opposed and 9 abstained. Motion is adopted.

- ii. New: Holding Animals for Payment – Addition to the General By-Law No. 1 of the Manitoba Veterinary Medical Association.
 - Motion to amend Division 6 of the General By-Law No. 1 of the Manitoba Veterinary Medical Association to include the following:
 - Holding Animals for Payment*
 - A member may not refuse to return an animal, its remains, or its cremains to its owner or owners designate for failure to pay fees owed to a member, practice, or veterinary corporation.*
 - **Voting membership classes:** Practicing veterinarian, practicing veterinary technologist, non-practicing veterinarian, and non-practicing veterinary technologist members
 - Dr. Jennifer Demare and Dr. Erika Anseeuw had comments on this amendment.

Vote occurred. 93 in favour, 26 opposed and 0 abstained. Motion is adopted.

iii. New: Publishing Member Data -Addition to the General By-Law No. 1 of the Manitoba Veterinary Medical Association.

- Motion to amend Division 8 of the General By-Law No. 1 of the Manitoba Veterinary Medical Association. Division 8 will be created to read:

Publishing Information

The MVMA shall publish the following information for all veterinarians, veterinary technologists and animal health assistants that hold registration and/or licensure that allows them to practice veterinary medicine under Part 2 of the Act:

1. *Full name*
 2. *Registration class*
 3. *Licence status*
 4. *Limitations/conditions of the members licence and/or registration*
 5. *Full clinic information*
 6. *Board certification*
- **Voting membership classes:** Practicing veterinarian, practicing veterinary technologist, non-practicing veterinarian, and non-practicing veterinary technologist members
 - Ms. Jenesis Caughy, Dr. Erika Anseeuw, Dr. Claus Leppelmann, Dr. Navjot Dhaliwal, Dr. Cheryl Iliencko, Dr. Jennifer Demare, Dr. Colleen Fisher, Ms. Krystin Sackmann and Ms. Kim Elphick had comments on this amendment.

Vote occurred. 76 in favour, 43 opposed and 0 abstained. Motion is adopted.

iv. New: Prescribing Opioids, Benzodiazepines and Z-Drugs - Addition to the General By-Law No. 1 of the Manitoba Veterinary Medical Association.

- Motion to amend Division 6 of the General By-Law No. 1 of the Manitoba Veterinary Medical Association. The current by-law will be amended to add:

Prescribing Opioids, Benzodiazepines and Z-Drugs

Prescriptions for Opioids, Benzodiazepines and Z-Drugs can only be written for a maximum of three months.

-and-

Only a one-month supply of Opioids, Benzodiazepines and Z-Drugs can be dispensed at a time.

- **Voting membership classes:** Practicing veterinarian and non-practicing veterinarian
- Dr. Erika Anseeuw had comments on this amendment.

Vote occurred. 67 in favour, 12 opposed and 0 abstained. Motion is adopted.

v. Amendment to: Veterinary Technologist Scope of Practice (2-9-10 & 2-9-11) of the General By-Law No. 1 of the Manitoba Veterinary Medical Association (Rabies Vaccine Administration)

- Motion to amend section 2-9-10 and 2-9-11 of the General By-Law No. 1 of the Manitoba Veterinary Medical Association as follows:

Section 2-9-10 (f) be struck

-and-

The word "excluding" in Section 2-9-11(b) be struck and replaced with the word "including".

- **Voting membership classes:** Practicing veterinarian, practicing veterinary technologist, non-practicing veterinarian, and non-practicing veterinary technologist members
- Dr. Erika Anseeuw, Dr. Kenneth Johnson, Dr. Cheryl Iliencko, Dr. Colleen Fisher, Dr. Elizabeth Ostendorf, Dr. Garrick Wiens and Dr. Raissa Perrault had comments on this amendment.

Vote occurred. 93 in favour, 31 opposed and 0 abstained. Motion is adopted.

vi. Amendment to: Veterinary Technologist Scope of Practice (2-9-11) of the General By-Law No. 1 of the Manitoba Veterinary Medical Association (Dispensing Prescription Products)

- Motion to amend Section 2-9-11 and Division 6 of the General By-Law No. 1 of the Manitoba Veterinary Medical Association as follows:
- The addition of a by-law in Division 6 that:

Prescription products that are dispensed for administration by the animal owner or employee of the animal owner must undergo a final check by a practicing veterinarian member or practicing veterinary technologist member to ensure the dispensed prescription contains:

1. *The correct prescription product as per the prescription*
2. *The correct dosage as per the prescription*
3. *The correct label that meets the requirements in the Manitoba Veterinary Medical Association Practice Inspection and Practice Standards By-Laws*

And the amendment to section 2-9-11 in include subsection "o" that reads "perform a final check of dispensed prescription products as per Division 6 of this by-law

- **Voting membership classes:** Practicing veterinarian, practicing veterinary technologist, non-practicing veterinarian, and non-practicing veterinary technologist members
- Ms. Laura Stepien had a comment on this amendment.

Vote occurred. 109 in favour, 9 opposed and 0 abstained. Motion is adopted.

- vii. New: Telemedicine- Addition to the General By-Law No. 1 of the Manitoba Veterinary Medical Association.
- Motion to amend Section 4-6-2 of the General By-Law No. 1 of the Manitoba Veterinary Medical Association and Section 2.5.13 of the Manitoba Veterinary Association Practice Inspection and Practice Standards By-laws. The current by-laws will be amended as is articulated in pages 22 and 23 of the 2022 MVMA Annual General Meeting Proposed By-Law Amendments booklet **(Appendix D)**.
 - **Voting membership classes:** Practicing veterinarian, practicing veterinary technologist, non-practicing veterinarian, and non-practicing veterinary technologist members

- Dr. Erika Anseeuw, Dr. Raissa Perrault, Dr. Frederic Beaulac, Dr. Elizabeth Andree, Dr. Chris Bell, Dr. Marc Philippot had comments on this amendment.

Vote occurred. 86 in favour, 13 opposed and 0 abstained. Motion is adopted.

viii. Repeal and Adopt New Code of Ethics - Addition to the General By-Law No. 1 of the Manitoba Veterinary Medical Association - Amendment to the Manitoba Veterinary Medical Association Practice Inspection and Practice Standards By-laws.

- Motion to amend the General By-Law No. 1 of the Manitoba Veterinary Medical Association and Manitoba Veterinary Medical Association Practice Inspection and Practice Standards By-law and substitute the Code of Ethics as is articulated in Appendix A of the 2022 MVMA Annual General Meeting Proposed By-Law Amendments (**Appendix E**).
- **Voting membership classes**: Practicing veterinarian, practicing veterinary technologist, non-practicing veterinarian, and non-practicing veterinary technologist members
- No discussion or comments.

Vote occurred. 90 in favour, 16 opposed and 0 abstained. Motion is adopted.

ix. Amendment to: Method for voting on by-laws (2-5-13) of to the General By-Law No. 1 of the Manitoba Veterinary Medical Association.

- Motion to amend Section 2-5-13 of the General By-Law No. 1 of the Manitoba Veterinary Medical Association. The current by-law will be amended at subsection c and d to state:

c) voting by ballot delivered electronically; or,

d) voting by another method conducted in accordance with the by-laws.

- **Voting membership classes:** Practicing veterinarian, practicing veterinary technologist, non-practicing veterinarian, and non-practicing veterinary technologist members
- No discussion or comments.

Vote occurred. 101 in favour, 3 opposed and 9 abstained. Motion is adopted.

x. Amendment to Division 3 - Vacancies and removal of council members of the General By-Law No. 1 of the Manitoba Veterinary Medical Association

- Motion to amend Division 3 of the General By-Law No. 1 of the Manitoba Veterinary Medical Association as is articulated in pages 27 and 28 of the 2022 MVMA Annual General Meeting Proposed By-Law Amendments booklet **(Appendix F)**.
- **Voting membership classes:** Practicing veterinarian, practicing veterinary technologist, non-practicing veterinarian, and non-practicing veterinary technologist members
- No discussion or comments.

Vote occurred. 81 in favour, 4 opposed and 0 abstained. Motion is adopted.

xi. All MVMA By-Laws be approved as amended

- Motion that the Manitoba Veterinary Medical Association by-laws be approved as amended.
- **Voting membership classes:** Practicing veterinarian, practicing veterinary technologist, non-practicing veterinarian, and non-practicing veterinary technologist members
- No discussion or comments.

Vote occurred. 90 in favour, 5 opposed and 0 abstained. Motion is adopted.

10. New Business

- Items/issues that MVMA members want to discuss with the AGM assembly
 - No comments or new business brought forward

11. Passing of the Gavel – 10:49 pm

Dr. Keri Hudson Reykdal provided video greetings as the 2022 MVMA President and thanked everyone for the participation and adjourned the meeting at 10:53 pm.

12. Adjournment @ 10:53 pm

Reference: 2022 MVMA AGM – Proposed By-Law Amendment Booklet

[Appendix A](#) – 2022 MVMA AGM Agenda

[Appendix B](#) - Basics of Parliamentary Procedure

[Appendix C](#) – Financial Statement ending June 30, 2021

[Appendix D](#) – Telemedicine- Addition to the General By-Law No. 1 of the Manitoba Veterinary Medical Association

[Appendix E](#) - New Code of Ethics- Addition to the General By-Law No. 1 of the Manitoba Veterinary Medical Association

[Appendix F](#) – Vacancies and removal of council members of the General By-Law No. 1 of the Manitoba Veterinary Medical Association

Appendix A



MVMA ANNUAL GENERAL MEETING

Friday, February 4, 2022, 7:00 p.m. – 9:30 p.m.
Online

Chairperson: Dr. Allison Pylypjuk, MVMA President

1. **Call to Order**
2. **Adoption of Agenda**
3. **Recognition of MVMA Members**
4. **Introduction of Guests & Greetings**
5. **Moment of Silence in Remembrance of Colleagues**
6. **Canadian Veterinary Oath**
7. **President's Greetings**
 - Introduction of 2022 Council
 - Farewell to Retiring Council Members
 - Introduction of MVMA Staff
8. **MVMA Council, Committee & Volunteer Reports**
 - Highlights from MVMA Annual Report to Members – 2021 In Review
9. **Special Orders**
 - A. Treasurer Report
 - Presentation of Audited Financial Statement ending June 30, 2021
 - Presentation of 2021/2022 budget for information purposes

B. MVMA By-laws

- MVMA By-law Revision - for member approval

MVMA Council Proposed By-law & By-law Amendments

- i. Amendment to: Veterinary Technologist Application for Registration (2-9-4) of the General By-law No. 1 of the Manitoba Veterinary Medical Association
- ii. New: Holding Animals for Payment – Addition to the General By-law No. 1 of the Manitoba Veterinary Medical Association
- iii. New: Publishing Member Data -Addition to the General By-law No. 1 of the Manitoba Veterinary Medical Association
- iv. New: Prescribing Opioids, Benzodiazepines and Z-Drugs- Addition to the General By-law No. 1 of the Manitoba Veterinary Medical Association
- v. Amendment to: Veterinary Technologist Scope of Practice (2-9-10 & 2-9-11) of the General By-law No. 1 of the Manitoba Veterinary Medical Association (Rabies Vaccine Administration)
- vi. Amendment to: Veterinary Technologist Scope of Practice (2-9-11) of the General By-law No. 1 of the Manitoba Veterinary Medical Association (Dispensing Prescription Products)
- vii. New: Telemedicine- Addition to the General By-law No. 1 of the Manitoba Veterinary Medical Association
- viii. Repeal and Adopt New Code of Ethics- Addition to the General By-law No. 1 of the Manitoba Veterinary Medical Association- Amendment to the Practice Inspection and Practice Standards By-law of the Manitoba Veterinary Medical Association
- ix. Amendment to: Method for voting on by-laws (2-5-13) of to the General By-law No. 1 of the Manitoba Veterinary Medical Association
- x. Amendment to Division 3 – Vacancies and removal of council members of the General By-law No. 1 of the Manitoba Veterinary Medical Association
- xi. All MVMA By-laws be approved as amended

10. New Business

- Items/issues that MVMA members want to discuss with the AGM assembly

11. Passing of the Gavel

12. Adjournment

Appendix B

2022 MVMA AGM - BASICS OF PARLIAMENTARY PROCEDURE

1. Meeting Rules - Pursuant to MVMA By-laws, the rules contained in the current edition of Robert's Rules of Order Newly revised shall govern MVMA in all cases to which they are applicable and in which case they are not inconsistent with the *Veterinary Medical Act*, MVMA By-laws and any special rules of order that MVMA may adopt.

2. One speaker at a time - Only one person may speak at a time. A member may type and submit a comment. The comment will be read by a staff member.

3. Limited speaking time per member - On any given motion or topic, each member may speak only twice, for up to the MVMA designated time of three minutes for the first speech and two minutes for the second. This time cannot be combined, split, shared, or yielded to another member. A member who has not yet spoken has priority over another member who wishes to speak for a second time.

4. Staying on topic -All member speeches must remain strictly on topic. The current topic will be clarified by the chair if necessary. If there is a motion pending, debate is limited to the merits of that motion. Debate may never go into the motives of particular members or become personal in nature.

5. All remarks directed to the chair -All remarks must always be directed to the chair. No member may speak directly to nor address another member or members, except for the chair.

6. Motions -A motion is a formal proposal (the "question") to the assembly to make a decision or take an action. A motion is 1) made by a member, 2) seconded by another member, 3) stated by the chair, 4) debated by the members, 5) re-stated (or "put") by the chair, 6) then voted upon by the members. All questions are decided by a majority vote of those members present and voting unless otherwise indicated. A majority is more than half of the members present and voting.

7. Debate - The member who introduces a motion is entitled to speak first in debate if he/she so desires. To engage in debate, please type your comment in the bar to the right of the video stream. If you have a longer comment, please send a question mark "?" so we know to wait for your full comment. Your name will automatically be associated with your comment, and will be read with your comment by a staff person.

8. Amendments -Any member who believes the pending motion should be modified before it is voted upon may move an amendment to that motion. The motion to amend is processed in the same way as any other motion. While the amendment is being processed, the underlying motion is temporarily set aside. After the vote is taken on the motion to amend, the debate on the underlying motion (as amended or not) resumes.

9. Voting - A window will appear on your screen with the item you are voting on. Please cast your vote by clicking on the desired option and then wait for the results.

10. Points of Order -A point of order may be raised if the parliamentary procedure rules appear to have been broken. The point is resolved before business continues.

Appendix C

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Financial Statements

Year Ended June 30, 2021

(Unaudited)

INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the Members of The Manitoba Veterinary Medical Association

We have reviewed the accompanying financial statements of The Manitoba Veterinary Medical Association that comprise the statement of financial position as at June 30, 2021 and the statements of revenues and expenditures, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.


(continues)

Independent Practitioner's Review Engagement Report to the Members of The Manitoba Veterinary Medical Association *(continued)*

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that these financial statements do not present fairly, in all material respects, the financial position of The Manitoba Veterinary Medical Association as at June 30, 2021, and the results of its operations and its cash flows for the year then ended in accordance with the Canadian accounting standards for not-for-profit organizations.

Winnipeg, Manitoba
October 8, 2021

A handwritten signature in cursive script, appearing to read "J. Burrows".

Chartered Professional Accountants Inc.

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Statement of Financial Position

June 30, 2021

(Unaudited)

	2021	2020
ASSETS		
CURRENT		
Cash (Note 4)	\$ 627,163	\$ 566,412
Accounts receivable	22,122	41,908
Goods and services tax recoverable	401	156
Prepaid expenses	17,708	16,228
	667,394	624,704
FIXED ASSETS (Note 5)	82,594	98,070
LOANS AND NOTES RECEIVABLE (Note 6)	35,000	35,000
LONG TERM INVESTMENTS (Note 7)	368,852	367,576
	\$ 1,153,840	\$ 1,125,350
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 11,177	\$ 9,454
Deferred income	269,981	258,602
Current portion of long term debt (Note 8)	9,450	9,450
	290,608	277,506
LONG TERM DEBT (Note 8)	48,035	57,486
	338,643	334,992
NET ASSETS		
Unrestricted funds	498,487	352,586
Investment in fixed assets	82,594	98,070
Internally restricted legal fund (Schedule 2) (Note 11)	234,116	339,702
	815,197	790,358
	\$ 1,153,840	\$ 1,125,350

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Statement of Revenues and Expenditures

Year Ended June 30, 2021

(Unaudited)

	2021	2020
REVENUES		
Advertising revenues	\$ 2,692	\$ 4,193
Allowance - CVMA insurance program	10,377	10,722
Association membership dues	482,251	464,756
Association membership dues - legal	2,888	11,815
Association membership dues - marketing	14,080	13,600
Central Canadian Veterinary Conference	-	196,534
Clinic inspections	18,455	16,850
Commissions - CVMA (Note 9)	5,455	5,257
Consulting fees	235	2,059
Continuing education	3,555	9,226
Directory advertising	1,079	1,000
Exam revenue	6,850	6,375
Fees - specialty clinics	665	577
MVTA Rent income	3,000	3,250
Other	1,545	3,205
The Post	52,937	23,552
	606,064	772,971
EXPENSES (Schedule 1)	588,663	646,800
EXCESS OF REVENUES OVER EXPENSES FROM OPERATIONS	17,401	126,171
OTHER INCOME		
Covid temporary wage subsidy income	6,028	-
Mutual fund distribution income	1,276	5,338
Interest income	134	116
	7,438	5,454
EXCESS OF REVENUES OVER EXPENSES	\$ 24,839	\$ 131,625

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Statement of Changes in Net Assets

Year Ended June 30, 2021

(Unaudited)

	Unrestricted Funds	Investment in Fixed Assets	Internally Restricted Legal Fund	2021	2020
NET ASSETS - BEGINNING OF YEAR	\$ 352,586	\$ 98,070	\$ 339,702	\$ 790,358	\$ 658,733
Excess of revenues over expenses	41,786	(16,947)	-	24,839	131,625
Asset additions	(1,471)	1,471	-	-	-
Council approved transfers (Schedule 2)	(2,888)	-	2,888	-	-
Interest income (Schedule 2)	(69)	-	69	-	-
Disciplinary legal fees (Schedule 2)	108,543	-	(108,543)	-	-
NET ASSETS - END OF YEAR	\$ 498,487	\$ 82,594	\$ 234,116	\$ 815,197	\$ 790,358

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Statement of Cash Flow

Year Ended June 30, 2021

(Unaudited)

	2021	2020
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 24,839	\$ 131,625
Item not affecting cash:		
Amortization of fixed assets	16,947	17,865
	41,786	149,490
Changes in non-cash working capital:		
Accounts receivable	19,786	(16,301)
Goods and services tax payable	(245)	388
Prepaid expenses	(1,480)	12,451
Accounts payable and accrued liabilities	1,722	(5,244)
Deferred income	11,379	14,050
	31,162	5,344
Cash flow from operating activities	72,948	154,834
INVESTING ACTIVITIES		
Purchase of fixed assets	(1,471)	(3,200)
Increase in marketable securities	(1,276)	(5,338)
Cash flow used by investing activities	(2,747)	(8,538)
FINANCING ACTIVITY		
Repayment of long term debt	(9,450)	(9,450)
INCREASE IN CASH FLOW	60,751	136,846
CASH - BEGINNING OF YEAR	566,412	429,566
CASH - END OF YEAR	\$ 627,163	\$ 566,412

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Notes to Financial Statements

Year Ended June 30, 2021

(Unaudited)

1. PURPOSE OF THE ASSOCIATION

The Manitoba Veterinary Medical Association (MVMA) is the regulatory and professional organization for the veterinary profession in Manitoba. The mission of MVMA is to provide regulatory governance and to empower our members to champion the art and science of veterinary medicine. Legislated by the Province of Manitoba's Veterinary Medical Act, the MVMA is supported by its over 800 veterinarian and veterinary technologist members. Members come to MVMA to obtain and renew their licenses/registrations. The MVMA also regulates the practice of veterinary medicine in Manitoba and ensures that Manitobans have access to qualified veterinary care. Finally, the organization advocates for animal health, grows public awareness of veterinary medicine and keeps members informed and connected to national and international veterinary communities.

The Association is a non-share, not-for-profit organization incorporated provincially under the Corporations Act of Manitoba. As a registered charity the organization is exempt from the payment of income tax under Section 149(1) of the Income Tax Act.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO) and, in management's opinion, with consideration of materiality and within the framework of the following accounting policies:

Fund accounting

The Manitoba Veterinary Medical Association follows the deferral method of accounting for contributions whereby restricted contributions related to expenses of future periods are deferred and recognized as revenue in the period in which the related expenses are incurred or in which the related event occurs. Deferred contributions pertaining to the purchase of fixed assets are amortized using the same methods and rates as the fixed assets acquired. The Association maintains three funds as follows:

Unrestricted Net Assets

The unrestricted net assets are comprised of the net unrestricted revenues and expenses.

Invested in Fixed Assets

The invested in fixed assets are comprised of the net revenues and expenses specifically relating to investments in fixed assets.

Internally Restricted - Legal Fund

The internally restricted - legal fund is comprised of the net revenues and expenses to finance legal expenses related to peer review, Practice Inspections, Practice Standards (PIPS), and safeguarding the profession.

(continues)

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Notes to Financial Statements

Year Ended June 30, 2021

(Unaudited)

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Contributed services

No amount has been reflected in the statements for contributed services since no objective basis is available to measure the value of such services. Nevertheless, a substantial number of volunteers have contributed significant amounts of their time in the Association's activities.

Long term investments

Long-term investments for which there are quoted prices in an active market are carried at fair value. Unrealized gains or losses are reported as part of excess (deficiency) of revenue over expenses.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Fixed assets

Fixed assets are stated at cost less accumulated amortization. Fixed assets are amortized over their estimated useful lives at the following rates and methods:

Computer equipment	45% to 55%	declining balance method
Furniture and fixtures	20%	declining balance method
Leasehold improvements	10 years	declining balance method
Signage	20%	declining balance method

Fixed assets acquired during the year but not placed into use are not amortized until they are placed into use. Fixed assets are amortized at one-half the normal rate in the year of acquisition.

Revenue recognition

The organization follows the deferral method of accounting for contributions.

- services provided to members; association dues, invoiced to members on a calendar year basis, are reported as income for the period to which they pertain,
- there is clear evidence that an arrangement exists
- amounts are fixed or can be determined
- the ability to collect is reasonably assured.

(continues)

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Notes to Financial Statements

Year Ended June 30, 2021

(Unaudited)

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Financial instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Financial instruments measured at fair value consists of long term investments.

Financial instruments measured at amortized cost consists of accounts receivable, goods and services tax recoverable, loan receivable, accounts payable and accrued liabilities and long term debt.

3. FINANCIAL INSTRUMENTS

The organization is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the organization's risk exposure and concentration as of June 30, 2021.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The organization is exposed to this risk mainly in respect of its receipt of funds from its customers and other related sources, long-term debt, and accounts payable.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. The organization is mainly exposed to other price risk.

4. CASH

Cash is comprised of bank balances in both chequing and savings accounts. Both bank balances generate interest at rates of 0.0245% (0.0245% in 2020) for balances \$25,000 and over.

Cash includes an internally restricted fund of \$234,116 (\$339,702 in 2020) for purposes of legal expenses that may be incurred by the Association for peer review, PIPS, and safeguarding the profession.

The Association holds substantially all of its cash balance with one financial institution. The cash balance is in excess of the Canadian Deposit Insurance Corporation amount of \$100,000 increasing a cash concentration risk with a risk of loss.

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Notes to Financial Statements

Year Ended June 30, 2021

(Unaudited)

5. FIXED ASSETS

	Cost	Accumulated amortization	2021 Net book value
Computer equipment	\$ 39,657	\$ 36,988	\$ 2,669
Furniture and fixtures	50,149	34,564	15,585
Leasehold improvements	106,997	42,799	64,198
Signage	3,806	3,664	142
	\$ 200,609	\$ 118,015	\$ 82,594

	Cost	Accumulated amortization	2020 Net book value
Computer equipment	\$ 38,186	\$ 34,673	\$ 3,513
Furniture and fixtures	50,149	30,668	19,481
Leasehold improvements	106,997	32,099	74,898
Signage	3,806	3,628	178
	\$ 199,138	\$ 101,068	\$ 98,070

6. LOAN RECEIVABLE

Loan receivable consists of an agreement with the Canadian Animal Blood Bank Inc. (CABB). The loan approved by the Board of Directors of MVMA, is non-interest bearing, unsecured and repayable with annual payments of \$7,000 commencing in 2024 and concluding in 2028.

7. LONG TERM INVESTMENTS

Long term investments consist of an investment savings mutual fund with a cost of \$368,853 (\$367,576 in 2020) and a market value of \$368,853 (\$367,576 in 2020).

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Notes to Financial Statements

Year Ended June 30, 2021

(Unaudited)

8. LONG TERM DEBT

	2021	2020
Western Drug Distribution Center loan bearing interest at 0% per annum, repayable in monthly blended payments of \$788. The loan matures on August 2, 2027.	\$ 57,485	\$ 66,936
Amounts payable within one year	(9,450)	(9,450)
	<u>\$ 48,035</u>	<u>\$ 57,486</u>

Principal repayment terms are approximately:

2022	\$ 9,450
2023	9,450
2024	9,450
2025	9,450
2026	9,450
Thereafter	<u>785</u>
	<u>\$ 48,035</u>

9. CVMA MEMBERSHIPS DUES

The MVMA provides collection services to the Canadian Veterinary Medical Association (CVMA). Professional dues collected for and remitted to the CVMA totalled \$133,980 (\$131,428 - 2020). These "custodial" transactions are excluded from presentation on the "Statement of Revenues and Expenditures". The Association receives approximately 4% (2020 - 4%) collection fee for this service from its national association, \$5,455 (\$5,257 - 2020).

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Notes to Financial Statements

Year Ended June 30, 2021

(Unaudited)

10. LEASE COMMITMENTS

The Association is in an office space lease with Midwest Veterinary Purchasing Cooperative Ltd. over a 10-year term which commenced July 1, 2017 and terminates July 31, 2027.

The Association leases a copier/printer on a 5 year term which commenced August 2020 and terminates August 2025. Payments are quarterly at a rate of \$683. In addition, there is a maintenance fee based on number of prints and is fixed over the term of the lease.

Future minimum lease payments as at June 30, 2021, are as follows:

	Office Lease	Office Equipment	Total
2022	\$ 45,225	\$ 2,733	\$ 47,958
2023	45,225	2,733	47,958
2024	49,275	2,733	52,008
2025	49,275	2,733	52,008
2026	49,275	-	49,275
Thereafter	53,381	-	53,381
	\$ 291,656	\$ 10,932	\$ 302,588

11. INTERNALLY RESTRICTED - LEGAL FUND

In 1997, the Province of Manitoba indicated that it wished to transfer responsibilities of the Veterinary Medical Board to the Manitoba Veterinary Medical Association. The Board oversaw the annual registration of veterinarians, the inspection of clinics, conducted investigations into complaints against veterinarians and conducted discipline hearings. The Province of Manitoba introduced legislation that transferred the Board's functions to the MVMA. There was an unrestricted contribution of \$90,000 from the Manitoba Government to the MVMA. These funds and related interest were moved into an internally restricted 'legal fund' in 2010.

An MVMA Council resolution was passed in 2017, that stated the fund will be grown to a maximum of \$350,000 through member dues (transactions are detailed in Schedule 2).

In 2020, the MVMA Council decided to suspend the member legal fee (\$5 for veterinary technologists and \$25 for veterinarians). This decision was in consideration of the potential impact of the Novel Covid-19 pandemic on members and veterinary clinics as well as council's decision to make a larger than usual contribution to the legal fund in June 2020.

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Notes to Financial Statements

Year Ended June 30, 2021

(Unaudited)

12. MARKETING ALLOCATION

An MVMA Council budgeting item was discussed in 2018 to implement a marketing fund to be collected via a \$25 per member annual fee. No separate bank account will be set up and the amounts are part of unrestricted general revenues and expenses.

	2021	2020
Opening balance	\$ (25,573)	\$ (15,481)
Funds collected	14,080	13,600
Marketing expenses	(2,593)	(23,692)
Deficiency of Marketing Fund	\$ (14,086)	\$ (25,573)

13. COVID IMPACTS

The Novel Covid-19 pandemic has already and will continue to have economic and industry implications beyond the control of the association. The association has put into place certain plans to keep the workplace, staff, members and clients safe. Events such as the annual CenCan Conference and Strategic Planning events were cancelled for the current year, potentially cancelled for future years and have impacted the association's revenue.

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Expenses

(Schedule 1)

Year Ended June 30, 2021

(Unaudited)

	2021	2020
Accounting fees	\$ 7,100	\$ 6,305
Advertising and promotion	2,593	23,692
Amortization	16,947	17,865
Central Canadian Veterinary Conference expenses	17,921	134,207
Clinic inspections	11,535	10,056
Continuing education	5,273	10,552
Council and committee expenses	4,829	7,686
Credit card charges	15,510	17,209
Equipment rentals	3,127	5,145
Exams	150	3,238
Governance and voting	1,370	1,410
Human resources - general	21,310	1,919
Insurance	5,505	5,325
Interest and bank charges	1,057	1,103
Legal fees	130,819	41,256
MVMA meetings	9,430	19,352
New furniture and fixtures	-	562
Newsletter	554	636
Office	13,121	15,321
Payroll service fees	962	965
Postage and courier	2,926	1,894
Rent and expense sharing	45,225	45,225
Repairs and maintenance	3,702	3,342
Salaries and wages	254,058	250,404
Scholarships	3,150	3,150
Staff training	-	471
Strategic planning	-	7,219
Technology	5,343	3,739
Telephone	2,607	3,940
WCVM support	2,539	2,700
Western President's meeting	-	912
	\$ 588,663	\$ 646,800

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Transfers to (from) Internally Restricted Legal Fund

(Schedule 2)

Year Ended June 30, 2021

(Unaudited)

	2021	2020
Funds Transferred from Unrestricted Funds to Internally Restricted Legal Fund		
Member contributions	\$ 2,888	\$ 11,815
Additional contributions approved by MVMA Council	-	38,185
Interest income	69	59
	2,957	50,059
Funds Transferred to Unrestricted Funds from Internally Restricted Legal Fund		
Disciplinary legal fees	(108,543)	-
Net increase (decrease) in Internally Restricted Legal Fund	\$ (105,586)	\$ 50,059

Appendix D

Proposed section 4.6.2 of the General By-law No. 1 of the Manitoba Veterinary Medical Association:

Telemedicine

4-6-2.1 A Practicing Veterinarian Member may establish a VCPR without a hands-on examination of an animal and/or visiting the premises where the animal is kept only if the member documents a compelling justification and rationale for why establishing VCPR solely via telemedicine is needed. Further:

- A. The member cannot prescribe any Control Substances, Benzodiazepines or class-Z drugs when the VCPR that is established solely through Telemedicine.
- B. The veterinarian providing Telemedicine in Manitoba must be licensed in Manitoba.
- C. A VCPR cannot be established for a group of animals (for example a herd, flock, or school) of animals via telemedicine.
 - 1) A VCPR can be established via telemedicine alone if the animals are intended for personal use only and there is not reasonable access to veterinary care.
- D. The veterinarian must be practicing out of an MVMA PIPS Inspected Practice that holds a valid Telemedicine Permit.
- E. When practicing via telemedicine, the veterinarian must:
 - 1) Disclose their identity, location and licence status;
 - 2) Confirm the identity of the client and animal(s);
 - 3) Consider the existing health status of the animal or group of animals, the specific health needs and specific circumstances, and only use telemedicine if the risks do not outweigh the potential benefits;
 - 4) Identify what resources (e.g. information and communication technology, equipment, support staff, etc.) are required, and only proceed if those resources are available and can be used effectively;
 - 5) Ensure the reliability, quality and timeliness of the information obtained;
 - 6) Protect the privacy and confidentiality of the client's and animal(s) information, inclusive of evaluating the technology and the physical setting;
 - 7) Ensure the physical setting in which the care is being delivered is appropriate and safe, including having a plan to manage adverse events and/or emergencies;
 - 8) Explain to the client any limitations of proceeding with telemedicine to provide the veterinary services required; and,
 - 9) Provide access to in-person follow-up care in Manitoba.

Proposed section 2.5.13 of the Practice Inspection and Practice Standards By-Law of the Manitoba Veterinary Medical Association:

2.5.13 Telemedicine Permit

- a. A veterinary practice that holds an Inspection Certificate under section 2.1.1 may apply to the Registrar for a Telemedicine Permit.
- b. Each veterinary practice that holds a Telemedicine Permit must provide a copy of all telemedicine records to an MVMA Inspector upon request for audit. The veterinary practice must pay a Telemedicine Audit fee for each audit.

Appendix E



Appendix A

CODE OF ETHICS- MOTIONS

Proposed Amendments

Proposed New By-Laws

- i. Retaliation
- ii. Use of Title
- iii. Duty to Report
- iv. Communications between members

Proposed Amendments

- v. Informed Consent
- vi. No Guarantee of a Cure
- vii. Competent Practice
- viii. Conflict of Interest
- ix. Do not criticize the work of another member
- x. Confidentiality
- xi. Advertising

Proposed Substitution

- xii. Code of Ethics

PROPOSED NEW BY-LAWS

i. **Proposed By-law- Retaliation- to MVMA General By-Law No 1- Division 5**

Motion: Motion to adopt the following By-Law in section 4-5-3 the MVMA By-Law No. 1:

Retaliation against complainant constitutes professional misconduct

4-5-3 A member engages in professional misconduct when the member takes a reprisal against another member for filing a complaint.

ii. **Proposed By-law – Informed Consent- to MVMA General By-Law No 1- Division 6**

Motion: Motion to adopt the following By-Law in section 4-6-13 the MVMA By-Law No. 1:

Informed Consent

4-6-13 Prior to treating an animal, the Practicing Veterinarian Member must first communicate to the client the potential risks and benefits of treatment and obtain the clients informed consent to treatment.

- a) In the event of urgent and unexpected treatment, a Practicing Veterinarian Member may provide veterinary services without informed consent. The Practicing Veterinarian Member must inform the client of services provided and obtain informed consent on an ongoing basis once the Practicing Veterinarian Member is practicably able to do so.

iii. **Proposed By-law – Use of Title- to MVMA General By-Law No 1- Division 6**

Motion: Motion to adopt the following By-Law in section 4-6-14 the MVMA By-Law No. 1:

Use of Title

4-6-14 Members shall not mislead, misrepresent or otherwise confuse the public through their use of titles and/or credentials.

- A. No members shall represent or imply in any way that they are “specialists” or have “board specializations” or are “diplomates” in a specific species or specific discipline if they are not appropriately recognized and credentialed by The American Board of Veterinary Specialties for the specific species or for the specific discipline.

iv. **Proposed By-law – Duty to report- to MVMA General By-Law No 1- Division 6**

Motion: Motion to adopt the following By-Law in section 4-6-15 the MVMA By-Law No. 1:

Duty to Report

4-6-15 A member who reasonably believes that another member of the MVMA is unfit to practise, incompetent or unethical should disclose that belief to the registrar, along with the name of the other member and particulars of the suspected disorder, illness, lack of fitness to practise, incompetency or unethical behaviour. No member shall retaliate against the member who makes a report under this rule.

v. **Proposed By-law – Communications between Members- to MVMA General By-Law No 1- Division 6**

Motion: Motion to adopt the following By-Law in section 4-6-16 the MVMA By-Law No. 1:

Communications between Members

4-6-16 Members will communicate with other members in a respectful and collegial manner, putting the health and welfare of the animal first.

PROPOSED BY-LAW AMENDMENTS

vi. Proposed Amendment – No Guarantee of a Cure- to MVMA General By-Law No 1- Division 6

i. **Motion:** Motion to repeal By-Law B.6 of the Code of Ethics and insert the following into section 2.6.17 of the MVMA By-Law No. 1:

No Guarantee of a Cure

2-6-17 No member shall make claims to guarantee a cure

Documentation

Repeal By-law 6 of the Code of Ethics and Propose By-law to MVMA By-law No.1, Section 2-6-17	
<p>Current By-law B.6 of the Code of Ethics</p> <p>No member shall guarantee a cure.</p>	<p>Proposed By-law to MVMA By-law No.1, Section 2-6-17</p> <p>No Guarantee of a Cure</p> <p>2-6-17 No member shall make claims to guarantee a cure</p>

ii. Proposed Amendment – Competent Practice- to MVMA General By-Law No 1- Division 6

Motion: Motion to repeal By-Law A.2 and B.5 of the Code of Ethics and insert the following into section 2.6.18 of the MVMA By-Law No. 1:

Competent Practice

2-6-18 A member may only engage in the practice of veterinary medicine when competent to do so. Competence goes beyond formal qualification of the veterinarian to practise veterinary medicine. It has to do with the sufficiency of the veterinarian’s qualification to deal with the matter in question and includes knowledge and skill and the ability to use them effectively in the interest of the client. When a matter is beyond the competence of the member, the member has a duty to either

- a. refer the client/patient to another member who is competent to handle the matter, or,
- b. consult with a member or veterinarian registered in another regulated jurisdiction. After receiving the consultation, if the matter

remains outside of the members competence, the member must make a referral under section (a).

Documentation

Repeal By-law A.2 and B.5 of the Code of Ethics and Propose By-law to MVMA By-law No.1, Section 2-6-18	
<p>Current By-law A.2 of the Code of Ethics Members have the responsibility of being competent to perform the veterinary services which they undertake on behalf of their clients.</p> <p>Commentary:</p> <p style="padding-left: 40px;">a) Competence goes beyond formal qualification of the veterinarian to practise veterinary medicine. It has to do with the sufficiency of the veterinarian’s qualification to deal with the matter in question and includes knowledge and skill and the ability to use them effectively in the interest of the client.</p> <p>By-law B.5 of the Code of Ethics</p> <p>All members must be alert to recognize when they lack the competence to perform a particular task and the disservice they would do their client if they undertook that task.</p> <p>Commentary: a) Veterinarians should recognize their limitations and when indicated, recommend to their client that other options and services should be obtained.</p>	<p>Proposed By-law to MVMA By-law No.1, Section 2-6-18</p> <p>Competent Practice 2-6-18 A member may only engage in the practice of veterinary medicine when competent to do so. Competence goes beyond formal qualification of the veterinarian to practise veterinary medicine. It has to do with the sufficiency of the veterinarian’s qualification to deal with the matter in question and includes knowledge and skill and the ability to use them effectively in the interest of the client. When a matter is beyond the competence of the member, the member has a duty to either</p> <p style="padding-left: 40px;">a. refer the client/patient to another member who is competent to handle the matter, or,</p> <p style="padding-left: 40px;">b. consult with a member or veterinarian registered in another regulated jurisdiction. After receiving the consultation, if the matter remains outside of the members competence, the member must make a referral under section (a).</p>

iii. Proposed Amendment – Conflict of Interest- to MVMA General By-Law No 1- Division 6

Motion: Motion to repeal By-Law B.4 of the Code of Ethics and insert the following into section 2.6.19 of the MVMA By-Law No. 1:

Members Must Avoid Conflicts of Interest

2-6-19 Members must make reasonable efforts to avoid conflicts of interest.

a. When a Practising Veterinarian Member is employed by the buyer to inspect an animal for soundness the Practising Veterinarian Member must be a just and honest referee.

Documentation

Repeal By-law B.4 of the Code of Ethics and Propose By-law to MVMA By-law No.1, Section 2-6-19	
<p>Current By-law B.4 of the Code of Ethics</p> <p>Fraud When employed by the buyer to inspect an animal for soundness, it is unethical to accept a fee from the seller. The acceptance of such a fee is prima facie evidence of fraud. On the other hand, it is deemed unethical to criticize unfairly an animal about to be sold. The veterinarian’s duty in this connection is to be a just and honest referee. Commentary: a) As a member of the veterinary profession, a veterinarian purports to be knowledgeable, skilled and capable in the practice of veterinary medicine. Accordingly, a client is entitled to assume that a veterinarian is capable of fulfilling any veterinary task or procedure undertaken on the client’s behalf. b) It follows that veterinarians should not undertake a case unless they honestly believe that they are competent to handle it or that they can become competent without undue delay or risk to the patient or expense to their client.</p>	<p>Proposed By-law to MVMA By-law No.1, Section 2-6-19</p> <p>Members Must Avoid Conflicts of Interest 2-6-19 Members must make reasonable efforts to avoid conflicts of interest.</p> <p>a. When a Practising Veterinarian Member is employed by the buyer to inspect an animal for soundness the Practising Veterinarian Member must be a just and honest referee.</p>

<p>c) Veterinarians who are incompetent do their clients a disservice, bring discredit on their profession and may injure or harm animals entrusted to them.</p>	
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iv. Proposed Amendment – Communication between Members- to MVMA General By-Law No 1- Division 6

- i. **Motion:** Motion to repeal By-Law B.1.A , B.2.A and B.2.C of the Code of Ethics and insert the following into section 2.6.20 of the MVMA By-Law No. 1:

Do not criticize the work of another member

2-6-20 A member shall not criticize the veterinary service provided by another member to a client or the public.

Documentation

<p>Repeal By-law B.1.A, B.2.A, and B.2.C of the Code of Ethics and Propose By-law to MVMA By-law No.1, Section 2-6-20</p>	
<p>Current By-law B.1.A of the Code of Ethics</p> <p>The veterinarian should first of all be a good citizen. No act should be committed that will reflect unfavorably upon the profession. Each member should build a professional reputation based on ability and integrity. No member shall belittle or injure the profession or condemn the character of another member’s professional acts.</p> <p>Current By-law B.2.A of the Code of Ethics</p> <p>When a fellow practitioner, laboratory veterinarian, government or industry employed veterinarian is called into consultation by the attending veterinarian, discussions with the client regarding the case shall be handled in such a manner as to avoid criticism of the attending veterinarian.</p> <p>Current By-law B.2.C of the Code of Ethics</p>	<p>Proposed By-law to MVMA By-law No.1, Section 2-6-20</p> <p>Do not criticize the work of another member</p> <p>2-6-20 A member shall not criticize the veterinary service provided by another member to a client or the public.</p>

<p>Consultations should be conducted in such a spirit of veterinarian as to ensure the client’s confidence in the veterinary profession.</p>	
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ii. Proposed Amendment – Confidentiality- to MVMA General By-Law No 1- Division 6

iii. **Motion:** Motion to repeal By-Law 6 of the Code of Ethics and insert the following into section 2.6.21 of the MVMA By-Law No. 1:

Confidentiality

2-6-21 Members must keep information about clients and patients confidential may only disclose confidential information:

- a) With the consent of the client
- b) Under a statutory obligation to do so
- c) Where there is a significant risk to human health and/or animal health/welfare

Documentation

<p>Repeal By-law 6 of the Code of Ethics and Propose By-law to MVMA By-law No.1, Section 2-6-21</p>	
<p>Current By-law B.8 of the Code of Ethics</p> <p>Veterinarians have a duty to hold in strict confidence all information acquired in the course of their professional activities and should not divulge any such information unless authorized by their client or required by law to do so.</p>	<p>Proposed By-law to MVMA By-law No.1, Section 2-6-21</p> <p>Confidentiality</p> <p>2-6-21 Members must keep information about clients and patients confidential may only disclose confidential information:</p> <ul style="list-style-type: none"> a) With the consent of the client b) Under a statutory obligation to do so c) Where there is a significant risk to human health and/or animal health/welfare

iv. Proposed Amendment – Advertising- to MVMA Practice Inspection Practice Standards By-law

Motion: Motion to repeal By-Law A.2 and B.5 of the Code of Ethics and insert the following into section 2.7.1.6 of the MVMA By-Law No. 1:

2.7.1.6 No member shall publish, display, distribute or use, or permit, directly or indirectly, the publication, display, distribution or use of any advertisement, announcement or similar form of communication related to the member’s professional services or ancillary services or to a member’s association with, or employment by, any person, or thing, except as permitted by the following:

Except as provided in this Part, a member may communicate factual, accurate and verifiable information that a reasonable person would consider relevant in the choice of a veterinarian, including the availability of ancillary services that is not false, misleading or deceptive by the inclusion or omission of any information.

All advertisements, announcements, displays or similar forms of communication used must be stored in either paper or electronic format by the veterinary clinic/hospital for at least one year.

Repeal By-law A.2 and B.5 of the Code of Ethics and Propose By-law to MVMA Practice Inspection Practice Standards By-Law 2.7.1	
<p>Current By-law B.3 of the Code of Ethics</p> <p>Advertising No member shall publish, display, distribute or use, or permit, directly or indirectly, the publication, display, distribution or use of any advertisement, announcement or similar form of communication related to the member’s professional services or ancillary</p>	<p>Proposed By-law to MVMA By-law No.1, Section 2.7.1.6</p> <p>2.7.1.6 No member shall publish, display, distribute or use, or permit, directly or indirectly, the publication, display, distribution or use of any advertisement, announcement or similar form of communication related to the member’s</p>

<p>services or to a member’s association with, or employment by, any person, or thing, except as permitted by the following:</p> <p>Except as provided in this Part, a member may communicate factual, accurate and verifiable information that a reasonable person would consider relevant in the choice of a veterinarian, including the availability of ancillary services that:</p> <ul style="list-style-type: none"> a) Is not false, misleading or deceptive by the inclusion or omission of any information. b) Contains no testimonial or comparative statements related to standard of practice or competence. <p>All advertisements, announcements, displays or similar forms of communication used must be stored in either paper or electronic format by the veterinary clinic/hospital for at least one year.</p>	<p>professional services or ancillary services or to a member’s association with, or employment by, any person, or thing, except as permitted by the following:</p> <p>Except as provided in this Part, a member may communicate factual, accurate and verifiable information that a reasonable person would consider relevant in the choice of a veterinarian, including the availability of ancillary services that is not false, misleading or deceptive by the inclusion or omission of any information.</p> <p>All advertisements, announcements, displays or similar forms of communication used must be stored in either paper or electronic format by the veterinary clinic/hospital for at least one year.</p>
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PROPOSED SUBSTITUTION

v. Proposed Substitution of the Code of Ethics

Motion:

Motion to substitute the MVMA Code of Ethics as approved by membership of the MVMA on February 3, 2012 with the new Code of Ethics found on the following page.



MANITOBA VETERINARY MEDICAL ASSOCIATION

CODE OF ETHICS

Preamble - Members of the MVMA engage in principle-based ethical practice of veterinary medicine. These principles promote the ethical provision of veterinary service. Members of the MVMA uphold the following core ethical principles:

INTEGRITY

Members demonstrate integrity when they:

- Are accountable to their clients, patients, and the public at large.
 - Are honest in their communications.
 - Identify and avoid conflicts of interest.
 - Maintain the trust of clients and society.
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COMPASSION

Members demonstrate compassion when they:

- Approach their clients and patients with compassion.
 - Treat themselves with compassion and practice self-care.
 - Treat fellow members and colleagues with compassion.
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RESPECT

Members demonstrate respect when they:

- Extend respect to clients, patients, colleagues, other health professionals and the public.
 - Display respect for clients through open communication and informed consent.
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IMPARTIALITY

Members demonstrate impartiality when they:

- Uphold human dignity. No member shall discriminate on grounds of race, gender, economic status, religion, politics, disability, marital status, or sexual orientation.
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ANIMAL WELFARE & ANIMAL HEALTH

Members uphold animal welfare and animal health when they:

- Promote animal health.
 - Acknowledge that the welfare of animals is a central role for practice.
 - Report animal abuse and reportable diseases.
 - Recognize a responsibility to improve animal welfare and health.
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COMPETENCE

Members demonstrate competence when they:

- Ensure competence in the practice of veterinary medicine.
 - Practice only within their range of competence.
 - Engage in ongoing continuing education.
 - Demonstrate competence to clients and the public through sharing their knowledge and expertise of animal health, animal welfare and human health.
 - Help to promote the competence of the profession by engaging in mentorship.
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CONFIDENTIALITY

Members demonstrate confidentiality when they:

- Uphold the principle of confidentiality and keep information obtained in their professional dealings confidential. Exceptions exist when appropriate disclosure concerns public health, animal health and/or welfare.
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Appendix F

Division 3 – Vacancies and removal of council members

2-3-1 Removal of council member

Where any elected council member, any council member appointed to fill an elected council member's vacancy, or the immediate past president

~~(a) fails without excuse acceptable to the council in its sole discretion to attend three (3) successive regular meetings of the council;~~

~~(b) fails without excuse acceptable to the council in its sole discretion to attend at least 80% of regular meetings of the council that are convened within a single fiscal year;~~

(c) is found guilty of professional misconduct or conduct unbecoming a member, pursuant to s. 40 of the Act, or any other finding set out in s. 40 of the Act;

(d) is issued a formal caution pursuant to s. 23(1)(c) of the Act;

(e) voluntarily surrenders the member's certificate of registration or licence pursuant to s. 23(1)(e) of the Act;

(f) is convicted of an offence punishable by more than six (6) months imprisonment or is sentenced to a term of imprisonment, whether conditional or otherwise;

(g) has his or her registration or licence suspended pursuant to s. 21.1 or 29(1) of the Act; or,

(h) is found by a court to be of unsound mind,

he or she then ceases to be a council member.

Obligation of council member entering into an agreement under s. 23(1)(d) of the Act

2-3-2 Where any elected council member, any council member appointed to fill an elected council member's vacancy, or the immediate past president enters into an agreement with the Complaints Committee pursuant to s. 23(1)(d) of the Act, that member must, within 30 days after having entered into such an agreement, either resign his or her membership in the council, or must inform the President that he or she has entered into such an agreement. Where the council member also is the President, the council member must inform the Vice-President that he or she has entered into an agreement pursuant to s. 23(1)(d) of the Act. Where the council member fails, within 30 days after having entered into such an agreement, either to resign his or her membership in the council or to inform the President or the Vice-President, as the case may be, that he or she has entered into an agreement pursuant to s. 23(1)(d) of the Act, the Registrar shall inform the President or the Vice-President, as the case may be, of that fact.

Council to vote on removal of council member who has entered into an agreement under s. 23(1)(d) of the Act

2-3-3 Where, in accordance with s. 2-3-2 of this by-law, a member or the Registrar informs the President or Vice-President, as the case may be, that the member has entered into an agreement pursuant to s. 23(1)(d) of the Act, the council shall, as reasonably soon as possible, vote on whether or not to remove the member from membership in the council. Where a majority of the council voting on the resolution approves the removal of the member from membership in the council, the member then ceases to be a council member.

Breach of the Council Code of Conduct

2-3-4 Any council member may make a motion to find a Council Member in breach of the Council Code of Conduct.

2-3-5 If a council member is found to be in breach of the Council Code of Conduct by a majority vote of the council members voting on the matter, a council may resolve by motion to take any of the following actions:

- a) Reprimand the council member;
- b) Require the council member to issue a public apology;
- c) Remove the council member (the member then ceases to be a council member).

Report to the minister about public representative

2-3-46 Where a majority of the President, the Vice-President, and the immediate past president determine in their sole discretion that the conduct of a public representative council member unfavourably reflects upon the association or any of its officers, council members, staff, or members, the President may report the conduct to the minister.

Filling of vacancies

2-3-5 Other than a vacancy in a public representative position, the council must fill the vacancy on the council pursuant to s. 6(10) of the Act.