



MVMA Annual General Meeting

Friday, January 20th, 2023, 7:00 p.m. – 8:41 p.m.
Virtual Meeting

Present MVMA Members:

Paytan Addley, Annette Altstadt Gilfix, Elizabeth Andree, Samantha Andrew, Elnaz Azad, Chris Bell, Charlene Berkvens, Tanya Bewski, Selena Bjorklund, Mackenzie Blandford, Susan Karlyn Blandford, Mariko Boorberg, Gina Bowen, Melanie Browning, Brenda M. Bryan, Jayme Butler, Julia Butterfield, Madison Cameron, Nadine Carreiro, Ravneet Chahal, Vitalii Cherevko, Elise Clarke, Tim Cloutier, Rialyn Mae Combate, Kaitlynn Cooper, Bradley De Wolf, Coral Doherty, Carly Dreger, Lindsey Dueck, Angela Dwornick, Kim Elphick, Mark Evachewski, Robyn Feltham, Melanie Fetterly, Colleen A. Fisher, Jordan Foxx, Tara Frisch, Shailynn Fuz, Hali Gates, Lesley Goethals, Sheri Gould, Venessa Graydon, Elizabeth Greber, Katherine Green, Michaela Grenier-Kelly, Julie Hamilton, Kelly Hammond, Angela Hand, Waheed Haneef, Emily Heppner, Stephanie Jablonski, Kenneth Johnson, Yael Kaplan, Faith Kazmerowich, Stephanie Kolodka, Kim Kraemer, Caitlyn Kuprowski, Kelly Kuzina, Heather Laurie, Sylvain Le Pape, Jesse-Lee LeBlanc, Christian Legaspi, Grace Link, Alison Litchfield, Pushpinder Mander, Mari Marante, Christy Martens, Kylie McCallum-Andries, Bryan McLean, Lindsay Medwid, Helen M. Metner-Jermey, Hugh Millar, Aaron Mooi, Sarah Morwick, Allison Murray, Barbara A. M. Nelson-Kozack, Jenna Noordenbos, Elizabeth Ostendorf, Mark Oswald, Crystal Pariseau, Aubree-Anna Parker, Lisa Parsonage, Nicole Pelletier, Teja Penner, Valerie Perez, Fanny Peytoureau, Colin Philippot, Marc Philippot, Svetlana Ponsin, Max Popp, Neetesh Prabhakar, Ashley Price, Luke Pura, Carel Reesink, Matthew Remple, Sarah Richards, Lea Riddell, Jenine Robertson, Mercedes Robin, Taylor Robinson, Jenna Rondeau, Krystin Sackmann, Philipp Schott, Caitlin Sewell, Angad Sharma, Nicole Sheedy, Vasyl Shpyrka, Theodore Shwaluk, Lee-Anne Simpson, Valerie L. Smid, Courtney Smith, Cindy Sontag, Iris Sprayberry, Manjit Sra, Marianne Sytnyk, Jill Tait, Amanda Theriault, Kelsey Toole, Kristine E. Torske, Marcelo Valencia, Meaghan Wall, Morgan Wawryk, Hannah Webb, Jena West, Terry Whiting, Garrick (Rick) Wiens, Sheri Woods, Bijan Ziaieardestani, Jamie Zillman

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

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

Present Parliamentarian: Salin Guttormsson

Chairperson: Dr. Keri Hudson Reykdal, 2022 MVMA President

1. Call to Order

Dr. Keri Hudson Reykdal called the meeting to order at 7:05 pm

2. Credentials Report - Quorum: Motion to Adopt

MVMA's Deputy Registrar, Barb Kryzanowski, provided the following credentials report:

- 106 Voting members present.
- 4 Guests present.

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

Melanie Browning RVT moved that the Credentials Report be adopted. The motion was seconded by Dr. Max Popp. No debate. After a vote, 91 in favor, 1 opposed and 2 abstain, the motion was passed. Quorum confirmed.

3. Appointments

Dr. Keri Hudson Reykdal introduced and announced the following:

- Our Recording Secretary is MVMA Staff, Jo-Anne Holod
- The meeting is also being recorded for minute-taking purposes
- We have Amanda of GetQuorum and MVMA Staff, Barb Kryzanowski acting as online poll and chat monitor(s)

- Parliamentarian, Salin Guttormsson

4. Special and Standing Rules of Order: Motions to Adopt

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

Courtney Smith RVT moved that the Special Rules as circulated (Appendix A) be adopted. The motion was seconded by Dr. Hugh Millar that the Special Rules. No debate. After a vote, 92 in favor, 1 opposed and 1 abstain, the motion was passed.

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

Bryan McLean RVT moved that the Standing Rules as circulated in the document entitled "Basics of Parliamentary Procedure" (Appendix B) be adopted. The motion was seconded Dr. Morgan Wawryk. No debate. After a vote, 94 in favor, none opposed and 2 abstain, the motion was passed.

5. Adoption of Agenda

Agenda adopted by consensus (Appendix C)

6. 2023 MVMA Council and Staff

Dr. Hudson 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. Hudson Reykdal introduced the 2023 Council:

- Mackenzie Marks, Incoming 2023 MVMA Vice President, Veterinarian Member from Central Veterinary Services
- Esther Hill, Incoming 2023 Vice-President, Veterinarian Member from Machray Animal Hospital
- Glen Duizer, Veterinarian Member from the Province of Manitoba
- Judy Hodge, Veterinarian Member from Canadian Animal Health Surveillance System
- Rhonda Foote, Veterinary Technologist Member from the Province of Manitoba

- Doug Oliver, Public Representative Member
- Dianne Riding, Public Representative Member
- Morgan Wawryk, Incoming Veterinarian Member from Southglen Veterinary Hospital
- Keri Hudson Reykdal, MVMA Past President, North of 55 Veterinary Services

Farewell to Retiring Council Members:

Dr. Hudson Reykdal recognized and thanked the retiring council members.

- Dr. Allison Pylypjuk, MVMA Past President, Veterinarian Member from Interlake Dairy Services
- Dr. Jillian Preston-Gren, Veterinarian Member from Birchwood Animal Hospital and MVMA Treasurer
- Shey Friesen, Veterinary Technologist Member from Southglen Veterinary Hospital

Introduction of MVMA Staff:

Dr. Hudson Reykdal 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
- Grant Warren, MVMA Communications and Events Specialist
- Sabina Rzazade, MVMA Office Administrator

7. 2022 Reports: Annual, Committee, Council

Dr. Hudson Reykdal stated that the MVMA Annual Report to Membership, 2022 in Review e-report, was provided to members on the MVMA website before the AGM. Dr. Hudson Reykdal 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.

8. 2022 AGM Minutes

The MVMA Council has reviewed and approved the 2022 MVMA AGM minutes and are available to members on the MVMA website.

9. Finances

a. Presentation of Treasure Report

The MVMA's Council Treasurer, Dr. Jillian Preston-Gren presented the treasurer report to membership.

- The responsibilities of the treasurer include:
 - Providing financial oversight through a monthly books review
 - Monthly financial reporting to the MVMA Council
 - Serving as the primary contact for financial related issues
 - Key Council member involved in budget development.
 - Work toward developing a future financial plan for the MVMA
- The MVMA currently uses Scotiabank for day-to-day banking and Scotia McLeod for investments.
 - We have explored financial planning options with them but were unable to find solutions that meet our needs.
- It is my recommendation as outgoing treasurer that the MVMA engage with a professional financial planner who can give our association impartial advice.

b. Presentation of Auditors Report and Financial Statement for Fiscal Year ending June 30, 2022 (Appendix D)

The MVMA's Council Treasurer, Dr. Jillian Preston-Gren presented the auditors report and financial statement to membership, and they also were available to view on the MVMA website.

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

Dr. Jillian Preston-Gren made a motion to adopt the Review Engagement Report and the Financial Statements. No seconder required. No debate. After a vote, 83 in favor, none opposed, 5 abstain, the motion was passed.

c. Auditor for Fiscal Year Ending June 30, 2023: Motion to Appoint

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

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

Dr. Jillian Preston-Gren made a motion to appoint OnBusiness Solution as the MVMA's auditors for the fiscal year ending June 2023. No seconder required. No debate. After a vote, 86 in favor, none opposed, 5 abstain, the motion was passed.

d. Budget 2022-2023

The MVMA treasurer, Dr. Jillian Preston-Gren presented the 2022/2023 budget, which had been approved by the MVMA Council. The budget has been filed.

Dr. Hudson Reykdal thanked Dr. Preston-Gren for serving as the MVMA treasurer.

10. Proposed By-law Amendments: Motions to Approve

Vote #1 – Small Animal Emergency Hospital

- Dr. Mackenzie Marks made a motion on behalf of the MVMA Council to adopt the five additions to the Practice Inspection Practice Standards Bylaw as is articulated in Appendix A of the 2023 MVMA By-Law Booklet. (Appendix E)
- **Voting membership classes:** Practicing veterinarian and non-practicing veterinarian members
- No debate or discussion

Vote occurred. 42 in favour, 1 opposed and 2 abstained. Motion is adopted.

Vote #2 – Internship

- Dr. Mackenzie Marks made a motion on behalf of the MVMA Council to adopt the amendments to Part 2, Division 8 of the MVMA General By-law No1 Internships as set out on pages 7-10 of the Booklet ([Appendix E](#))
- **Voting membership classes:** Practicing veterinarian and non-practicing veterinarian members
- No debate or discussion

Vote occurred. 41 in favour, 3 opposed and 2 abstained. Motion is adopted.

Vote #3 – Board Certification and Residency

- Dr. Mackenzie Marks made a motion on behalf of the MVMA Council to adopt the amendments to Part 2, Division 8 of the MVMA General By-law No1 Board Certification and Residency as set out on pages 13 and 14 of the Booklet. ([Appendix E](#))
- **Voting membership classes:** Practicing veterinarian and non-practicing veterinarian members
- No debate or discussion

Vote occurred. 44 in favour, 2 opposed and 3 abstained. Motion is adopted.

Vote #4 – Apiculture VCPR

- Dr. Mackenzie Marks made a motion on behalf of the MVMA Council to adopt the addition to Part 4 division 6 of MVMA the General By-Law No Apiculture VCPR as is set out on page 16 of the Booklet. ([Appendix E](#))
- **Voting membership classes:** Practicing veterinarian and non-practicing veterinarian members
- No debate or discussion

Vote occurred. 35 in favour, 3 opposed and 3 abstained. Motion is adopted.

Vote #5 – Fees/Membership all members

- Dr. Mackenzie Marks made a motion on behalf of the MVMA Council to adopt the amendments to the MVMA General By-law No1 as is set out in Appendix B of the Booklet. ([Appendix E](#)).
- **Voting membership classes:** Practicing veterinarian, non-practicing veterinarian, practicing veterinary technologist and non-practicing veterinary technologist members
- No debate or discussion

Vote occurred. 83 in favour, 2 opposed and 5 abstained. Motion is adopted.

Vote #6 – Fees/Membership Veterinarians

- Dr. Mackenzie Marks made a motion on behalf of the MVMA Council to adopt the by-law changes to the MVMA General By-Law No 1 as is set out in Appendix C of the 2023 MVMA By-Law Booklet. (Appendix E)
- **Voting membership classes:** Practicing veterinarian and non-practicing veterinarian members
- No debate or discussion

Vote occurred. 42 in favour, 0 opposed and 3 abstained. Motion is adopted.

Vote #7 – Fees/Membership Veterinary Technologists

- Dr. Mackenzie Marks made a motion on behalf of the MVMA Council to adopt the by-law changes to the MVMA General By-Law No 1 as is set out in Appendix D of the 2023 MVMA By-Law Booklet (Appendix E)
- **Voting membership classes:** Practicing veterinary technologist and non-practicing veterinary technologist members
- Melanie Browning RVT, Cindy Sontag RVT and Dr. Colleen Fisher had comments on this amendment.

Vote occurred. 14 in favour, 32 opposed and 1 abstention. Motion is lost.

11. New Business

Dr. Hudson Reykdal confirmed that no new business had been brought forward.

12. Passing of the Gavel

13. Adjournment at 8:41 pm

Appendices:

Appendix A – Special Rules

Appendix B – Basics of Parliamentary Procedure

Appendix C – 2023 MVMA AGM Agenda

Appendix D – Auditors Report

Appendix E – 2023 MVMA Member By-law Booklet

Appendix A



2023 MVMA Virtual Annual General Meeting Rules

Introduction

In ranking order, the rules to ensure effectiveness and fairness of the MVMA AGM are found in:

1. Law: Rules prescribed by applicable legislation: *The Corporations Act* and *The Veterinary Medical Act*
2. Bylaws: Organizational rules relating to the MVMA itself: General By-law No.1
3. Written Rules of Order
 - (i) Parliamentary Authority: RONR
 - (ii) Special Rules: See Below
 - (iii) Standing Rules: See “Basics of Parliamentary Procedure”
 - (iv) Custom: Long-standing practices treated as written rules

The MVMA’s Special and Standing Rules are to be read together.

Adoption of Special Rules requires a 2/3rds vote by Membership.

Adoption of the Standing Rules requires a majority vote by Membership.

Once adopted, Special Rules supersede any conflicting rules set out in RONR or in the Standing Rules.

Special Rules

General

1. The 2023 AGM is being conducted virtually via the GetQuorum platform; it will be recorded for minute-taking purposes.
2. Preparing for participation in the virtual format is the responsibility of Members. To facilitate the smooth transaction of business and in consideration of all Members, technical support on an individual basis during the AGM will not be provided.

Agenda

3. Each Agenda topic will be briefly introduced by the Chair. Members may ask questions on any matter identified in the Agenda. The Chair, or a Council Member, will provide answers. The Chair may also;

- a. permit staff persons and consultants with expertise in the matter to answer; and
- b. exercise discretion to determine the matter will be addressed outside of and following the AGM.

Comment/Debate Time Limits

4. When making comment on any Agenda topic, or in debate on any Motion, Members' time is limited to;
 - a. Firstly: no longer than three [3] minutes to read.
 - b. Secondly: no longer two [2] minutes to read.
5. Debate on all original motions shall be limited to ten [10] minutes.
6. The Chair may extend, or seek Members' permission to extend, the time limits set out above in Rules 4(a) or 4(b).

The Chair may also receive a Motion to extend debate, provided that such a Motion is made before the ten [10] minutes stipulated above in Rule 5 has expired.
Extending debate requires a 2/3rds vote by Membership.

Voting

7. The Chair will announce which class of Membership Class is entitled to vote on the Motions.

Regardless of Membership Class entitlement, no Member shall vote upon any Motion in which there is a conflict of interest and any such vote will be disallowed.
8. If Members are attending the AGM in a group setting, only one [1] vote is permitted per registration.

In a group setting, every Member must be registered and logged-in to participate in the meeting as an individual.
Votes are cast independently, not as a group total.

Minutes

9. All Members will have access to exchanges of information arising at the AGM, through a summary document, to be attached to the Minutes of the 2023 AGM.

Appendix B

2023 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 in the bar to the right of the video stream. 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 five minutes for the first speech and three 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



Meeting Agenda Manitoba Veterinary Medical Association Inc. Annual General Meeting

Friday, January 20th, 2023

7:00 p.m. CST

Virtual

Winnipeg, Manitoba

1. Call to Order and Opening Remarks
2. Credentials Report - Quorum: Motion to Adopt
3. Appointments
4. Special and Standing Rules of Order: Motions to Adopt
5. Adoption of Agenda
6. 2023 MVMA Council and Staff
7. 2022 Reports: Annual, Committee, Council
8. 2022 AGM Minutes
9. Finances
 - a) Treasurer's Report
 - b) Auditor's Report and Financial Statements for Fiscal Year ending June 30, 2022
 - c) Auditor for Fiscal Year Ending June 30, 2023: Motion to Appoint
 - d) Budget 2022-2023
10. Proposed By-law Amendments: Motions to Approve
11. New Business
12. Passing of the Gavel
13. Adjournment

Appendix D

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Financial Statements

Year Ended June 30, 2022

(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, 2022 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.

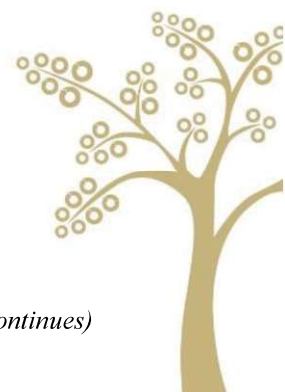
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Independent Practitioner's Review Engagement Report to the Members of The Manitoba Veterinary Medical Association *(continued)*

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, 2022, 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
November 30, 2022

A handwritten signature in black ink, appearing to read "J. B. ...", positioned above the firm name.

Chartered Professional Accountants Inc.

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Statement of Financial Position

June 30, 2022

(Unaudited)

	2022	2021
ASSETS		
CURRENT		
Cash (Note 4)	\$ 815,670	\$ 627,163
Accounts receivable (Note 5)	21,762	22,122
Goods and services tax recoverable	-	401
Prepaid expenses	17,180	17,708
	854,612	667,394
FIXED ASSETS (Note 6)	68,534	82,594
LOANS AND NOTES RECEIVABLE (Note 7)	35,000	35,000
LONG TERM INVESTMENTS (Note 8)	370,317	368,852
	\$ 1,328,463	\$ 1,153,840
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 16,852	\$ 10,842
Deferred income (Note 9)	299,193	269,981
Goods and services tax payable	1,388	-
Current portion of long term debt (Note 10)	9,450	9,450
Funds held in trust (Note 11)	64,662	335
	391,545	290,608
LONG TERM DEBT (Note 10)	38,585	48,035
	430,130	338,643
NET ASSETS		
Unrestricted funds	643,647	498,487
Investment in fixed assets	68,534	82,594
Internally restricted legal fund (Schedule 2) (Note 14)	186,152	234,116
	898,333	815,197
	\$ 1,328,463	\$ 1,153,840

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Statement of Revenues and Expenditures

Year Ended June 30, 2022

(Unaudited)

	2022	2021
REVENUES		
Association membership dues	\$ 500,296	\$ 482,251
Clinic inspections	32,775	18,455
The Post	17,247	52,937
Association membership dues - marketing	14,355	14,080
Association membership dues - legal	13,960	2,888
Allowance - CVMA insurance program	11,631	10,377
Other	9,031	1,545
Commissions - CVMA (Note 12)	5,617	5,455
Exam revenue	5,275	6,850
Advertising revenues	2,896	2,692
MVTA Rent income	2,750	3,000
Continuing education	1,440	3,555
Fees - specialty clinics	1,180	665
Directory advertising	1,169	1,079
Consulting fees	-	235
	619,622	606,064
EXPENSES (Schedule 1)	538,855	588,663
EXCESS OF REVENUES OVER EXPENSES FROM OPERATIONS	80,767	17,401
OTHER INCOME		
Mutual fund distribution income	1,465	1,276
Interest income	904	134
Covid temporary wage subsidy income	-	6,028
	2,369	7,438
EXCESS OF REVENUES OVER EXPENSES	\$ 83,136	\$ 24,839

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Statement of Changes in Net Assets

Year Ended June 30, 2022

(Unaudited)

	Unrestricted Funds	Investment in Fixed Assets	Internally Restricted Legal Fund	2022	2021
NET ASSETS - BEGINNING OF YEAR	\$ 498,487	\$ 82,594	\$ 234,116	\$ 815,197	\$ 790,358
Excess of revenues over expenses	98,908	(15,772)	-	83,136	24,839
Asset additions	(1,712)	1,712	-	-	-
Council approved transfers (Schedule 2)	(13,960)	-	13,960	-	-
Interest income (Schedule 2)	(48)	-	48	-	-
Disciplinary legal fees (Schedule 2)	61,972	-	(61,972)	-	-
NET ASSETS - END OF YEAR	\$ 643,647	\$ 68,534	\$ 186,152	\$ 898,333	\$ 815,197

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Statement of Cash Flow

Year Ended June 30, 2022

(Unaudited)

	2022	2021
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 83,136	\$ 24,839
Item not affecting cash:		
Amortization of fixed assets	15,772	16,947
	98,908	41,786
Changes in non-cash working capital:		
Accounts receivable	362	19,786
Goods and services tax payable (receivable)	3,105	(245)
Prepaid expenses	528	(1,480)
Accounts payable and accrued liabilities	4,692	1,722
Deferred income	29,212	11,379
Funds held in trust	64,327	-
	102,226	31,162
Cash flow from operating activities	201,134	72,948
INVESTING ACTIVITIES		
Purchase of fixed assets	(1,712)	(1,471)
Increase in marketable securities	(1,465)	(1,276)
Cash flow used by investing activities	(3,177)	(2,747)
FINANCING ACTIVITY		
Repayment of long term debt	(9,450)	(9,450)
INCREASE IN CASH FLOW	188,507	60,751
CASH - BEGINNING OF YEAR	627,163	566,412
CASH - END OF YEAR	\$ 815,670	\$ 627,163

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Notes to Financial Statements

Year Ended June 30, 2022

(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.

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THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Notes to Financial Statements

Year Ended June 30, 2022

(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, 2022

(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, 2022.

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. The savings account generates interest at a rate of 1.31% (2.45% in 2021) for balances \$25,000 and over.

Cash includes an internally restricted fund of \$186,152 (\$234,116 in 2021) 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, 2022

(Unaudited)

5. ACCOUNTS RECEIVABLE

	2022	2021
Accounts receivable from members	\$ 4,636	\$ 6,385
Accounts receivable - CVMA	17,126	15,737
	\$ 21,762	\$ 22,122

6. FIXED ASSETS

	Cost	Accumulated amortization	2022 Net book value
Computer equipment	\$ 41,369	\$ 38,915	\$ 2,454
Furniture and fixtures	50,149	37,681	12,468
Leasehold improvements	106,997	53,499	53,498
Signage	3,806	3,692	114
	\$ 202,321	\$ 133,787	\$ 68,534

	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

7. 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.

8. LONG TERM INVESTMENTS

Long term investments consist of an investment savings mutual fund with a cost of \$370,317 (\$368,853 in 2021) and a market value of \$370,317 (\$368,853 in 2021).

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Notes to Financial Statements

Year Ended June 30, 2022

(Unaudited)

9. DEFERRED INCOME

	2022	2021
Deferred membership fees	\$ 293,938	\$ 269,981
Deferred advertising	5,255	-
	\$ 299,193	\$ 269,981

10. LONG TERM DEBT

	2022	2021
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.	\$ 48,035	\$ 57,485
Amounts payable within one year	(9,450)	(9,450)
	\$ 38,585	\$ 48,035

Principal repayment terms are approximately:

2023	\$ 9,450
2024	9,450
2025	9,450
2026	9,450
2027	785
	\$ 38,585

11. FUNDS HELD IN TRUST

The MVMA administers the registration process for veterinary technologists so that they are able to obtain registration with the MVMA and the Manitoba Veterinary Technologists Association (MVTA) through a sole registration process. The MVMA collects fees on behalf of each member for MVTA and holds it in trust. The MVMA will remit fees held in trust on at least a quarterly basis with information containing the name of each person that money was collected from, and the amount of money collected on behalf of the MVTA.

12. 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 \$137,388 (\$133,980 - 2021). These "custodial" transactions are excluded from presentation on the "Statement of Revenues and Expenditures". The Association receives approximately 4% (2021 - 4%) collection fee for this service from its national association, \$5,617 (\$5,455 - 2021).

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Notes to Financial Statements

Year Ended June 30, 2022

(Unaudited)

13. LEASE COMMITMENTS

The Association is in an office space lease with Western Drug Distribution Centre (WDDC), previously under Midwest Veterinary Purchasing Cooperative Ltd. who was purchased by WDDC, 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, 2022, are as follows:

	Office Lease	Office Equipment	Total
2023	\$ 48,938	\$ 2,733	\$ 51,671
2024	49,275	2,733	52,008
2025	49,275	2,733	52,008
2026	49,275	-	49,275
2027	49,275	-	49,275
Thereafter	4,106	-	4,106
	\$ 250,144	\$ 8,199	\$ 258,343

14. 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).

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Notes to Financial Statements

Year Ended June 30, 2022

(Unaudited)

15. 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.

	2022	2021
Opening balance	\$ (14,086)	\$ (25,573)
Funds collected	14,355	14,080
Marketing expenses	(274)	(2,593)
Deficiency of Marketing Fund	\$ (5)	\$ (14,086)

16. COVID-19

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 were not held and have impacted the Association's revenue. The full financial impact cannot be reasonably measured at this time.

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Expenses

(Schedule 1)

Year Ended June 30, 2022

(Unaudited)

	2022	2021
Accounting fees	\$ 6,479	\$ 7,100
Advertising and promotion	274	2,593
Amortization	15,772	16,947
Central Canadian Veterinary Conference expenses	655	17,921
Clinic inspections	27,835	11,535
Continuing education	1,035	5,273
Council and committee expenses	8,190	4,829
Credit card processing fees	17,975	15,510
Equipment rentals	2,798	3,127
Exams	275	150
Governance and voting	1,000	1,370
Human resources - general	203	21,310
Insurance	7,669	5,505
Interest and bank charges	1,625	1,057
Legal fees	62,235	130,819
MVMA meetings	13,049	9,430
Newsletter	578	554
Office	17,076	13,121
Payroll service fees	944	962
Postage and courier	1,001	2,926
Rent and expense sharing	49,553	45,225
Repairs and maintenance	3,259	3,702
Salaries and wages	272,327	254,058
Scholarships	3,150	3,150
Staff training	395	-
Strategic planning	12,503	-
Technology	5,605	5,343
Telephone	1,525	2,607
WCVI support	3,870	2,539
	\$ 538,855	\$ 588,663

THE MANITOBA VETERINARY MEDICAL ASSOCIATION

Transfers to (from) Internally Restricted Legal Fund

(Schedule 2)

Year Ended June 30, 2022

(Unaudited)

	2022	2021
Funds Transferred from Unrestricted Funds to Internally Restricted Legal Fund		
Member contributions	\$ 13,960	\$ 2,888
Interest income	48	69
	14,008	2,957
Funds Transferred to Unrestricted Funds from Internally Restricted Legal Fund		
Disciplinary legal fees	(61,972)	(108,543)
Net increase (decrease) in Internally Restricted Legal Fund	\$ (47,964)	\$ (105,586)

Appendix E



2023 MVMA Annual General Meeting Proposed By-law Amendments

Enclosed are the summaries of the proposed amendments to the General By-Law No.1 of the Manitoba Veterinary Medical Association, and the MVMA Practice Inspections and Practice Standards By-laws.

The proposed by-law amendments will be voted on at the 2023 MVMA AGM. As per section 7(2) of *The Veterinary Medical Act* and section 2-5-6 of the MVMA General By-law No. 1, the MVMA Council identified which membership classes will vote on the proposed amendments. Voting membership classes are identified in each proposed by-law amendment section.

Summary of Proposed By-Law Amendments

Below is a list of the proposed by-law amendments being presented at the 2023 MVMA AGM. For more information about each proposed amendment, including the current by-law, the proposed by-law, as well as the rationale behind the proposed amendment, please review the information in the Proposed By-law Amendments section.

As you will note, the MVMA Council has grouped together some of the by-law amendments, so that they are voted on as a package of amendments, rather than individual amendments. The MVMA Council has chosen to do this as many of the by-law amendments are interdependent; changing one proposed by-law affects the meaning or application of another by-law amendment.

MVMA Council Proposed Amendments

1. Amendment to the Practice Inspection Practice Standards By-Law- Small Animal Emergency Hospital
2. Amendment to Part 2, Division 8 of the MVMA General By-Law No 1- Limited Licence- Internships
3. Amendment to Part 2, Division 8 of the MVMA General By-Law No 1- Limited Licence- Board Certification/Residencies
4. Amendment to Part 4, Division 6 of the MVMA General By-Law No 1- Apiculture VCPR
5. Amendment to the MVMA General By-Law No 1- Fees/Membership- All Members
6. Amendment to the MVMA General By-Law No 1- Fees/Membership- Veterinarians
7. Amendment to the MVMA General By-Law No 1- Fees/Membership- Veterinary Technologists

MVMA Member Proposed Amendments

No member-proposed amendments were submitted for the 2023 AGM.

References

Article: [Determining Voting Classes for MVMA By-law Voting](#)

MVMA Council Proposed By-laws

1) Amendment to the Practice Inspection Practice Standards By-Law- Small Animal Emergency Hospital

MVMA Council Proposed By-Law Amendment

Voting membership classes: Practicing Veterinarian Members and Non-Practicing Veterinarian Members

Background

The Ad Hoc PIPS Rewrite Committee began its work in 2021. While it anticipates that its work will be complete by the 2024 AGM, it believes that changes to Small Animal Emergency Hospitals should be addressed on a more timely basis.

The risks identified by the Ad Hoc PIPS Rewrite Committee include the risk of anesthesia being provided without an RVT to monitor and the risk of emergency practices not having needed equipment to provide service.

Consultation Timeline

Dates	Activity	Parties involved
December 2021	Recommendation to Council	Ad Hoc PIPS Committee
January 2022	Matter introduced to Council	MVMA Council, MVMA Staff
September 27, 2022- October 26, 2022	Written Consultation	MVMA Members
November 2022	Council reviewed Consultation submissions	MVMA Council and Staff

Risks/issues the MVMA Council seeks to address

The Ad Hoc PIPS Rewrite Committee identified the following risks and offers the following proposals to address these risks:

1) Risk 1- Lack of requirement to have an ultrasound machine
Under the current rules, a Small Animal Emergency Hospital is not required to have an ultrasound machine. The MVMA Council seeks to add an ultrasound machine as a requirement for Small Animal Emergency Hospitals.

2) Risk 2- Staffing Requirements

There are currently no staffing rules for Small Animal Emergency Hospitals. Inappropriately staffed Small Animal Emergency Hospitals pose a patient safety risk and a risk to the reputation of veterinary professionals. The MVMA Council seeks to ensure that at least one veterinarian and one veterinary technologist are on the premises during business hours. To ensure that the rule is enforceable, the MVMA Council seeks to require business hours reporting requirements for Small Animal Emergency Hospitals.

3) Risk 3- Lack of requirement to have radiology equipment

Under the current rules, a Small Animal Emergency Hospital is not required to have radiology equipment. The MVMA Council seeks to add radiology equipment as a requirement for Small Animal Emergency Hospitals.

4) Risk 4- Lack of requirement to have clinical pathology equipment

Under the current rules, a Small Animal Emergency Hospital is not required to have clinical pathology equipment. The MVMA Council seeks to add clinical pathology equipment as a requirement for Small Animal Emergency Hospitals. This would also include equipment that would allow for the determination of coagulation times.

Relevant External Laws, Rules, and Regulations

None

MVMA Council Proposed Solution

See Appendix A

2) Amendment to Part 2, Division 8 of the MVMA General By-Law No 1- Internships

MVMA Council Proposed By-Law Amendment

Voting membership classes: Practicing Veterinarian Members and Non-Practicing Veterinarian Members

Background

Currently, graduates of veterinarian programs not accredited by the CVMA or AVMA cannot provide any veterinary services in Manitoba unless they:

- 1) Enroll in the National Examining Board program and pass the BCSE (written exam), NAVLE (written exam) and sign up for the Pre-Surgical Assessment exam; or,
- 2) Complete the PAVE for Veterinarians program (1 year in an accredited program and pass the NAVLE and BSCE)

Those looking to complete an internship in Manitoba cannot do so unless they complete the pathway above.

Definitions

Internship- Internships are opportunities for non-board-certified veterinarians to get experience and less formal training from a board-certified veterinarian. Internships can allow general practitioners to better understand specialist practice before undertaking a formal residency program (required for board certification). It is also an opportunity for those foreign to Canada to better understand the Canadian practice of veterinary medicine.

This item is related to Strategic Priority 1- Veterinary and Veterinary Technologists Shortage:

PRIORITY	GOAL	STRATEGIC ACTIONS
Veterinary and Veterinary Technologist Shortages	<i>To ensure that veterinary and veterinary technologist services are available when needed in Manitoba.</i>	<ul style="list-style-type: none"> • Liaise and lobby • Conduct a member survey to identify the degree of the shortage • Build relationships with students • Advocate for the development of retention scholarships • Develop a mentorship program • Encourage delegation of services to technologists/paraprofessionals • Explore micro credentialing for technologists • Assist in the licensing process of foreign trained veterinarians

Environmental Scan

The MVMA Council reviewed a brief environmental scan with an emphasis on the [Alberta Model](#) (section 7.3.3.2).

Consultation Timeline

Dates	Activity	Parties involved
October 2022	Member recommendation to MVMA Council- Council Considered Matter	MVMA Member, MVMA Council, MVMA Staff
October 11, 2022- November 1, 2022	Written Consultation	MVMA Members
October 2022	Membership Engagement Evenings Consultations	MVMA Members
November 2022	Council reviewed Consultation submissions	MVMA Council and Staff

Risks/Issues the MVMA Council seeks to address

Manitoba is currently facing a shortage of veterinary professionals. Veterinary graduates of programs not accredited by the CVMA or AVMA currently have limited pathways to obtain licensure in Manitoba. The MVMA is currently taking steps to address this issue.

Veterinary graduates of programs not accredited by the CVMA or AVMA that are seeking internship opportunities and supervised by board-certified veterinarians are believed to pose a low risk in practice on a short-term basis.

Relevant External Laws, Rules, and Regulations

None

MVMA Council Proposed Solution

The MVMA Council proposes the following Amendments and addition to the MVMA General By-Law No 1:

<u>Current Rule</u>	<u>Proposed Change</u>
Application for registration by graduate without a CVMA National Examining Board certificate of qualification	Application for registration by graduate without a CVMA National Examining Board certificate of qualification
2-8-5 Where an applicant for registration as a veterinarian is a graduate of a college of veterinary medicine that the CVMA or AVMA has not accredited and does not possess the CVMA National Examining Board Certificate of Qualification, the Registrar may nonetheless register the applicant, provided that the applicant:	2-8-5 Where an applicant for registration as a veterinarian is a graduate of a college of veterinary medicine that the CVMA or AVMA has not accredited and does not possess the CVMA National Examining Board Certificate of Qualification, the Registrar may nonetheless register the applicant, provided that the applicant:
	A) Restricted Licence -NEB Applicant
a) satisfies all other requirements that the Act and this by-law prescribes for registration and licensure of Practicing Veterinarian Member, except the requirement set out at s. 2-8-4 of this by-law;	1. satisfies all other requirements that the Act and this by-law prescribes for registration and licensure of Practicing Veterinarian Member, except the requirements set out at s. 2-8-4(a) and 2-8-4(b) of this by-law;
b) has passed the Basic and Clinical Sciences Examination (BCSE) and the North American Veterinary Licensing Examination (NAVLE) of the CVMA National Examining Board Certificate of Qualification program; and,	2. has passed the Basic and Clinical Sciences Examination (BCSE) and the North American Veterinary Licensing Examination (NAVLE) of the CVMA National Examining Board Certificate of Qualification program; and,
c) has registered for the Pre-Surgical Assessment Examination (PSA) of the CVMA National Examining Board program; and,	3. has registered for the Pre-Surgical Assessment Examination (PSA) of the CVMA National Examining Board program; and,
d) has given a written undertaking to the Registrar that, forthwith upon passing the Pre-Surgical Assessment Examination (PSA) of the CVMA National Examining Board, the applicant would, if he or she passes that examination, thereafter forthwith register for	4. has given a written undertaking to the Registrar that, forthwith upon passing the Pre-Surgical Assessment Examination (PSA) of the CVMA National Examining Board, the applicant would, if he or she passes that examination, thereafter forthwith register for the Clinical Proficiency Examination (CPE) of

<p>the Clinical Proficiency Examination (CPE) of the CVMA National Examining Board program or AVMA Examination Commission for Foreign Veterinary Graduates (ECFVG).</p>	<p>the CVMA National Examining Board program or AVMA Examination Commission for Foreign Veterinary Graduates (ECFVG).</p>
<p>Within two (2) years after the Registrar has registered the applicant pursuant to this provision, the applicant shall have passed the Clinical Proficiency Examination, failing which the council may by resolution revoke the applicant’s certificate of registration or take such other action as the council deems necessary or appropriate in the public interest.</p>	<p>5. Within two (2) years after the Registrar has registered the applicant pursuant to this provision, the applicant shall have passed the Clinical Proficiency Examination, failing which the council may by resolution revoke the applicant’s certificate of registration or take such other action as the council deems necessary or appropriate in the public interest.</p>
	<p>B) Limited Licence- Internship</p>
	<p>1. satisfies all other requirements that the Act and this by-law prescribes for registration and licensure of Practicing Veterinarian Member, except the requirement set out at s. 2-8-4(a) and 2-8-4(b) of this by-law;</p>
	<p>2. obtains the registration for the purpose of practicing veterinary medicine through an internship;</p>
	<p>3. A practicing veterinarian member who is board certified by, or a diplomate of, a veterinary specialty organization that is recognized by the AVMA American Board of Veterinary Specialties (ABVS), or equivalent has agreed to serve as the primary supervisor; and</p>
	<p>4. Provides evidence, satisfactory to the MVMA Registrar, that the applicant has graduated from a veterinary medicine program listed on the American Veterinary Medical Association ECFVG® list of veterinary colleges.</p>



<u>Current Rule</u>	<u>Proposed Change</u>
Licensure of graduate from non-accredited college	Licensure of graduate from non-accredited college- NEB Applicant
2-8-10 Where the Registrar has registered an applicant pursuant to s. 2-8-5 of this by- law, the Registrar shall also license the applicant to engage in the practice of veterinary medicine, and that license shall be restricted in that the applicant	2-8-10 Where the Registrar has registered an applicant pursuant to s. 2-8-5 (a) of this by- law, the Registrar shall also license the applicant to engage in the practice of veterinary medicine, and that license shall be restricted in that the applicant
(a) may engage in the practice of veterinary medicine only under the direct supervision or indirect supervision of a Practicing Veterinarian Member and in accordance with any additional conditions that the council may, by resolution, deem required in order to protect the public interest; and,	(a) may engage in the practice of veterinary medicine only under the direct supervision or indirect supervision of a Practicing Veterinarian Member and in accordance with any additional conditions that the council may, by resolution, deem required in order to protect the public interest; and,
(b) may extend the license no longer than two (2) years from the date on which the Registrar had registered the applicant, after which the license shall be deemed to have been revoked, except where, in its sole discretion, the council may, by resolution, further extend the applicant’s license to such term as it determines necessary or appropriate in the public interest.	(b) may extend the license no longer than two (2) years from the date on which the Registrar had registered the applicant, after which the license shall be deemed to have been revoked, except where, in its sole discretion, the council may, by resolution, further extend the applicant’s license to such term as it determines necessary or appropriate in the public interest.

The MVMA Council proposes the following addition to the MVMA General By-Law No 1:

Licensure of graduate from a non-accredited college – Internship Limited Licence

2-8-14 Where the Registrar has registered an applicant pursuant to s. 2-8-5 (b) of this by- law, the Registrar shall also licence the applicant to engage in the practice of veterinary medicine, and that licence shall be restricted in that the applicant:

(a) may engage in the practice of veterinary medicine only under the direct supervision or indirect supervision of a Practicing Veterinarian Member(s) who is board certified by, or a diplomate of, a veterinary specialty organization that is recognized by the AVMA American Board of Veterinary Specialties (ABVS), or equivalent;

(b) may engage solely in the scope of practice of the supervising veterinarian’s board certification or diplomate or veterinary specialty organization specialty;

(c) may practice in accordance with any additional conditions that the council may, by resolution, deem required in order to protect the public interest; and,

(d) may extend the licence no longer than twelve months (12) months from the date on which the Registrar had registered the applicant, after which the licence shall be deemed to have been revoked.

3) Amendment to Part 2, Division 8 of the MVMA General By-Law No 1- Limited Licence- Board Certification and Residency

MVMA Council Proposed By-Law Amendment

Voting membership classes: Practicing Veterinarian Members and Non-Practicing Veterinarian Members

Background

Currently, graduates of veterinarian programs not accredited by the CVMA or AVMA cannot provide any veterinary services in Manitoba unless they:

- 1) Enroll in the NEB and pass the BCSE (written exam), NAVLE (written exam) and sign up for the Pre-Surgical Assessment exam, or,
- 2) Complete the PAVE for Veterinarians program (1 year in an accredited program and pass the NAVLE and BSCE)

Under the current rules, board-certified specialists, diplomates and those engaged in residency programs would be required to complete the above examinations to be eligible to provide service in Manitoba.

Definitions

Residency- an approved residency that is recognized by the AVMA American Board of Veterinary Specialties (ABVS), or equivalent.

Manitoba is currently facing a shortage of veterinary professionals. Veterinary graduates of programs not accredited by the CVMA or AVMA currently have limited pathways to obtain licensure in Manitoba. The MVMA is currently taking steps to address this issue.

Veterinary graduates of programs not accredited by the CVMA or AVMA that are board-certified, have diplomate status or are in a residency program are believed to pose a low risk in practice within their area of specialty.

This item is related to Strategic Priority 1- Veterinary and Veterinary Technologists Shortage:

PRIORITY	GOAL	STRATEGIC ACTIONS
Veterinary and Veterinary Technologist Shortages	<i>To ensure that veterinary and veterinary technologist services are available when needed in Manitoba.</i>	<ul style="list-style-type: none"> • Liaise and lobby • Conduct a member survey to identify the degree of the shortage • Build relationships with students • Advocate for the development of retention scholarships • Develop a mentorship program • Encourage delegation of services to technologists/paraprofessionals • Explore micro credentialing for technologists • Assist in the licensing process of foreign trained veterinarians

Consultation Timeline

Dates	Activity	Parties involved
November/December 2021	Request from industry and educational programs to consider limited licensure for Board Certified Veterinarians	Industry, Academia
December 2021	Review by MVMA Council	MVMA Council
April 19, 2022- May 24, 2022	Written Consultation	MVMA Members
June 2022	Council reviewed Consultation submissions	MVMA Council and Staff

Pathway 1- Board Certification

In this pathway, a veterinarian that is a graduate of a program not accredited by the CVMA or AVMA that is board certified by, or a diplomate of, a veterinary specialty organization that is recognized by the AVMA American Board of Veterinary Specialties (ABVS), or equivalent, is eligible to obtain a limited licence in Manitoba. Their scope of practice would be limited to their board certification.

Pathway 2- Residency Program

In this pathway, a veterinarian that is a graduate of a program not accredited by the CVMA or AVMA that is enrolled in a residency program of a veterinary specialty organization that is recognized by the AVMA American Board of Veterinary Specialties (ABVS), or equivalent, is eligible to obtain a limited licence in Manitoba. Their scope of practice would be limited to their board certification, and they would need to practice under the supervision of a Practicing Veterinarian Member.

Voting

These two pathways will be voted on together as they are interrelated. To allow solely residents to practice in Manitoba would not be supported if there is not a reasonable pathway to unrestricted licensure in Manitoba. Conversely, Manitoba's ability to attract foreign educated veterinarians in board-certification programs will be significantly hampered without the ability to have residents practice in Manitoba.

Relevant External Laws, Rules, and Regulations

None

The MVMA Council proposes the following additions to the MVMA General By-Law No 1:

<u>Current Rule</u>	<u>Proposed Change</u>
<p>Application for registration by graduate without a CVMA National Examining Board certificate of qualification</p>	<p>Application for registration by graduate without a CVMA National Examining Board certificate of qualification</p>
<p>2-8-5 Where an applicant for registration as a veterinarian is a graduate of a college of veterinary medicine that the CVMA or AVMA has not accredited and does not possess the CVMA National Examining Board Certificate of Qualification, the Registrar may nonetheless register the applicant, provided that the applicant:</p>	<p>2-8-5 Where an applicant for registration as a veterinarian is a graduate of a college of veterinary medicine that the CVMA or AVMA has not accredited and does not possess the CVMA National Examining Board Certificate of Qualification, the Registrar may nonetheless register the applicant, provided that the applicant: ...</p>
	<p>c) Limited Licence - Residency</p>
	<p>1. satisfies all other requirements that the Act and this by-law prescribes for registration and licensure of Practicing Veterinarian Member, except the requirement set out at s. 2-8-4(a) and 2-8-4(b) of this by-law;</p>
	<p>2. obtains the registration for the purpose of practicing veterinary medicine through a residency program of a veterinary specialty organization that is recognized by the AVMA American Board of Veterinary Specialties (ABVS), or equivalent;</p>
	<p>3. provides satisfactory evidence of enrollment in a residency program of a veterinary specialty organization that is recognized by the AVMA American Board of Veterinary Specialties (ABVS), or equivalent;</p>
	<p>d) Limited Licence- Board Certification</p>
	<p>1. satisfies all other requirements that the Act and this by-law prescribes for registration and licensure of Practicing Veterinarian Member, except the requirement set out at s. 2-8-4(a) and 2-8-4(b) of this by-law;</p>

	<p>2. is board certified by, or a diplomate of, a veterinary specialty organization that is recognized by the AVMA American Board of Veterinary Specialties (ABVS), or equivalent.</p>
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Licensure of graduate from a non-accredited college –Residency Limited Licence

2-8-15 Where the Registrar has registered an applicant pursuant to s. 2-8-5 (c) of this by- law, the Registrar shall also licence the applicant to engage in the practice of veterinary medicine, and that licence shall be restricted in that the applicant:

- (a) may engage in the practice of veterinary medicine solely for the purpose of a residency program;
- (b) may engage in the practice of veterinary medicine only under the direct supervision or indirect supervision of a Practicing Veterinarian Member(s).
- (c) may engage solely in the scope of practice of the specialty of their residency program.
- (d) may practice in accordance with any additional conditions that the council may, by resolution, deem required in order to protect the public interest; and,
- (e) may extend the licence for the duration of the applicant’s board certification and residency programs plus an additional twelve (12) months, after which the licence shall be deemed to have been revoked, except where, in its sole discretion, the council may, by resolution, further extend the applicant’s licence to such term as it determines necessary or appropriate in the public interest.

Licensure of graduate from non-accredited college – Limited Licence- Board Certification

2-8-16 Where the Registrar has registered an applicant pursuant to s. 2-8-5 (d) of this by-law, the Registrar shall also licence the applicant to engage in the practice of veterinary medicine, and that licence shall be restricted in that the applicant may engage solely in the scope of practice of their board certification or diplomate designation of a veterinary specialty organization specialty that is recognized by the AVMA American Board of Veterinary Specialties (ABVS), or equivalent.



4) Amendment to Part 4, Division 6 of the MVMA General By-Law No 1- Apiculture VCPR

MVMA Council Proposed By-Law Amendment

Voting membership classes: Practicing Veterinarian Members and Non-Practicing Veterinarian Members

Background

Health Canada directed that the use of Medically Important Antimicrobials (MIA) in food producing animals shall be under veterinary oversight by the end of 2018. At that time, the CVMA undertook research in a number of areas including [Providing Veterinary Oversight of Antimicrobial Treatment of Agricultural Bee Populations](#).

At that time, most Canadian jurisdictions adopted a framework similar to the one articulated in [Providing Veterinary Oversight of Antimicrobial Treatment of Agricultural Bee Populations](#).

The MVMA created the [Apiculture VCPR Guidance Document](#) based on the CVMA report in the event that this By-Law is passed.

Consultation Timeline

Dates	Activity	Parties involved
2018	Changes to MIA	Federal Government
September 2022	Matter reviewed by the MVMA Council	MVMA Council and Staff
September 27, 2022- October 26, 2022	Written Consultation	MVMA Members
November 2022	Council reviewed Consultation submissions	MVMA Council and Staff

Risks/issues the MVMA Council seeks to address

The current requirement for a hands-on examination of a bee colony or visiting the premises where a bee colony is housed is impractical and often unnecessary.

Relevant External Laws, Rules, and Regulations

None

MVMA Council Proposed Solution

The MVMA Council proposes the following addition to the MVMA General By-Law No 1:

Apiculture VCPR

4-6-2.1

When establishing a VCPR for a bee(s), the Practicing Veterinarian is not required to follow 4-6-2(b) in its entirety and instead the Practicing Veterinarian must have sufficient knowledge of the bee colony(s).

5) Amendment to the MVMA General By-Law No 1- Fees/Membership- All Members

MVMA Council Proposed By-Law Amendment

Voting membership classes: Practicing Veterinarian Members, Non-Practicing Veterinarian Members, Practicing Veterinary Technologist Members and Non-Practicing Veterinary Technologist Members

Consultation Timeline

Dates	Activity	Parties involved
June 2022	Matter reviewed by the MVMA Council	MVMA Council and Staff
July 19, 2022- August 24, 2022	Written Consultation	MVMA Members
September 2022	Council reviewed Consultation submissions	MVMA Council and Staff
September 2022-December 2022	Additional Consultation with MVTA	MVMA Council, Staff, MVTA
December 2022	Council reviewed MVTA submissions	MVMA Council and Staff

Risks/issues the MVMA Council seeks to address

The MVMA Council identified the following risks/issues and offers the following proposals to address these risks/issues:

1) Definition of Membership

The MVMA Council wishes to ensure that the definitions of members and membership classes reflect the membership types that the MVMA currently offers and ensure that membership types properly reflect voting rights under *The Veterinary Medical Act* and the MVMA General By-Law No.1.

2) Annual Meeting Notification Rules

The MVMA Council seeks to clarify who should be given notice of the annual meeting: only those holding a current registration and or licence are entitled to notice of the annual meeting.

3) Calculation of fees for less than a full year

The MVMA Council seeks to ensure that the MVMA is able to attract short-term locums to the province as we continue to face a significant shortage of veterinary professionals. The current rule requiring members to pay at least 25% of the total annual membership fee is viewed as overly punitive, and a financial barrier to practices looking to hire locums from outside of the province.

There are also concerns that the current 25% minimum fee for membership can disproportionately affect members that are primary caregivers, face medical issues that may limit the members' ability to practice, etc.

The MVMA Council submits that the monthly prorated fee should be maintained; however, the minimum 25% membership fee provision of the current bylaw should be removed.

4) Discretionary Fee Refunds

The current by-law allows the Executive Director to exercise discretion when refunding fees to members that voluntarily cancel their membership or move to a less expensive membership type.

The MVMA Council does not believe that this type of decision should be left to the Executive Director as it is not transparent, nor does it promote fairness amongst the membership.

Instead of leaving fee refunds to the discretion of any one person or group, the MVMA Council seeks to be more transparent in terms of fee refunds.

The MVMA Council seeks to automatically refund membership fees on a monthly prorated basis.

Given that this will increase the number of refunds that are issued and will use MVMA's staff time, the MVMA Council submits that this refund should automatically be given; however, the MVMA will charge an administrative fee when providing the refund. This administrative fee is to ensure that the MVMA is recouping the cost of administering refunds and not promoting members from frequently switching categories to save small amounts of money.

MVMA Council Proposed Solution

See Appendix B

6) Amendment to the MVMA General By-Law No 1- Fees/Membership-Veterinarians

MVMA Council Proposed By-Law Amendment

Voting membership classes: Practicing Veterinarian Members and Non-Practicing Veterinarian Members

Consultation Timeline

Dates	Activity	Parties involved
June 2022	Matter reviewed by the MVMA Council	MVMA Council and Staff
July 19, 2022- August 24, 2022	Written Consultation	MVMA Members
September 2022	Council reviewed Consultation submissions	MVMA Council and Staff
September 2022-December 2022	Additional Consultation with MVTA	MVMA Council, Staff, MVTA
December 2022	Council reviewed MVTA submissions	MVMA Council and Staff

Risks/issues the MVMA Council seeks to address

The MVMA Council identified the following risks/issues and offers the following proposals to address these risks/issues:

1) Issue 1- Separating veterinarian registration from licensure

The MVMA has reviewed veterinarians' registration and licensure requirements. The MVMA Council would like to clarify the obligations of those solely registered versus those holding an active licence to practice veterinary medicine.

The MVMA wishes to streamline the registration process and ensure that the MVMA and the National Examining Board, which issues Certificates of Qualification, are not duplicating work. As diploma verification is also undertaken by the National Examining Board, the MVMA Council does not wish to require the additional burden on applicants to provide original or notarized copies of diplomas. It is believed that removing this requirement will streamline the registration process.

The MVMA seeks to remove some requirements for registration that are more appropriately needed for licensure solely. For this reason, the MVMA Council seeks to remove the requirement for declarations about professional liability insurance and continuing education to more effectively capture them under licensure requirements.

The MVMA believes that membership with the CVMA and supporting the CVMA is essential. The MVMA Council believes that membership with the CVMA should be required for all veterinarians licenced to practice in Manitoba. However, for retired and otherwise non-practicing veterinarians, the MVMA believes that compulsory membership with the CVMA may pose a financial hardship. Therefore, the MVMA looks to remove the CVMA membership requirement from registration and instead move it to licensure requirements.

2) Issue 2- Licensure requirements

The MVMA Council wishes to ensure that veterinarians registered with the MVMA meet additional requirements to ensure their suitability to practice veterinary medicine at the time of licensure, including:

- that they hold current membership with the CVMA.
- that they are covered by adequate professional liability insurance and that members moving into this practicing category have time to obtain professional liability insurance.

While the MVMA believes that supporting the CVMA is imperative for the veterinarian profession in Canada, the MVMA Council submits that those who practice in Manitoba for less than 90 days a year should not be required to hold CVMA membership. The MVMA Council believes that this will drastically lower the fees for those looking to hire short-term locums and for non-profit agencies looking to have veterinarians from outside of the province provide service on a short-term basis.

The MVMA clarifies that the requirement to write the Seminar and Exam and attend the AGM are already included in section 2-8-7 of the MVMA General By-Law No 1.

3) Issue 3- Short term veterinarian fees

The MVMA Council is looking to streamline fees and ensure that Manitoba is able to attract short-term members for locums and other short-term work in the province (including short-term non-for-profit veterinary services). In order to ensure that MVMA members are able to attract locums, the MVMA is looking to allow for shorter-term licences that are not as cost prohibitive.

The MVMA Council seeks to remove the short-term licensure category, which is currently very costly for veterinarians coming to the province for short-term locums.

The MVMA Council also wishes to move these types of fee matters into the fees section of the General By-Law No.1.

MVMA Council Proposed Solution

See Appendix C

7) Amendment to the MVMA General By-Law No 1- Fees/Membership- Veterinary Technologists

MVMA Council Proposed By-Law Amendment

Voting membership classes: Practicing Veterinary Technologist Members and Non-Practicing Veterinary Technologist Members

Consultation Timeline

Dates	Activity	Parties involved
June 2022	Matter reviewed by the MVMA Council	MVMA Council and Staff
July 19, 2022- August 24, 2022	Written Consultation	MVMA Members
September 2022	Council reviewed Consultation submissions	MVMA Council and Staff
September 2022-December 2022	Additional Consultation with MVTA	MVMA Council, Staff, MVTA
December 2022	Council reviewed MVTA submissions	MVMA Council and Staff

Risks/issues the MVMA Council seeks to address

The MVMA Council identified the following risks/issues and offers the following proposals to address these risks/issues:

The MVMA aims to streamline the registration process and ensure parity for veterinarian and veterinary technologist members.

The MVMA believes that the Manitoba Veterinary Technologists Association provides invaluable support to veterinary technologist members and supports the organization.

The MVMA Council believes that membership with the Manitoba Veterinary Technologists Association should be required for veterinary technologists that hold a registration that permits them to practice veterinary medicine in the province; however, veterinary technologists that are in a non-practicing category, such as those that are on medical leave, family leave, or retired, etc., should not be required to hold membership with the organization.

The MVMA Council instead proposes to move the requirement to be a member of the Manitoba Veterinary Technologists Association to a section specifically speaking to practicing veterinary technologist members.

The MVMA Council is looking to clarify the requirements for veterinary technologists that hold a registration that entitles them to practice veterinary medicine in the province.

While additional requirements may be added in the future, currently the sole requirement would be holding registration with the Manitoba Veterinary Technologists Association.

MVMA Council Proposed Solution

See Appendix D



Appendix A

Small Animal Emergency Hospital- Motions

Proposed Amendments

1. **Ultrasound - Addition:** to 2.8- Facility, Equipment and Supplies section of the Practice Inspection Practice Standards By-Law

Motion: Motion to adopt 2.8.2.1.A.xiv into section 2.8.2.1.A the Practice Inspection Practice Standards By-Law:

- 2.8 Facility, Equipment and Supplies
- 2.8.2 Additions
- 2.8.2.1 Small Animal Emergency Hospital

In addition to the provisions set out for all types of practices:

- A) Equipment and supplies shall include the following:
 - i) Whole blood for transfusion purposes shall be available as either:
 - a) Donor
 - b) Stored whole blood
 - c) Stored whole red blood cells
 - ii) Stored frozen plasma shall be available.
 - iii) Chest drain equipment;
 - iv) ECG oscilloscope monitor and recorder;
 - v) A heat source e.g. an incubator or warm water blanket or heat lamp;
 - vi) Oxygen cage;
 - vii) Pediatric feeding tubes;
 - viii) Stomach tubes and pump;
 - ix) Suction apparatus and catheters;
 - x) Three way stopcocks;
 - xi) Tonometer;
 - xii) Tracheostomy tubes;
 - xiii) Urinary catheters
 - xiv) Ultrasound machine (addition)

2. Staffing- Addition: to 2.8- Facility, Equipment and Supplies section of the Practice Inspection Practice Standards By-Law

Motion: Motion to adopt the following By-Law int section 2.8.2.1 the Practice Inspection Practice Standards By-Law:

B) Staffing shall include at least:

- i) One Practicing Veterinarian Member and
- ii) One Practicing Veterinary Technologist Member

on the premises during reported business hours.

C) Small Animal Emergency Hospitals must notify the MVMA of their business hours within 2 weeks of this by-law coming into force.

D) The Small Animal Emergency Hospital notify the MVMA within 24 hours of changes to the practice's business hours.

E) The MVMA will advise membership of the change of business hours of a Small Animal Emergency Hospital.

3. Radiology- Addition to 2.10- Radiology section of the Practice Inspection Practice Standards By-Law

Motion: Motion to adopt the following By-Law in section 2.10.1 the Practice Inspection Practice Standards By-Law:

2.10.1.5 Small Animal Emergency Hospital Additions

2.10.1.5.1 Small Animal Emergency Hospitals must have all radiology equipment as articulated in section 2.10.1.1.B.

4. Clinical Pathology- Addition: to 2.9 Clinical Pathology section of the Practice Inspection Practice Standards By-Law

Motion: Motion to adopt the following By-Law in section 2.9.2 the Practice Inspection Practice Standards By-Law:

2.9.2.8 Small Animal Emergency Hospitals must:

- a) meet the requirements as articulated in section 2.9.1 A.
- b) Have the diagnostic ability to determine coagulation times.

5. 2.7 Advertising – Addition: to 2.7 Practice Operations section of the Practice Inspection Practice Standards By-Law

Motion: Motion to adopt the following By-Law in section 2.7.1.1 the Practice Inspection Practice Standards By-Law:

2.7.1.1.1 No practice shall advertise as a small animal emergency hospital unless it holds a Small Animal Emergency Hospital Inspection Certificate



Appendix B

Proposed By-law Amendments- Membership and Fees- All Members

Motions

Proposed Amendments

1. Amendment to: Membership Definitions (1-2) of the Manitoba Veterinary Medical Association General By-Law No.1.

Motion: Motion to amend Section 1-2 of the General By-Law No.1 of the Manitoba Veterinary Medical Association as follows:

<u>Current Rule</u>	<u>Proposed Change</u>
<u>Definitions</u>	<u>Definitions</u>
<u>Section number 1-2...</u>	<u>Section number 1-2...</u>
“Inactive member” means an individual whose certificate of registration is suspended or canceled, or within the past two (2) years has not been renewed under the Act.	“Inactive member” means an individual who has not paid the annual registration fee, including those whose certificate of registration is suspended or canceled, or within the past two (2) years has not been renewed under the Act.
“Non-Practicing Veterinary Technologist Member” means an individual who is registered under s. 17 of the Act but who does not engage in the practice of veterinary medicine in Manitoba.	“Non-Practicing Veterinary Technologist Member” means an individual who is registered under s. 17 of the Act, has paid the annual registration fee, but who is not entitled to practice veterinary medicine in Manitoba
“Practicing Veterinary Technologist Member” means an individual who is registered under s. 17 of the Act and currently engages in the practice of veterinary medicine within the scope of practice that the Act and this by-law permits	“Practicing Veterinary Technologist Member” means an individual who is registered under s. 17 of the Act and is currently entitled to practice veterinary medicine within the scope of practice of the Act and this by-law permits.

2. Amendment to: Annual meeting (2-5-1) of the Manitoba Veterinary Medical Association General By-Law No.1.

Motion: Motion to amend Section 2-5-1 of the General By-Law No.1 of the Manitoba Veterinary Medical Association as follows:

<u>Current Rule</u>	<u>Proposed Change</u>
<u>Annual meeting</u>	<u>Annual meeting</u>
<u>Section number 2-5-1</u>	<u>Section number 2-5-1</u>
The association must hold an annual meeting of the members of the association each year, and the Executive Director must give reasonable notice to all members of the date, time, and place of the annual meeting.	The association must hold an annual meeting of the members of the association each year, and the Executive Director must give reasonable notice to all members except inactive members of the association , of the date, time, and place of the annual meeting.

3. Amendment to: Calculation for fees for less than a full year (2-12-6) of the Manitoba Veterinary Medical Association General By-Law No.1

Motion: Motion to amend Section 2-12-6 of the General By-Law No.1 of the Manitoba Veterinary Medical Association as follows:

<u>Current Rule</u>	<u>Proposed Change</u>
<u>The calculation for fees for less than a full year</u>	<u>The calculation for fees for less than a full year</u>
<u>Section number 2-12- 6</u>	<u>Section number 2-12- 6</u>
<p>Where a member applies to join a membership class on a date after the membership year has begun, the member shall pay to the association a reduced fee based upon the full fee that the Council may have fixed for the membership class to which the member belongs, but reduced in proportion to the number of full months remaining in the membership year from the date on which the member would join the membership class; provided however that the amount to be paid will never be reduced to less than 25% of the fee that the member would have paid if he or she had been a member of the membership class for the entire membership year</p>	<p>Where a member applies to join a membership class on a date after the membership year has begun, the member shall pay to the association a reduced fee based upon the full fee that the Council may have fixed for the membership class to which the member belongs, but reduced in proportion to the number of full months remaining in the membership year from the date on which the member would join the membership class. provided however that the amount to be paid will never be reduced to less than 25% of the fee that the member would have paid if he or she had been a member of the membership class for the entire membership year</p>

4. Amendment to: Discretionary fee refunds (2-12-10) of the Manitoba Veterinary Medical Association General By-Law No.1.

Motion: Motion to amend Section 2-12-10 of the General By-Law No.1 of the Manitoba Veterinary Medical Association as follows:

<u>Current Rule</u>	<u>Proposed Change</u>
<u>Discretionary Fee Refunds</u>	<u>Discretionary Fee Refunds</u>
<u>Section number 2-12- 10</u>	<u>Section number 2-12- 10</u>
<p>A member who has paid a fee pursuant to this Division but who voluntarily elects to withdraw from the membership class for any reason other than suspension may, within the sole discretion of the Executive Director, be entitled to a refund of a portion of the fee, excluding the fee for membership in the CVMA or the Manitoba Veterinary Technologist Association, as the case may be, and any levy made against the member contributing to any reserve fund that the council has established, in an amount determined by the Executive Director.</p>	<p>A member who has paid a fee pursuant to this Division but who voluntarily elects to withdraw from the membership class for any reason other than suspension or voluntary surrender will may, within the sole discretion of the Executive Director, be entitled to a refund of a portion of the fee, excluding the fee for membership in the CVMA or the Manitoba Veterinary Technologist Association, as the case may be, and any levy made against the member contributing to any reserve fund that the council has established, in an amount determined by the Executive Director. on a monthly prorated basis. Additionally, the Manitoba Veterinary Medical Association will charge an administrative fee for refunds. If the initial refund owing is less than the administrative fee, no refund will be issued.</p>



Appendix C

Proposed By-law Amendments- Membership and Fees- Veterinarian Motions

Proposed Amendments

Manitoba Veterinary Medical Association Council Proposed Amendments

1. Amendment to: Veterinary Member Registration - Application for registration by graduates with a CVMA National Examining Board certificate of qualification (2-8-4) of the Manitoba Veterinary Medical Association General By-Law No.1.

Motion: Motion to amend Section 2-8-4 of the General By-Law No.1 of the Manitoba Veterinary Medical Association as follows:

<u>Current Rule</u>	<u>Proposed Change</u>
<u>Application for registration by graduates with a CVMA National Examining Board certificate of qualification</u>	<u>Application for registration by graduates with a CVMA National Examining Board certificate of qualification</u>
<u>Section number (2-8-4)</u>	<u>Section number (2-8-4)</u>
An applicant for registration as a veterinarian must: <ul style="list-style-type: none"> (a) hold one (1) of the following academic designations: <ul style="list-style-type: none"> (i) be a graduate of a college of veterinary medicine that the Manitoba Veterinary Medical Association General By-Law No. 1 CVMA or the AVMA has accredited prior to the signing of the Provincial Reciprocity Agreement of 1986, or (ii) be a graduate of a college of veterinary medicine that the CVMA or the AVMA has accredited and possess the CVMA National Examining Board Certification of Qualification, or (iii) be a graduate of a college of veterinary medicine that the CVMA has not accredited, but 	An applicant for registration as a veterinarian must: <ul style="list-style-type: none"> (a) hold one (1) of the following academic designations: <ul style="list-style-type: none"> (i) be a graduate of a college of veterinary medicine that the Manitoba Veterinary Medical Association General By-Law No. 1 CVMA or the AVMA has accredited prior to the signing of the Provincial Reciprocity Agreement of 1986, or (ii) be a graduate of a college of veterinary medicine that the CVMA or the AVMA has accredited and possess the CVMA National Examining Board Certification of Qualification, or (iii) be a graduate of a college of veterinary medicine that the CVMA has not accredited, but

<p>possess the CVMA National Examining Board Certification of Qualification;</p> <p>(b) provide to the Registrar either the original or a true copy of the applicant’s diploma, showing that the applicant is a graduate of a college of veterinary medicine, and the applicant’s CVMA National Examining Board Certification of Qualification;</p> <p>(c) where the applicant is currently, or has been previously, registered or licensed to engage in the practice of veterinary medicine in another jurisdiction, provide a letter from the statutory regulator of the veterinary profession in each such jurisdiction, attesting to the applicant’s good standing;</p> <p>(d) complete and submit all application forms and documents that the Registrar may require, including without limiting the generality of the foregoing information about a declaration of liability insurance and a declaration of continuing education;</p> <p>(e) provide to the Registrar evidence satisfactory to the Registrar that the applicant is a current member of the CVMA, or, where the applicant has not satisfied the Registrar that he or she is a member of the CVMA, the member shall pay to the association the full membership fee that the CVMA charges for membership at the time of the applicant’s application;</p> <p>(f) provide proof that the applicant is an individual of good character and repute; and,</p> <p>(g) pay to the association such application fees as the council may by resolution have fixed.</p>	<p>possess the CVMA National Examining Board Certification of Qualification;</p> <p>(b) provide to the Registrar either the original or a true copy of the applicant’s diploma with evidence of the applicant’s diploma, showing that the applicant is a graduate of a college of veterinary medicine, and the applicant’s CVMA National Examining Board Certification of Qualification;</p> <p>(c) where the applicant is currently, or has been previously, registered or licensed to engage in the practice of veterinary medicine in another jurisdiction, provide a letter from the statutory regulator of the veterinary profession in each such jurisdiction, attesting to the applicant’s good standing;</p> <p>(d) complete and submit all application forms and documents that the Registrar may require; including without limiting the generality of the foregoing information about a declaration of liability insurance and a declaration of continuing education;</p> <p>(e) provide to the Registrar evidence satisfactory to the Registrar that the applicant is a current member of the CVMA, or, where the applicant has not satisfied the Registrar that he or she is a member of the CVMA, the member shall pay to the association the full membership fee that the CVMA charges for membership at the time of the applicant’s application;</p> <p>(e) provide proof that the applicant is an individual of good character and repute; and,</p> <p>(f) pay to the association such application fees as the council may by resolution have fixed.</p>
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2. Amendment to: Veterinarian Licensure (2-8-8) of the Manitoba Veterinary Medical Association General By-Law No.1.

Motion: Motion to amend Section 2-8-8 of the General By-Law No.1 of the Manitoba Veterinary Medical Association as follows:

Current Rule

Licensure required

Section number 2-8-8

Where the Registrar is satisfied that a member has fulfilled all of the requirements for licensure as a Practicing Veterinarian Member as set out in the Act and this by-law and where the association has received from the member payment of the prescribed fee for licensure, the Registrar shall issue a temporary license to the member until the applicant has fulfilled the requirement set out at section 2-8-7 of this by-law and satisfactorily attended the association's next general meeting following the member's temporary licensure

Proposed change

Veterinarian Licensure Requirements

Section number 2-8-8

An applicant for licensure as a veterinarian must:

- A) Hold a registration as a veterinarian under Section 2 - 8 - 1 of this bylaw;
- B) Paid the prescribed fee for licensure;
- C) Provide evidence of current professional liability insurance that meets the requirements under this bylaw within 30 days of obtaining licensure;
- D) Provide to the Registrar evidence satisfactory to the Registrar that the applicant is a current member of the CVMA, or, where the applicant has not satisfied the Registrar that he or she is a member of the CVMA, the member shall pay to the association the full membership fee that the CVMA charges for membership at the time of the applicant's application;
 - i) this section is not required if the applicant holds a license in Manitoba for less than 90 days per fiscal year;

3. [Repeal: Short-term license \(2-8-9\) of the Manitoba Veterinary Medical Association
General By-Law No.1](#)

Motion: Motion to repeal Section 2-8-9 of the General By-Law No.1 of the Manitoba Veterinary Medical Association:

Short term license

Section number 2-8-9

Where the Registrar is satisfied that a member has fulfilled all of the requirements for licensure as a Practicing Veterinarian Member as set out in the Act and this by-law, the member may apply for only short-term licensure, being a license that is valid for only three (3) calendar months beginning on the first of any of January, April, July, or October. The fee for short-term licensure shall be thirty percent (30%) of the total general practicing membership dues payable by Practicing Veterinarian Members in the year in which the short-term licensure would begin.



Appendix D

Proposed By-law Amendments- Membership and Fees- Veterinary Technologist Motions

Proposed Amendments

Manitoba Veterinary Medical Association Council Proposed Amendments

1. [Amendment to: Veterinary Technologist Application for Registration \(2-9-4\) of the Manitoba Veterinary Medical Association General By-Law No.1](#)

Motion: Motion to amend Section 2-9-4 of the General By-Law No.1 of the Manitoba Veterinary Medical Association as follows:

<u>Current Rule</u>	<u>Proposed Change</u>
<u>Application for registration</u>	<u>Application for registration</u>
<u>Section number 2-9-4</u>	<u>Section number 2-9-4</u>
An applicant for registration as a veterinary technologist must: (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; (b) provide to the Registrar evidence satisfactory to the Registrar that the applicant has passed the Veterinary Technician National Examination; (c) where the applicant is currently, or has been previously, engaged in the practice of veterinary medicine in another jurisdiction, provide a letter from the statutory regulator of the veterinary profession in each such jurisdiction, attesting to the applicant’s good standing or to the fact that the scope of the	An applicant for registration as a veterinary technologist must: (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; (b) provide to the Registrar evidence satisfactory to the Registrar that the applicant has passed the Veterinary Technician National Examination; (c) where the applicant is currently, or has been previously, engaged in the practice of veterinary medicine in another jurisdiction, provide a letter from the statutory regulator of the veterinary profession in each such jurisdiction, attesting to the applicant’s good standing or to the fact that the scope of the

<p>applicant's practice does not fall within the professional governance of the statutory regulator;</p> <p>(d) be a member of the Manitoba Veterinary Technologists Association Inc.;</p> <p>(e) complete and submit all application forms and documents that the Registrar may require;</p> <p>(f) provide proof that the applicant is an individual of good character and repute; and,</p> <p>(g) pay to the association such application fees as the council may by resolution have fixed.</p>	<p>applicant's practice does not fall within the professional governance of the statutory regulator;</p> <p>(d) be a member of the Manitoba Veterinary Technologists Association Inc.;</p> <p>(d) complete and submit all application forms and documents that the Registrar may require;</p> <p>(e) provide proof that the applicant is an individual of good character and repute; and,</p> <p>(f) pay to the association such application fees as the council may by resolution have fixed.</p>
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2. [New: Practicing Veterinary Technologist Requirements \(2-9-4-1\) of the Manitoba Veterinary Medical Association General By-Law No.1](#)

Motion: Motion to add Section 2-9-4-1 to the General By-Law No.1 of the Manitoba Veterinary Medical Association as follows:

2-9-4-1

A Practicing Veterinary Technologist member must:

- a) be a member of the Manitoba Veterinary Technologists Association Inc.;