The Medical Laboratory Technologists Act

CERTIFIED TO BE A TRUE COPY OF THE BYLAWS OF THE SASKATCHEWAN SOCIETY OF MEDICAL LABORATORY TECHNOLOGISTS APPROVED PURSUANT TO THE MEDICAL LABORATORY TECHNOLOGISTS ACT
BILL NO. 37, 1995
Laurel A. Ayerst, Executive Director, SSMLT.

APPROVED:
Eric Cline, Minister of Health
Dated February 2, 1996.

BYLAWS RESPECTING THE SASKATCHEWAN SOCIETY OF MEDICAL LABORATORY TECHNOLOGISTS

BYLAWS

BYLAW I — MEMBERSHIP

SECTION 1 — Categories of Membership:

(1) Membership in the society shall consist of the following categories:

(a) practising member;

(b) non-practising member;

(2) Practising membership is available to a member who meets the requirements of Bylaw II, Section 3.

(a) Practising members:

(i) may vote at all Annual or Special Meetings and shall be eligible to stand for and be elected to any office and be appointed to any Committee;

(ii) may practise as a Medical Laboratory Technologist;

(iii) shall receive the publications of the Society;

(iv) shall receive a copy of Society documents designated for distribution to practising members;

(v) shall adhere to the Code of Professional Conduct as adopted by the Society;

(vi) shall adhere to Standards of Practice adopted by the Society.

(3) Non-practising membership is available to a Medical Laboratory Technologist, who is not currently employed as a Medical Laboratory Technologist or does not meet the requirements of Bylaw II, Section 3.

(a) Non-practising members:

(i) may vote at all Annual and Special Meetings and may, subject to any limitations in the Act or these Bylaws, be appointed to any committee;

(ii) shall receive the publications of the Society.

BYLAW II — REGISTRATION

SECTION 1 — Eligibility:
The Council shall determine the eligibility of applicants for registration with the Society in accordance with the Act and Bylaws. Council may delegate any or all of this responsibility to the Executive Director.

SECTION 2 — Initial Registration as a Member:

(1) A person may make an application in the prescribed form to be registered as a member of the Society upon producing evidence establishing to the satisfaction of the Council that the person:

(a) has satisfactorily completed an educational program for Medical Laboratory Technologists:

(i) given in the province and approved by the Council; or

(ii) recognized by the Council as being equivalent to a course of studies mentioned in subsection (1)(a)(i);

(b) is of good character;

(c) has passed the certification examination of the Canadian Society of Laboratory Technologists or equivalent examinations as approved by the Council.

(2) A person who has satisfactorily completed an approved educational program mentioned in subsection (1)(a)(ii) that is given outside the province shall, in addition to meeting the requirements of subsection (1), produce evidence establishing to the satisfaction of the Council, registration, certification or licensing as a Medical Laboratory Technologist outside the province, that meets standards equivalent to those in Saskatchewan.

(3) The Council may, upon application, waive the requirements that a person mentioned in subsection (2) be registered or certified outside the province.

(4) Any person who applies to be registered as a member and whose application is refused by the Executive Director may, in accordance with section 19 of The Medical Laboratory Technologists Act, apply in writing to the Council to review the decision of the Executive Director and the Council may, upon such a review, grant or refuse the application.

(5) A licence to practice may be issued to persons who meet the requirements of Bylaw II, section 2, subsections (1) or (2).

(6) Any member who applies for a licence and is refused by the Executive Director may apply in writing to the Council to review the decision of the Executive Director and the Council may, upon such a review, grant or refuse the application.

(7) The Council may, in cases where it determines that a member has demonstrated qualification in one discipline only, license the person as a practising member with eligibility to practise restricted to that discipline only. Where such restriction exists, the same shall be noted upon the licence of the practising member.

(8) A temporary licence to practise may be issued to a person who is eligible to write or who has written the required examinations but has not received the results of the examinations; or a person whose eligibility to practise is being assessed, provided that the person:

(a) completes the prescribed form and pays the prescribed registration and licensing fees to the Executive Director; and

(b) meets the requirements of Bylaw II, section 2, subsections (1) and (2) within twelve (12) months of initial registration as a practising member.

SECTION 3 — Maintaining Eligibility as a Practising Member:

(1) To maintain eligibility as a practising member, the member must:

(a) work at least 1,200 hours in the five-year period immediately preceding the date of application for the year in which the licence is sought;

(b) hold practising membership with the Society or a regulatory body recognized by the Society while working in medical laboratory technology activities approved by the Society to contribute to eligibility for a licence;

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The affairs of the Society shall be managed by the Council which shall be composed of:

- the Society,
- (2) A non-refundable application fee of $110.00, payable to Laboratory Technology program in Canada.
- (1) The Council shall prescribe the examinations required for initial registration and may determine the fees and conditions governing these examinations.
- (2) To meet the examination requirements for registration, candidates must:
  - (a) complete the prescribed application forms and pay the prescribed examination fee;
  - (b) pass the Canadian Society of Laboratory Technologist examinations or equivalent examinations as approved by the Council.
- (3) Candidates must write the examinations at the first writing for which they are eligible unless the Executive Director, upon being satisfied that exceptional circumstances exist, gives written consent otherwise.
- (4) Candidates who fail the examinations on the first writing are required to rewrite at the next examination unless postponement is allowed by the Executive Director due to exceptional circumstances. Candidates are allowed a total of three attempts to pass the examinations. Candidates must meet the eligibility requirements for each writing and must complete the necessary application and pay the prescribed fee therefore.

BYLAW IV — FEES

SECTION 1 — Application Fee:

(1) A non-refundable application fee of $110.00, payable to the Society, shall accompany each application for initial registration from applicants who have completed a Medical Laboratory Technology program in Canada.

(2) A non-refundable application fee of $110.00, payable to the Society, shall accompany each application for initial registration from applicants who have completed an educational Medical Laboratory Technology program recognized pursuant to these Bylaws in countries other than Canada. If the credentials of such an applicant require assessment by an outside agency, the cost of the assessment shall be an additional fee payable by the applicant.

SECTION 2 — Registration Fee:

(1) The annual registration fee for members shall be $25.00.

SECTION 3 — Annual Licensing Fee:

(1) The annual licensing fee for practising members shall be $125.00.

SECTION 4 — Fee Payment:

(1) Any fee payable pursuant to these Bylaws shall be paid, unless otherwise specifically provided for, on or before December 31 in the year due.

BYLAW V — COUNCIL OF THE SOCIETY

SECTION 1 — Composition:

The affairs of the Society shall be managed by the Council which shall be composed of:

(a) eight elected members who shall be the Past-President, President, Vice-President, and five Council members elected in the manner provided from among the registered practising members with consideration given to geographical representation;
(b) up to two Public Representatives appointed by the Lieutenant Governor in Council pursuant to the Act;
(c) the executive Director who shall be an ex-officio member without voting power.

SECTION 2 — Eligibility:

Practising members of the Society may be elected as members of Council. No employee of the Society may hold elected office.

SECTION 3 — Nominations:

(1) There shall be a Nominations Committee composed of the Past-President and three practising members, not being members of the Council, appointed annually by the Council for a term of one year with consideration given to geographical representation. Members may serve on this Committee for two consecutive terms. The Past-President shall be appointed as Chairperson of the Committee.

(2) The Committee members shall submit nominees for all positions to be elected. Consideration shall be given to geographical location of the nominees for the position of members of the Council.

(3) The Nominations Committee shall confirm the preliminary ballot for elections of the Society by April 30th of each calendar year.

SECTION 4 — Method of Election and Voting:

Voting for elected members of the Council shall be by mail ballot to be mailed 60 days prior to the Annual General Meeting of the Society in each calendar year. Election will be by a simple majority of the correctly completed mail ballots returned.

SECTION 5 — Term of Office:

(1) The term of office for the elected members of the Council shall be for two years with the exception of the President, Past-President and the Vice-President whose term of office shall be for one year. The term of office shall commence as of January 1 following election. In the case of a vacancy on the Council through resignation, death or otherwise, the remaining members of the Council shall fill the vacancy by the appointment of a registered practising member of the Society who shall act until the next Annual General Meeting. No elected officer shall hold the same office for more than two consecutive terms of office.

(2) Of the five Council members to be elected, two will be elected in even-numbered years and three will be elected in odd-numbered years.

SECTION 6 — Council Meetings:

(1) The Council shall meet at least twice a year and additional meetings may be held as deemed necessary by the President in consultation with the Council.

(2) A majority of the voting members of the Council constitutes a quorum for the transaction of Council business.

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SECTION 7 — Powers and Functions:
The Council shall manage and direct the affairs of the Society between Annual Meetings and without restricting the generality of the foregoing shall:

1. establish and administer policies governing the admission, counselling and discipline of members;
2. establish and administer policies as necessary to further the objectives of the Society;
3. establish a mechanism for regularly evaluating the Society;
4. approve the appropriation, investment and disbursement of the funds of the Society;
5. submit to each Annual Meeting of the Society an audited financial statement of the operations of the Society for the past calendar year which is the fiscal year of the Society;
6. may elect or appoint any other officers it considers necessary or advisable.

BYLAW VI — DUTIES OF COUNCIL MEMBERS AND OFFICERS

SECTION 1 — President:
The President shall be responsible to the Society membership at the Annual Meeting and shall:

1. preside at all General and Special Meetings of the Society and of the Council, the Executive Committee and the Finance Committee;
2. perform all acts and deeds pertaining to this office and shall exercise a general control and supervision over the affairs of the Society;
3. be an ex-officio member of all committees with the exception of the Nominations Committee.

SECTION 2 — Vice-President:
The Vice-President shall:

1. in the absence of the President perform the duties of the President;
2. perform such duties as may be assigned by the Council or the President.

SECTION 3 — Past-President:
The Past-President shall:

1. perform such duties as may be assigned by the Council or the President.

SECTION 4 — Council Members:
The Council Members shall:

1. perform such duties as may be assigned by the Council or the President.

SECTION 5 — Executive Director:
The Executive Director shall be a Medical Laboratory Technologist appointed by and be responsible to the Council and shall:

1. keep all records of the Society, including a record of all meetings of the Society and the Council;
2. send minutes of such meetings to the members of the Council;
3. notify all members of all regular and special meetings, and send out to members appropriate information and documentation prior to any special or Annual Meeting;
4. issue all notices required by Statute, by these Bylaws, or by resolution of the Council;
5. act as Treasurer of the Society and ensure that full and accurate accounts are kept;
6. ensure that a motion is regularly presented at the Annual Meeting appointing a qualified accountant to audit accounts annually;
7. make a financial report to the Council as required by the Council and to the membership at the Annual Meeting;
8. carry out the policies established by the Council pertaining to the management and administration of the affairs of the Society;
9. be responsible for the selection and supervision of staff, assignment of responsibilities and office administration;
10. be an ex-officio, non-voting member of all committees with the exception of the Nominations Committee;
11. perform such duties as may be assigned by the Council or the President.

SECTION 6 — Signing Officers:
The Signing Officers of the Society shall be appointed by the Council; those eligible as Signing Officers shall include the President, the Vice-President, the Past-President and the Executive Director.

BYLAW VII — MEETINGS OF THE SOCIETY

SECTION 1 — Annual Meeting:
An annual meeting of the Society shall be held in each calendar year at a time and place that may be decided upon by the Society at the previous Annual General Meeting. Should the Society fail to so determine the Council shall determine the time and place of the Annual Meeting. Notice of the Annual Meeting shall be mailed to the members of the Society at least 30 days prior to the Annual Meeting.

SECTION 2 — Special Meetings:
The Council may call Special Meetings of the Society as required. In addition, the Council shall call a Special Meeting upon request in writing of 60 of the voting members of the Society. Notice of a Special Meeting shall be mailed to the members of the Society at least 15 days prior to the date of the meeting and shall state the business to be considered at such meeting, and no other business shall be considered.

SECTION 3 — Quorum:
A quorum for any Annual Meeting or Special Meeting shall be the number voting members present.

SECTION 4 — Voting:
1. All questions voted on at an Annual or Special Meeting of the Society except as provided in Bylaw XV, shall be decided by a majority of the votes of the voting members present. Each voting member shall be entitled to one vote.
2. All members in good standing are eligible to vote at Annual or Special Meetings of the Society.
A special mail vote may be called for by the Council on an issue of provincial importance when deemed necessary. A two-thirds (2/3) majority vote is required on any such special mail ballot.

BYLAW VIII — STANDING COMMITTEES

SECTION 1 — Provincial Standing Committees:
(1) The Standing Committees of the Society shall be the:
   (a) Credentials Committee;
   (b) Counselling and Investigation Committee;
   (c) Discipline Committee;
   (d) Executive Committee;
   (e) Finance Committee;
   (f) Legislation and Bylaws Committee;
   (g) Nominations Committee;
   (h) Occupational Health and Safety Committee;
   (i) Practice Committee;
   (j) Professional Development Committee;
   (k) Public Relations Committee.
(2) Each Standing Committee shall perform its duties, subject to the direction of the Council, and shall meet as frequently as required to fulfill its terms of reference.
(3) A quorum for a Standing Committee shall be the majority of its voting members.
(4) The President or delegate shall be an ex-officio member on all Standing Committees unless otherwise provided. The Executive Director or delegate shall, unless otherwise herein provided, act as an ex-officio non-voting member on all Standing Committees. The Executive Director or delegate shall act as Secretary to all Standing Committees.
(5) The term of office of all Standing Committee members shall be for one year unless herein otherwise specified.
(6) All Standing Committees shall be responsible to and report to the Council with the exception of the Nominations Committee which reports to the Annual Meeting.

SECTION 2 — Credentials Committee:
(1) The members of the Credentials Committee shall be:
   (a) the Past-President, who shall serve as Chairperson;
   (b) one other member from the Council;
   (c) the Society representative to the Advisory Committee for the Medical Laboratory Technology Program;
   (d) two representatives from the accredited training programs;
   (e) the Executive Director, or designate, as an ex-officio member.
(2) The duties of this Committee shall be:
   (a) to make recommendation to the Council with regard to the equivalency to medical laboratory technology education programs conducted outside of Saskatchewan for the purposes of registration of extra-provincial applicants;
   (b) to receive and review reports relative to the development and implementation of new educational programs and modification of established medical laboratory technology programs in Saskatchewan;
   (c) to evaluate basic medical laboratory technology education programs in Saskatchewan using the standards and criteria established by the Society;
   (d) to evaluate medical laboratory technology re-entry programs using standards and criteria established by the Society;
   (e) to make recommendations to Council regarding program ratings in accordance with the policies and procedures for approval of medical laboratory technology education programs;
   (f) to administer the Wheatland Bounty Scholarship and determine recipients thereof;
   (g) to determine any special recognition awards and make arrangements therefore;
   (h) to act in liaison with the Canadian Society of Laboratory Technologists to determine any national and provincial award winners and to make arrangements for presentations.

SECTION 3 — Counselling and Investigation Committee:
(1) The members of the Counselling and Investigation Committee shall be:
   (a) three registered practising members appointed by the Council, one of whom shall be designated as Chairperson;
   (b) in the event of a conflict of interest, a Committee member will step down, and the Council shall appoint a replacement member to deal with the specific complaint.
(2) The duties of this Committee shall be:
   (a) to prepare for the Council an annual report of the number of inquiries;
   (b) to receive and review complaints brought against any member in writing;
   (c) to make written reports to the discipline committee; and
   (d) to hold in confidence all sessions and documentation.

SECTION 4 — Discipline Committee:
(1) The membership of the Discipline Committee shall be:
   (a) two elected members of the Council, as appointed by the Council, one designated as Chairperson and one as Vice-Chairperson;
   (b) two practising members appointed by the Council;
   (c) one Public Representative to Council appointed by the Lieutenant Governor in Council;
   (d) in the event of a conflict of interest, the involved Committee member will step down, and the Council will appoint a replacement member to deal with the specific investigation;
(e) no member of the Counselling and Investigation Committee is eligible to be appointed as a member of the Discipline Committee.

(2) The duties of this Committee shall be:
   (a) to review the reports of the Counselling and Investigation Committee and, where recommended by the Counselling and Investigation Committee that the Discipline Committee hear and determine a complaint, to conduct hearings to review the complaint set out in the written report including that a member has violated the provisions of the Act or Bylaws of the Society;
   (b) to determine whether the person whose conduct is the subject of a complaint or allegation is guilty of professional incompetence and/or professional misconduct;
   (c) to hold hearings to determine applications for reinstatement of a licence to practise from persons whose registration or right to practise has been suspended or revoked.
   (d) to provide a written decision respecting the determination of the Committee subsequent to any hearing conducted;
   (e) to exercise the disciplinary powers and authorities and conduct the procedures contained in the Act;
   (f) to prepare and to provide to Council an Annual Report of the number and nature of hearings conducted;
   (g) to hold in confidence all sessions and documentation.

(3) The Society’s solicitor may participate in any inquiry before the Committee but shall not vote thereat.

SECTION 5 — Executive Committee:
(1) The members of the Executive Committee shall be:
   (a) the President who shall serve as Chairperson;
   (b) the Past-President;
   (c) the Vice-President;
   (d) one member of Council.

(2) The duties of this Committee shall be:
   (a) to take action when required on urgent matters between regular Council meetings;
   (b) to seek ratification of such action at the next meeting of the Council.

SECTION 6 — Finance Committee:
(1) The members of the Finance Committee shall be:
   (a) the Council members, the President serving as the Chairperson;
   (b) six practising members with consideration being given to representation from a variety of disciplines of medical laboratory technology;
   (c) one member of Council;
   (d) the Chairperson for this Committee is to be elected by the Committee from members of the Committee.

(2) The duties of this Committee shall be to make recommendations to the Council regarding:
   (a) to advise the Council on occupational health and safety issues;
   (b) to prepare articles for publication in publications of the Society or otherwise;
   (c) to report to the Council and the Annual Meeting of the Society;
   (d) to respond to Government proposals and documents pertaining to occupational health and safety issues.

SECTION 7 — Legislation and Bylaws Committee:
(1) The members of the Legislation and Bylaws Committee shall be:
   (a) the Past-President who shall serve as Chairperson;
   (b) the Vice-President;
   (c) one member of Council.

(2) The duties of this Committee shall be:
   (a) to review the Act, Bylaws and Policies of the Society and to make recommendations to the Council regarding changes;
   (b) to monitor federal, provincial and municipal legislation affecting Medical Laboratory Technologists and the profession and to make recommendations to the Council for action when required;
   (c) to perform such duties as may be assigned by the Council or the President.

SECTION 8 — Nominations Committee:
(1) The members of the Nominations Committee shall be as defined in Bylaw V, section 3.

(2) The duties of this Committee shall be as defined in Bylaw V, section 3(2)(3).

SECTION 9 — Occupational Health and Safety Committee:
(1) The members of the Occupational Health and Safety Committee shall be:
   (a) one member of Council;
   (b) three other practising members appointed by Council each of whom shall serve a two-year term;
   (c) the chairperson for this Committee shall be the person elected by the Committee from the members of the Committee.

(2) The duties of this Committee shall be:
   (a) to advise the Council on occupational health and safety issues;
   (b) to prepare articles for publication in publications of the Society or otherwise;
   (c) to report to the Council and the Annual Meeting of the Society;
   (d) to respond to Government proposals and documents pertaining to occupational health and safety issues.

SECTION 10 — Practice Committee:
(1) The members of the Practice Committee shall be:
   (a) six practising members with consideration being given to representation from a variety of disciplines of medical laboratory technology;
   (b) one member of Council;
   (c) one other practising member appointed by the Council if deemed necessary;
   (d) the Chairperson for this Committee is to be elected by the Committee from members of the Committee.

(2) The duties of this Committee shall be to make recommendations to the Council with respect to criteria and procedures for approval of medical laboratory technologist education programs and specifically with regard to:
BYLAW X — ACADEMIES OF THE SOCIETY

SECTION 1 — Formation of an Academy:
Five registered practising members of the Society may apply to the Council for permission to form a local academy of the Society.

SECTION 2 — Membership:
Upon presentation of proof of registration, any member of the Society living in the geographical area becomes a member of the Academy with eligibility to vote and hold office in the Academy.

SECTION 3 — Bylaws:
The Bylaws of the Academy, and any amendments thereto, shall be approved by the Council and shall not be effective until such written approval is given.

SECTION 4 — Finances:
Following approval of the Bylaws, the Academy shall be eligible to receive an initial organizational grant from general funds, the amount to be determined by Council.

SECTION 5 — Maintenance of Academy Status:
In order to maintain Academy status each Academy shall:
(a) show evidence of at least two meetings each year at which Society business is discussed and at which a minimum of members, the number to be determined by each Academy’s Bylaws and approved by the Council, are in attendance;
(b) following each meeting of the Academy, submit a copy of the minutes to the provincial office of the Society;
(c) in the event the requirements of this section are not met, the Council may, upon resolution, rescind approval of any Academy.

BYLAW XI — FISCAL YEAR

The fiscal year of the Society shall be January 1st to December 31st in each year.

BYLAW XII — PARLIAMENTARY AUTHORITY

Unless otherwise approved, the rules contained in “Bourinot’s Rules of Order” shall govern the Society in all cases in which they are applicable and in which they are not inconsistent with The Medical Laboratory Technologists Act and Bylaws of the Society.

BYLAW XIII — LIABILITY INSURANCE

The Council may obtain liability insurance coverage for the activities of the Society and its members with such insurance carrier and in such amounts as it may from time to time determine necessary or appropriate. Where the Council obtains such liability insurance coverages, it shall cause the Society to pay the premiums therefore as an expense of the Society. The Society may recover the expense of liability insurance coverage for its members as a fee payable by members to the Society in such amount as the Council may, from time to time, determine.

SECTION 11 — Professional Development Committee:
(1) The members of the Professional Development Committee shall be:
(a) one member of the Council appointed for a two-year term serving as the Chairperson of the Committee;
(b) one appointed practising member from each Academy;
(c) the Chairperson of the Credentials Committee as an ex-officio, non-voting member.
(2) The duties of this Committee shall be:
(a) to assess the membership need for continuing education, refresher and upgrading courses and educational workshops and to make recommendations to the Council;
(b) to be responsible for setting up lectures, workshops and seminars for the membership.

SECTION 12 — Public Relations Committee:
(1) The members of the Public Relations Committee shall be:
(a) one member of Council appointed for a two-year term serving as the Chairperson of the Committee;
(b) one appointed practising member from each Academy;
(c) the Chairperson of the Practice Committee as an ex-officio, non-voting member.
(2) The duties of this Committee shall be:
(a) to further the objectives of the Society, to improve public relations and to act in liaison with other health care facilitators to improve the public image of Medical Laboratory Technologists;
(b) to provide information, public speakers, printed materials, audio-visual material or any other display material required for educational purposes outside of the Society in order to improve the public relations and information available about Medical Laboratory Technologists.

BYLAW IX — SPECIAL AND AD HOC COMMITTEES

SECTION 1 — Special Committees:
Special Committees may be appointed by the Council at any time to carry out the objectives of the Society and may be dissolved by a resolution of the Council. When appointing a Special Committee, the Council shall set forth the membership, duties, Chairpersonship and quorum thereof.

SECTION 2 — Ad Hoc Committees:
Ad Hoc Committees may be appointed by the Council for a specific purpose on precise terms of reference which state that the Committee shall cease to function upon completion of the specific task. When appointing an Ad Hoc Committee, the Council shall set forth the membership, duties, Chairpersonship and quorum thereof.
BYLAW XIV — CODE OF PROFESSIONAL CONDUCT

The Society hereby adopts the Code of Professional Conduct attached to and marked as Schedule “A” to these Bylaws and the same may be repealed or amended in accordance with the provisions for repeal or amendment of Bylaws contained herein.

BYLAW XV — REPEAL OR AMENDMENT OF BYLAWS

Any section of the Bylaws may be repealed or amended in accordance with the requirements of *The Non-profit Corporations Act, 1995* and *The Medical Laboratory Technologists Act*.

Schedule “A” to The Bylaws of the Saskatchewan Society of Medical Laboratory Technologists

**Canadian Society of Laboratory Technologists**

**CODE OF PROFESSIONAL CONDUCT**

1. Medical laboratory technologists are dedicated to serving the health-care needs of the public. The welfare of the patient and respect for the dignity of the individual shall be paramount at all times.

2. Medical laboratory technologists work with other health care professionals, to provide effective patient care.

3. Medical laboratory technologists shall promote the image and status of their profession by maintaining high standards in their professional practice and through active support of their professional bodies.

4. Medical laboratory technologists shall protect the confidentiality of all patient information.

5. Medical laboratory technologists shall take responsibility for their professional acts.

6. Medical laboratory technologists shall practise within the scope of their professional competence.

7. Medical laboratory technologists shall endeavour to maintain and improve their skills and knowledge and keep current with scientific advances.

8. Medical laboratory technologists shall share their knowledge with colleagues and promote learning.

9. Medical laboratory technologists shall be aware of the laws and regulations governing medical laboratory technology and shall apply them in the practice of their profession.

10. Medical laboratory technologists shall practise safe work procedures at all times to ensure the safety of patients and co-workers and the protection of the environment.

Copies of the application may be obtained from Mr. Antoine (Tony) A. Khourieh, MAXX Petroleum Ltd., 1000, 112-4th Ave. S.W., Calgary, Alta. T2P 0H3, by persons directly affected.

Dated at Regina, Saskatchewan, January 29, 1996.

February 9, 1996