



MEMO

To: All members of the New Brunswick Society of Medical Laboratory Technologists (NBSMLT)

From: NBSMLT Board of Directors

Date: November 1, 2023

RE: Membership Dues Proposal

The New Brunswick Society of Medical Laboratory Technologists (NBSMLT) Board of Directors (BOD) is proposing a dues increase and here is what you need to know:

With the goal of preventing a sudden substantial increase in dues, we would like to propose a subtle increase of \$60 over three years; beginning in 2025 with \$15, followed by \$20 for 2026, and concluding with \$25 for 2027. The dues set at \$255 for 2024 will remain the same.

There are many contributing factors leading to a dues increase. The main one being the rising costs of simply doing business. Everyone is aware that the cost of goods and services has increased, and this directly impacts the NBSMLT. As the regulatory body for Medical Laboratory Technologists (MLTs) in New Brunswick, it is our duty to invest in systems, staff, education and training that can successfully meet our mandate of **public protection**.

Information supporting the dues proposal is outlined below:

Area of increase	Highlights
Operational costs	<ul style="list-style-type: none">• Legally bound to an annual financial audit by a third-party as per our bylaws. Since 2020, this fee has increased by \$2,170. The cost in 2023 was \$10,000.• Outdated technology required to conduct NBSMLT business (10+ years old) required upgrading and cybersecurity measures needed to be implemented. This cost the NBSMLT \$11,635.• Board governance training is necessary for each board member to confidently lead our society. With the vast changes projected by government, NBSMLT must be able to respond and react to such changes confidently which requires continuous education and training.• NBSMLT's Executive Director is required to travel to important conferences to ensure our society remains current on regulatory topics and most importantly ensuring we have a say in national policy changes. Travel costs (fuel, hotel, airfare, etc.) have risen significantly since the pandemic.
Preventative measures	<ul style="list-style-type: none">• The number of MLTs retiring is outweighing the number of new graduates entering the profession, and a smaller membership means less income. We must be able to provide the same service even if there is a reduction in membership.• Over the past few years, the NBSMLT has streamlined and cut out all the "extra's" possible, to make a lean budget and focus on building funds. It's now time to apply those funds to operational costs of the Society. We must also prepare for worst case scenarios such as legal proceedings.

Wants	<ul style="list-style-type: none"> • Our www.NBSMLT.ca website is outdated and requires an upgrade. Quotes land between \$10,000 to \$20,000. So far, we have only budgeted \$5,000 for the upgrade. • NBSMLT would like to continue issuing grants and awards to members. We currently issue \$3,000 annually.
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Comparison of MLT licensing dues between provinces:

Province	2023 Provincial Dues (\$)	Membership
Newfoundland and Labrador	\$510.00	514
Manitoba	\$508.12	925
Alberta	\$450.00	2500
Nova Scotia	\$390.00	825
Ontario	\$384.20	6916
Quebec	\$366.55	4662
Prince Edward Island	\$350.00	97
Saskatchewan	\$300.00	835
New Brunswick NOTE: This does not include the cost of the \$185 CSMLS dues. NBSMLT does not have control over the set price point of CSMLS dues	\$255.00	650

Please be assured that the NBSMLT BOD has and will continue to make every effort to keep all membership dues increases to a minimum. The NBSMLT BOD appreciates your continued support and is here to answer any questions that may arise. All inquiries can be directed to Sara Brown, PRESIDENT@NBSMLT.NB.CA

A members-only vote will take place virtually at the Annual General Meeting (AGM) scheduled for **Wednesday, November 22, 2023 from 7:00-8:30pm on GoToWebinar.**

IMPORTANT: Members must pre-register for the meeting no later than November 21, 2023. [CLICK HERE TO REGISTER](#)

Sincerely,
The New Brunswick Society of Medical Laboratory Technologists Board of Directors