

OALT/ABO

ONTARIO ASSOCIATION OF LIBRARY TECHNICIANS/ASSOCIATION DES BIBLIOTECHNIENS DE L'ONTARIO

NEWSLETTER NOUVELLES



NEWS

Volume II, Number 1

March 1977

From the desk of the President

You may be wondering what activities the Provincial Association has been involved in this year. As a sneak preview to our annual reports, you might be interested in the following. Two or three things have happened since January, which I think have very significant importance for us as an Association. All year we have had a Task Force of Community College Technicians working to upgrade their classifications, across Ontario. Early in February, we learned that the Sub-committee on Support Staff Classifications, of the Ministry of Colleges and Universities, was undertaking a formal review of Library Technician classification in the Community Colleges. We made an official representation to that Committee, in the form of a letter, stating the views of the Association. I hope we will be able to report at a later date on the outcome of the review.

Another significant event in February was that Mr. Bernard Friedman of the Policy and Planning Branch of the Ministry of Colleges and Universities, contacted me. He has arranged a series of meetings to discuss the liaison between college programs and professional associations. He considers the Library Technician situation a good example and is going to talk with our Association and the college program coordinators to discuss our feelings about liaison. This is a very encouraging step for us.

Last, but not least, the question of our incorporation keeps coming up. Until February, we were under the impression that we had an application in for incorporation, but we have now discovered that there is no evidence of one. It is unfortunate that it is taking us this long to finalize incorporation but we are now proceeding with legal advice to try to get it through as soon as we can. We will let you know when it has gone through and at that point, but not before, you may deduct your Association fees on your income tax return. Don't despair! The Board will make sure it goes through, though we still cannot say when it will be.

London Regional Branch is a hive of activity now and everyone in London is looking forward to your arrival at the 4th Annual Conference, May 26-28th. It's going to be an exciting and worthwhile weekend. I hope you are all planning to attend.

See you in London.

Respectfully submitted
Meg Sinclair
President, OALT/ABO

NOUVELLES

Volume II, Numéro 1

mars 1977

Quelques mots de la Présidente

Vous vous demandez peut-être dans quels genres d'activités l'Association Provinciale a été impliquée cette année. A titre d'intérêt je vous donnerai donc une vue préliminaire de nos rapports annuels. Depuis janvier, plusieurs choses se sont passées, choses qui ont une importance significative pour nous en tant qu'Association. Durant l'année nous avons eu un Groupe de Travail de Techniciens de Collèges communautaires qui cherchent à élever leurs classifications à travers l'Ontario. Au début de février nous avons appris que le Sous-comité sur les Classifications du Personnel de Soutien du Ministère des Collèges et des Universités entreprenait une revue formelle de la classification des bibliotechniciens travaillant dans les Collèges communautaires. Nous avons soumis une présentation officielle à ce comité, sous forme de lettre, donnant les vues et la position de l'Association. J'espère que nous pourrons donner les résultats de cette revue à une date ultérieure.

Egalement en février, Monsieur Bernard Friedman de la Division de la Politique et de la Planification du Ministère des Collèges et des Universités est entré en communication avec moi. Il a organisé une série de rencontres afin de discuter du lien entre les programmes collégiaux et les associations professionnelles. Il considère la situation des bibliotechniciens un bon exemple et désire discuter avec notre Association et les coordonnateurs des programmes collégiaux afin de savoir ce que nous pensons de cette situation. Pour nous, ce développement est très important.

Dernièrement, mais non moins importante, il y a la question de notre incorporation. Jusqu'en février, nous croyions que notre demande était à l'étude; nous venons d'apprendre qu'aucun document ne prouve que nous ayons fait une telle demande. Nous regrettons ce délai mais nous avons maintenant consulté un avocat afin de terminer le processus de l'incorporation le plus rapidement possible. Nous vous aviserons lorsque le tout sera accepté et alors seulement pourrez-vous déduire vos frais d'adhésion à l'Association de votre retour d'impôt sur le revenu. Ayez confiance! Le Conseil se charge de poursuivre cette affaire jusqu'au bout, mais nous ne savons pas combien de temps il faudra y mettre.

La Régionale de London est une ruche d'activités et nous avons tous hâte de vous voir lors du 4ième Congrès Annuel du 26 au 28 mai; cette fin de semaine promet d'être stimulante et profitable. J'espère que vous prévoyez tous y assister.

A bientôt, à London.

Respectueusement soumis par
Meg Sinclair
Présidente, OALT/ABO

Editor's note:

Congratulations, first of all, to the winners of our cover page competition. The winning entry was a joint effort by Liz Aldrey and Patricia Boyko. Liz is a Niagara College graduate who works at Mohawk College, St. Joseph Nursing campus. Patricia is an audio-visual technician at the same campus. Thank you, Liz and Patricia, for putting your heads together and sending us the result. I'm sure our readers will agree that the new cover is a welcome improvement to our Newsletter.

I'd like to mention at this point that we have been exchanging newsletters with the Women Library Workers, an organization based in San Francisco. The WLW, under national organizer Carole Leita, represents an "organized effort on the part of women in libraries", and has a number of chapters throughout the United States. Its newsletter gives an informative account of issues which are being raised and examined by the members of the organization. Needless to say, these issues - salaries, clarification of goals, etc. - are no strangers to either individual technicians in Ontario or to our association as a whole. Copies of "Women Library Workers" are held by the OALT/ABO in Oakville.

Further on in this issue you'll find a lot of information about the annual conference. As I read through the list of workshops, I know it won't be easy deciding which workshops to go to - they all sound interesting. I hope that many of you will be encouraged to go and look forward to seeing you in London.

F.S.

From the desk of the Vice-President

Thank you one and all for your terrific response to the questionnaire published in the last newsletter. All replies, received and forthcoming, are greatly appreciated.

Some of the suggestions and concerns stated in the questionnaires were:

1. a map showing areas of employment
2. files of job descriptions, qualifications, salaries, fringe benefits, etc.
3. better system of informing techs about upcoming job vacancies
4. more information to employers about techs

In order to actually work on these suggestions, your cooperation will again be required. Therefore, I am asking each and every one of you to send copies of your most recent salary schedules and job descriptions, along with anything else that you can possibly lay your hands on which may prove useful. This information can then be kept on file and used for negotiating purposes as required.

Your publicity co-ordinator and I have come up with the idea of an illustrated pamphlet on Library Technicians to be distributed to employers

Note de l'éditrice

Félicitations tout d'abord aux gagnantes de notre concours de la page couverture. L'inscription gagnante était un effort conjoint par Liz Aldrey et Patricia Bayko. Liz est une graduée de Niagara College et travaille au St. Joseph Nursing campus de Mohawk College. Patricia est technicienne en audio-visuel au même endroit. Merci à vous, Liz et Patricia, de nous avoir fait parvenir le résultat de vos efforts. Je suis sûre que nos lecteurs trouveront notre nouvelle page couverture une nette amélioration à notre Newsletter.

A ce moment-ci, j'aimerais souligner que nous avons échangé des newsletters avec le "Women Library Workers" (WLW), une organisation qui a son siège à San Francisco. Le WLW, avec Carole Leita comme Organisatrice nationale, représente un "effort organisé de la part des femmes en bibliothéconomie", et a plusieurs chapitres à travers les Etats-Unis. Leur newsletter donne un compte rendu instructif des questions soulevées et examinées par les membres de l'organisation. Inutile de dire que ces questions - salaires, clarification des objectifs, etc. - ne sont pas inconnus des techniciens, en tant qu'individus, en Ontario ou de notre Association dans son ensemble. Des copies de "Women Library Workers" sont gardées par l'OALT/ABO à Oakville.

Un peu plus loin dans ce numéro vous trouverez beaucoup d'information sur la conférence annuelle. En jetant un coup d'oeil sur la liste des ateliers, je sais qu'il sera difficile de choisir dans quel atelier participer - tous semblent si intéressants. J'espère que beaucoup d'entre vous serez intéressés à y assister. Au plaisir de vous voir à London.

F.S.

Quelques mots de la Vice-Présidente

Merci à tous pour votre réponse enthousiaste au questionnaire publié dans le dernier Newsletter. J'apprécie énormément recevoir toutes vos réponses, aussi bien celles à venir que celles déjà reçues.

Enoncées dans le questionnaire étaient les suggestions et préoccupations suivantes:

1. une carte montrant les régions d'emploi;
2. des dossiers de descriptions de tâches, de qualifications, de salaires, de bénéfices marginaux, etc.;
3. un meilleur système d'information à l'intention des bibliotechniciens, donnant les postes vacants à venir;
4. une information plus grande à l'intention des employeurs au sujet des bibliotechniciens.

Afin de travailler à ces suggestions votre coopération est de nouveau sollicitée. Je vous demanderais donc de m'envoyer des copies de vos barèmes de salaires et de vos descriptions de tâches les plus récents ainsi que toute autre chose qui pourrait nous être utile. Cette information pourra nous servir lors des négociations avec les employeurs.

and prospective employers. It is hoped that the pamphlet will contain photographs of almost every type of job which we are capable of doing, along with various aspects of our training. Needless to say, this will most likely be a long-term project, as it will take some time to accumulate and sort the material required. Any volunteer assistance will be appreciated.

The remaining two suggestions - a better method of announcing job vacancies and a map showing where technicians are employed in the province - will take even more time. A preliminary map can be easily made up from our own membership, but there will still be a number of technicians not yet accounted for. As for the improved method for job vacancies, all suggestions will be gratefully received. (Editor's note: See article on this subject elsewhere in the Newsletter)

I have asked for a lot from you this time. For those of you who wish to see these projects completed, please send the information requested to our Oakville address:

Bette Wilson
Vice-President
OALT/ABO
P.O. Box 682
Oakville, Ontario L6J 5C1

or send it to me through your regional Presidents or members of the Board of Directors.

Thanks again for your cooperation. And remember - we can only succeed with your help.

Respectfully yours,
Bette Wilson

All members of OALT/ABO

** N. B. **

FOR YOUR PROTECTION

Although OALT/ABO is a professional organization, OALT/ABO is NOT YET INCORPORATED!

Therefore, PLEASE DO NOT attempt to claim fees paid to the Association as an income tax deduction without first taking the advice of lawyer or tax consultant.

* * * * *

Votre coordonatrice de publicité et moi-même avons pensé qu'il serait bon d'avoir une brochure illustrée sur les bibliothécaires, à l'intention des employeurs actuels et éventuels. Nous espérons que cette brochure inclura des photographies de presque toutes les tâches variées que nous sommes appelés à remplir ainsi que des différents aspects de notre instruction en tant que bibliothécaires. Nul besoin de dire qu'un tel projet en sera un à long terme étant donné qu'il nous faudra du temps pour accumuler et classer le matériel nécessaire. Toute offre d'aide sera appréciée!

Les deux dernières suggestions - une meilleure méthode de faire connaître les positions vacantes, et une carte géographique indiquant les centres où sont employés les techniciens dans la province - prendront encore plus de temps à réaliser. Une carte préliminaire pourrait être établie à partir de notre liste de membres actuels; cependant il nous manquerait encore un certain nombre de techniciens qui ne sont pas membres. Quant à une méthode de faire connaître les positions vacantes... envoyez-nous vos suggestions! (Note de l'éditrice: voir article ailleurs dans ce numéro).

Je vous ai demandé bien des choses cette fois-ci. Pour ceux et celles d'entre vous qui désirent voir ces projets se réaliser, je vous prie de bien vouloir faire parvenir l'information demandée à notre adresse à Oakville:

Betty Wilson
Vice-Présidente
OALT/ABO
B.P. 682
Oakville, Ontario
L6J 5C1

ou alors, me la faire parvenir par l'intermédiaire de votre président régional ou de membres du Conseil des Directeurs.

Encore une fois, je vous remercie de votre coopération. Souvenez-vous --- nous pourrons réussir avec votre aide seulement!

Respectueusement vôtre,
Bette Wilson

TOUS LES MEMBRES DE L'OALT/ABO

N. B.

POUR VOTRE PROTECTION

Bien que l'OALT/ABO soit une organisation professionnelle, elle n'est pas encore incorporée.

C'est pourquoi vous n'avez pas le droit de réclamer les frais payés à l'Association sur votre déclaration d'impôts avant d'avoir consulté au préalable un avocat ou un expert en matière d'impôts.

Hello from Hamilton:

The members of the Hamilton Region held a different type of meeting on Saturday, November 20th. Instead of the usual business-like approach we decided to visit the showing of the "Gold of the Gods" exhibited at the Royal Ontario Museum in Toronto. We arrived at 1:00 p.m. and spent an enjoyable afternoon soaking up culture. The group then travelled back to Hamilton for a pleasant dinner and got to know each other better. Those who attended had a marvelous day.

Judy Kellond
Planning & Publicity
Co-ordinator

Employment Information Service:

When Hamilton Region was asked to submit to this issue of the newsletter, I asked what type of articles would be of interest. London region asked for information on setting up Employment Information services at the local level soLondon here it is, and we hope this will help.

When you think of Employment Information services, most of you will think of Doug Willford. You know Doug! That sweet fellow at Humber College who seems to know what jobs are available and who is leaving and when. Well here is how he does it

Chris Campbell
Director

Sources of Job Openings:

- * LOCAL NEWS PAPERS PLUS TORONTO NEWSPAPERS IF POSSIBLE (GLOBE & MAIL; TORONTO STAR, SUN, etc.)
- fellow library technicians who are already employed and hear of openings
- library news letters and journals (OLA newsletter, Feliciter, etc.)
- the Co-ordinator of the Library Technician course at your local college (if it offers a course)
- the Placement Officer at your local college
- other regionals which have an established employment service
- establish liaison with prospective employers of L.T.'s in your area (Boards of Education, Special Libraries...)

Documentation of Information:

Once the information has been received it should then be dated, documented and kept on file until the position has been filled (note the forms for documentation of the job opening in Appendices 1 & 2 in the French section of the Newsletter)

Once the position has been filled, these forms should still be retained for future reference.

Hello de Hamilton

Les membres de la région de Hamilton ont participé à un différent genre de réunion le 20 novembre dernier. Au lieu de présenter une réunion d'affaires nous avons visité l'exposition intitulée "Gold of the Gods" au Royal Museum à Toronto. Nous sommes arrivés à 13 heures et nous avons passé un après-midi agréable. De retour à Hamilton, où nous avons tous soupé ensemble, nous avons appris à mieux nous connaître. Ceux qui ont participé à l'activité étaient très satisfaits de leur journée.

Judy Kellond
Coordonatrice: Planification
et publicité

Service de renseignements sur l'emploi

Lorsqu'on m'a demandé d'écrire pour ce numéro du Newsletter, je me suis demandé quel genre d'article serait d'intérêt pour le plus grand nombre de personnes. La région de London m'avait demandé au préalable comment organiser un service de renseignements sur l'emploi au niveau régional... alors spécialement pour vous London, j'espère que ces renseignements vous seront utiles.

Lorsque nous pensons aux Services de renseignements sur l'emploi, plusieurs d'entre nous pensons à Doug Willford. Vous connaissez Doug? Ce gentil collègue à Humber College qui semble toujours être au courant des emplois disponibles. Alors voici comment il procède...

Chris Campbell
Directeur

Sources pour découvrir les emplois disponibles

- *- Journaux locaux et aussi ceux de Toronto si possible (Globe & Mail, Toronto Star, Sun, etc.).
- Les bibliothécaires qui ont un emploi et qui connaissent des postes à combler.
- Les bulletins de nouvelles et les périodiques sur les bibliothèques (OLA newsletter, Feliciter, etc.).
- Le Coordonateur du programme en bibliothécaire au Collège communautaire de la région.
- L'agent de dotation en personnel du collège.
- D'autres régions de l'Association qui ont un service d'emploi déjà établi.
- Etablir des contacts avec des employeurs éventuels (Commissions scolaires, bibliothèques spécialisées, etc.).

Distribution:

- * YOUR LOCAL REGIONAL NEWSLETTER
- it is primarily up to the individuals to get in touch with you regarding jobs available. Therefore, make certain your name and position are well known to your membership.
- OTHER MEANS OF DISTRIBUTION:
 - fellow library technicians (old grape vine method)
 - at the executive and general membership meetings
- it is also helpful to keep a list of those people who are looking for positions. If any positions do become available then these people can be contacted.

Doug Willford
Library Technician

Hamilton Region would like to thank Doug for his help with this article and for those of you who don't know Doug personally, here are some of his credentials:

Doug Willford was the interim president of OALT/ABO. He helped to organize and chaired the founding meeting of the Association. After serving as interim president Doug became the Employment Information contact person for TALTA. During his tenure in this position he set up the procedures described above. Doug is a graduate of Niagara College in Welland and is presently employed at Humber College in Toronto.

Liz Aldrey
Treasurer

MOVING RIGHT ALONG: INNOVATIONS IN THE LIBRARY FIELD

The library field has been moving ahead rapidly in the last few years. In keeping with recent innovations in the library field, OALT/ABO is pleased to announce that the Fourth Annual Conference will deal with this very theme. The conference is planned for May 26-28, 1977 at Huron College, London, Ontario.

An interesting and varied program has been planned, starting with a registration and a reception on Thursday evening. On Friday and Saturday, workshop sessions will be held.

Thursday - 7:00-8:30p.m. Registration,
8:30- Reception

Friday - 7:30-9:00a.m. Breakfast/Registration
9:00-9:30 Coffee
9:30-12:00 Workshop Session I
12:00-1:30p.m. Luncheon
1:30-6:00 Business Meeting
6:00-7:30 Bar-B-Q
7:30- Free time (an optional trip to Stratford
Shakespearian Festival has been planned)

Comment organiser ces renseignements

Lorsque les renseignements sont rassemblés il est bon de leur assigner une date et de les conserver jusqu'à ce que le poste soit comblé (voir les pièces jointes: Renseignements pour un poste disponible en appendices 1 & 2).

Même lorsque le poste est comblé ces dossiers doivent être conservés pour les consulter ultérieurement.

Distribution:

* VOTRE BULLETIN REGIONAL DE NOUVELLES

- c'est d'abord à la personne qui cherche du travail de se mettre en relation avec la personne ressource, assurez-vous que le nom de cette personne ressource et le poste qu'elle occupe est bien connu des membres de la région.

- AUTRES MOYENS DE DISTRIBUTION

- les collègues bibliotechniciens (de bouche à oreille);
- annoncer ces postes aux réunions générales et au comité exécutif;
- cela s'avère très utile de garder les noms de ceux et celles qui cherchent un emploi. Si on apprend que des postes deviennent disponibles, on peut aviser ces personnes.

Doug Willford
Bibliotechnicien

La régionale de Hamilton remercie Doug pour son aide à la rédaction de cet article et pour ceux qui ne connaissent pas Doug je vous le présente:

Doug Willford a été le président intérimaire de l'OALT/ABO. Il a participé à l'organisation de l'Association et en a présidé la première réunion. Il a ensuite été personne ressource sur l'emploi pour TALTA et c'est pendant cette période qu'il a rédigé les procédures que vous venez de lire. Doug détient son diplôme du Collège Niagara de Welland et il est présentement au service de Humber College à Toronto.

Liz Aldrey
Trésorière

Progrès! Innovations dans le domaine des bibliothèques!

Le domaine des bibliothèques avance à pas de géants depuis quelques années! Afin de se tenir au courant des toutes dernières innovations dans les bibliothèques, l'OALT/ABO se fait un plaisir d'annoncer la Quatrième Convention Annuelle qui aura lieu les 26-28 mai prochains, au Collège Huron de London, Ontario.

Un programme chargé et varié vous attend! Tout débute par l'inscription et la réception jeudi soir. Les ateliers prennent place le vendredi et le

Saturday - 7:30-9:00a.m. Breakfast
9:00-9:30 Coffee
9:30-12:00 Workshop Session II (or colloquium)
12:00-1:30p.m. Luncheon
1:30-4:00 Workshop Session III
6:00-7:00 Cash Bar
7:00- Dinner Banquet

Breakfast and chapel services have been arranged for those delegates who choose to stay until Sunday morning.

There will be 10 workshops available with each workshop being offered for three sessions. Each conference delegate may attend these workshop sessions. A colloquium on "The Future of Library Technicians" will also be offered and may be substituted for Workshop Session II.

The workshops scheduled for Friday and Saturday are as follows:

1. Book Repair - presented by Emyes Evans; University of Toronto Rare Books.
2. Copyright - presented by Beth Miller; University of Western Ontario, D.B. Weldon Library.
3. Special Library Services - presented by Candy Dickenson, London Public Library, Shut-in Services.
4. Data Bases - presented by Gilles Deschatelets, University of Western Ontario, School of Library and Information Science.
5. Reference Services - presented by George Robinson, University of Western Ontario, D.B. Weldon Library.
6. Bibliotherapy - presented by Dr. Rita Blocher, psychologist and librarian.
7. Personnel Relations - presented by Betty McCamus, University of Western Ontario, School of Library and Information Science.
8. Computer - assisted Acquisitions - presented by Merv Colley, University of Western Ontario, D.B. Weldon Library.
9. Production and Utilization of Non-Print Resources - presented by Ed Crisp, University of Western Ontario, D.B. Weldon Library.
10. ISBD - presented by Nancy Williamson University of Toronto, Faculty of Library Science.

We hope that all members of the library community will attend these workshops. If you can only attend one day's activities we have arranged a special fee

samedi dans la journée. Voici un bref aperçu:

Jeudi:	19:00 - 20:30	p.m.	- inscription
	20:30 -	p.m.	- réception
Vendredi:	7:30 - 9:00	a.m.	- déjeuner/inscription
	9:00 - 9:30	a.m.	- café
	9:30 - 12:00	a.m.	- atelier (séance I)
	12:00 - 13:30	p.m.	- lunch
	13:30 - 18:00	p.m.	- réunion d'affaires
	18:00 - 19:30	p.m.	- Bar-B-Q (gril)
	19:30 -	p.m.	- temps libre (avec option d'aller au Festival de Shakespeare à Stratford)
Samedi:	7:30 - 9:00	a.m.	- déjeuner
	9:00 - 9:30	a.m.	- café
	9:30 - 12:00	a.m.	- atelier (séance II)
	12:00 - 13:30	p.m.	- lunch
	13:30 - 16:00	p.m.	- atelier (séance III)
	18:00 - 19:00	p.m.	- "Cash Bar"
	19:00 -	p.m.	- banquet

Le déjeuner et le service religieux sont disponibles pour les délégués qui demeurent jusqu'au dimanche matin.

Il y a dix ateliers qui traitent de divers sujets et chaque atelier est offert pour trois séances. Un colloque portant sur 'L'avenir des bibliothécaires' (samedi - 9:30 - 12:00) peut remplacer la séance II de l'atelier que vous avez choisi. Voici la liste des ateliers:

1. La réparation des volumes; présenté par Emyes Evans de l'Université de Toronto, Livres rares.
2. Droit d'auteur; présenté par Beth Miller de l'Université de Western Ontario, la Bibliothèque D.B. Weldon.
3. Services spéciaux des bibliothèques; présenté par Candy Dickenson de la Bibliothèque Publique de London, "Shut-in Service".
4. Bases de données; présenté par Gilles Deschatelets de l'Université de Western Ontario, Ecole des Bibliothèques et de la Science de l'Information.
5. Services de référence; présenté par George Robinson de l'Université de Western Ontario, la Bibliothèque D.B. Weldon.

for one day. The fees are:

Complete program (includes registration, dinner banquet, workshops, colloquium, coffee, Bar-B-Q , proceedings):

\$35.00 members of OALT/ABO

\$45.00 non-members

\$25.00 students

One day only (includes one full day's activities on Friday and Saturday - will not include proceedings):

\$20.00 members of OALT/ABO

\$25.00 non-members

\$15.00 students

The optional trip to the Stratford Shakespearian Festival will cost approximately \$8.00. Bus transportation will be included, with ticket costs. "As You Like It" will be playing on May 27, 1977.

Accommodation will be available at the college residence for approximately \$8.00 per night.

Registration and accommodation forms will be sent to all OALT/ABO members. For further information contact:

London Regional Branch
Conference Committee
Box 523, Postal Station 'B'
London, Ontario

Submitted by
Eleanor Irwin
Conference Committee, LRB

Ottawa Regional Branch

The Ottawa Regional Branch of the OALT/ABO sponsored a workshop on Saturday, February 5, 1977 at Algonquin College. The main emphasis was on communication and leadership in management.

Mr. Terry Barker directed the workshop. He has a great deal of relevant experience as a teacher of Management at Algonquin College, and as a lecturer in motivation, human relations, and communications. Terry is a charming, animated workshop leader.

Often in our relationships with other people, we fail to make our meanings crystal clear. Exercises in verbal communications proved to the group how difficult it is to achieve good communications with others.

Individual behaviour in groups was observed, and this led to a discussion of the standard types of functional and dysfunctional group behaviour.

Terry introduced the group to Decision Analysis Worksheets. These sheets require the listing of all aspects, both essential and desired, which

6. Bibliothérapie; présenté par le Dr. Rita Blocher, psychologue et bibliothécaire.
7. Relations du personnel; présenté par Betty McCamus de l'Université de Western Ontario, École des Bibliothèques et de la Science de l'Information.
8. Les acquisitions à l'aide de l'ordinateur; présenté par Merv Colley de l'Université de Western Ontario, la Bibliothèque D.B. Weldon.
9. La production et l'utilisation des non-imprimés; présenté par Ed Crisp de l'Université de Western Ontario, la Bibliothèque D.B. Weldon.
10. ISBD; présenté par Nancy Williamson de l'Université de Toronto, Facultés des Bibliothèques.

Nous vous attendons tous, vous, les gens directement reliés aux bibliothèques (membres ou non)! Si vous pouvez venir pour une seule journée, il y a un frais spécial. Voici les frais:

- Programme total (inscription, banquet, ateliers, colloque, café, Bar-B-Q, délibérations):

\$35.00	membres de l'OALT/ABO
\$45.00	non-membres
\$25.00	étudiants

- Une seule journée (comprend une journée d'activités complète - soit le vendredi ou le samedi, mais cela n'inclus pas les délibérations):

\$20.00	membres de l'OALT/ABO
\$25.00	non-membres
\$15.00	étudiants

Le voyage facultatif au Festival de Shakespeare à Stratford coûte approximativement \$8.00. Ceci comprend le tarif de l'autobus. La pièce "As You Like It" joue le 27 mai, 1977.

Vous pouvez loger à la résidence du collège pour \$8.00 la nuit.

Les formules d'inscription et de logement seront envoyées à tous les membres de l'OALT/ABO. Pour plus d'informations, écrivez à:

Régionale de London
Comité des Conférences
B.P. 523, Station "B"
London, Ontario.

Soumis par
Eleanor Irwin
Comité des Conférences
Régional de London

should be considered when a decision is to be made. This type of visual organization leads to logical decision-making.

Different styles of leadership, from the task-only oriented (autocratic style) to the people-only oriented (country-club style) were discussed.

Participants were quite enthusiastic about both the topic and the presentation of the workshop. We are all looking forward to another opportunity to take part in such a pleasant and interesting learning experience.

Hello from B.C.

Some time ago, it was suggested to me that it would be interesting to have some news from Eleanor Miller, a past president of our association who has since moved to British Columbia. So - I wrote to Eleanor expressing this interest on the part of those who know her, and here, along with a special 'hello' to all her friends, is the letter she sent in reply:

RR # 2
Southview Road
Powell River, B.C.

Dear Femmy - please excuse the delay in answering your letter - as you can see, my address has changed and it took quite a while to catch up with me. Also, my time is very limited now and this is truly the first chance I've had to write.

We have about 8 acres of land 10 mi. north of Powell River, way back in the bush and the mud. We are living in a house which we are building at the same time. Luckily the winter has been very mild, even for B.C., as we just insulated the downstairs a couple of weeks ago and still haven't finished upstairs. We built/are building a 20x26 barn style house which has none of the conveniences of modern living. We do have a propane range and hope to get a fridge as well before summer comes. Our heat is from wood we cut and burn, we have coal oil lamps and we get our water from a hand pump at the sink. We have a garden that I still go out to every day and pick greens for the salad at dinner. Now we are clearing another garden for this summer and I will be planting beans and peas this week. To us, there doesn't really seem to be any winter here - just a lot of rain.

I have a part-time job (4 hrs. a day) looking after the library at a branch of a Community College here. Jobs here are very hard to come by, especially for women - we have 15% unemployment, so of course I love the job.

La régionale d'Ottawa

La régionale d'Ottawa de l'OALT/ABO a commandité un atelier au collège Algonquin le samedi 5 février 1977. L'accent principal était sur la communication et le leadership en administration.

M. Terry Barker a mené l'atelier. Il a beaucoup d'expérience pertinente comme professeur de gestion au collège Algonquin et comme conférencier en motivation, relations humaines et communication. Terry est un meneur d'atelier animé et charmant.

Souvent, dans nos rapports avec d'autres gens, nous négligeons de communiquer nos intentions de façon claire et précise. Ces exercices en communication verbale ont démontré au groupe qu'il est difficile d'atteindre une bonne communication avec d'autres.

Le comportement individuel en groupe a été observé et ceci a mené à une discussion des types courants de comportement, de groupes fonctionnels et non-fonctionnels.

Terry a introduit au groupe le "Decision Analysis Worksheet". Ces feuilles exigent une liste de tous les aspects, à la fois essentiels et désirés, à être considérés quand une décision doit être prise. Ce type d'organisation visuelle mène à une prise de décision logique.

Différents types de leadership, du style orienté uniquement vers les tâches (style autocratique) à celui orienté uniquement vers les gens (style country-club), ont été discutés.

Les participants furent très enthousiastes, aussi bien du sujet traité que de la présentation de l'atelier et nous espérons tous avoir l'occasion de répéter une expérience d'apprentissage aussi agréable et intéressante dans le futur.

Un bonjour nous arrive de la Colombie britannique

Il y a quelque temps quelqu'un m'a dit qu'elle aimerait beaucoup avoir des nouvelles de Eleanor Miller, ancienne présidente de notre Association, qui a déménagé en Colombie britannique. Alors, je lui ai écrit en lui disant que ses amis de l'Ontario seraient intéressés de savoir ce qu'elle devient. Elle a répondu avec une lettre très intéressante dans laquelle elle nous donne une description de sa vie actuelle.

Les Miller ont 8 hectares de terrain et sont maintenant en train de construire leur maison. Ils ont un jardin où ils cultivent des légumes. Avec tout ça, Eleanor travaille à temps partiel dans la bibliothèque d'un collège communautaire. Sa lettre est incluse dans la version anglaise du Newsletter. Comme elle l'a écrite en anglais, nous avons trouvé plus "Eleanor" de la laisser comme ça.

Don is not employed at a paying job as we are still working on the house and the land, so he spends his days building and clearing. However, he is president of the local Civil Liberties Society, which gives him something else to think about besides physical labour.

Tara goes to school about 5 mi. on the bus and she has the best teachers ever. She is learning to play the flute and has a friend her age at the bottom of the road, and right now she is babysitting a neighbour's chickens, so she is quite busy. We belong to a food co-op which is member run, so we get some of our food at reasonable prices, and meet a lot of good people as well. There is not too much to do, but we go to work parties, craft fairs, coffee houses, dances and visit back and forth with friends. Most of the time we have so much to do that we just seem to stay at home and work.

We both weigh at least 10 lbs less than when you last saw us - and look 10 yrs older. It's been a lot of hard work getting our place even to this stage. We both miss Ottawa terribly sometimes, especially our friends and all the things we used to do. But we've talked it over many times and we still say we're so glad we are actually finally here, making our life with our own hands. It's the best experience we've ever had.

Love to all - Eleanor

Report to the library schools

GRADUATE LIBRARY SCHOOLS AND THE LIBRARY TECHNICIAN

For many years there were two types of workers on library staffs: the professional librarians, and the clericals. Then, beginning in the 1960's, in Canada, courses were offered by the Provincial Library Service Branch of the Ontario Department of Education. These were designed to train clerical people specifically for library work. This led to the first two-year Library Technology course at Lakehead University in 1968. At the present time seven community colleges and the programs at Lakehead University and Ryerson Polytechnical Institute are graduating some 200 Library Technicians each year in Ontario.

The sudden influx of library personnel which were trained and capable, while not having all the academic background of the professional librarian, certainly fulfilled a need which existed. The librarian could be freed from the more mundane tasks and left to spend time establishing library policy and overseeing a wider range of activities. The clerical worker was left with routine work, but did not need to understand the complexities of individual library systems.

The role of different members of the library staff has therefore undergone a profound change in the space of a decade, with the introduction of the intermediate classification of "Library Technician". The Ontario Association of Library Technicians (OALT/ABO), undertook a project to look at the

Rapport pour les écoles de bibliothéconomie

Notre Présidente a soumis un rapport au sujet des bibliotechniciens aux écoles de bibliothéconomie. Vous trouverez le texte de ce rapport dans la version anglaise du Newsletter. Puisque le texte est d'une longueur assez considérable la traduction française sera incluse dans notre prochain Newsletter seulement.

Publications

Des copies de "Bibliography of Library Technology" sont encore disponibles. Vous pouvez vous les procurer en envoyant un chèque ou mandat de poste de \$3.00 à l'adresse suivante:

OALT/ABO
B.P. 682
Oakville, Ontario
L6J 5C1

A lire

Emergency Librarian, Vol. 4, No. 1, septembre/octobre 1976, contient des articles sur les bibliotechniciens et les assistants en bibliothèque. (Un de ces articles a été écrit par Jennifer Singh, un membre de notre Association). Ce numéro spécial peut être commandé en écrivant à:

46 Gormley Avenue
Toronto, Ontario
M4V 1Z1

Le prix est de \$1.50.

Your library: neighbourhood ombudsman, by Eleanor Touhey Smith and Pauline Winnick. American Education, November 1976, p. 7.

Si vous cherchez un emploi, vous pouvez contacter:

Halton/Peel: Ms. Mary MacKinnon, 35 Highland Road, Oakville, Ontario
Ottawa: Ms. Maureen Boulianne, 3 Cathcart Street, Aylmer, Québec
TALTA: Ms. Gail Woodcock, 91 Cree Avenue, Scarborough, Ont. M1M 1Z9
Hamilton: Ms. Mary Zadow, 122A Bronte St., #424, Milton, Ont. L9T 1Z1

Ce bulletin est publié trois fois par année par: Ontario Association of Library Technicians/Association des bibliotechniciens de l'Ontario, P.O. Box 682, Oakville, Ontario L6J 5C1

response of the Ontario Graduate Library Schools to this change.

A survey was conducted from January to April, 1976, of four major groups of people in the library field. Questionnaires, adapted only slightly to suit each group, were sent to some 120 library technicians (L.T.'s), 290 library school students, 50 library school faculty and to approximately 600 librarians across Ontario. 32% of the questionnaires were returned and statistics were compiled from their replies.

The purpose was to substantiate the thoughts expressed by many L.T.'s that if librarians could be given current information on L.T.'s, especially those presently going through library school, that a more congenial working environment for both librarian and L.T. would result. L.T.'s are taught about the roles of librarians and L.T.'s, and are given a fairly clear understanding of what they can expect to find in a working situation. Unfortunately, once on the job, sometimes these ideas have been found to appear merely theoretical, and are partly a result of a basic lack of understanding on the part of other library workers of the role and capabilities of the L.T.

It would seem from the survey that, as a group, the L.T.'s are overwhelmingly in favour of having courses on L.T.'s in library schools. The reason is that 66% of the respondents who are directly supervised are not, in their opinion, using their training fully. The library school students at the Faculty of Library Sciences (FLS) and the School of Library and Information Science (SLIS) agree that more time should be spent in their courses dealing with their future relations with L.T.'s. Faculty members were asked if they had done their own research on L.T.'s or had any formal instruction and about half showed they had done one or the other. They were divided on the degree of emphasis such a topic should be given but suggested it would fit best into a "Library Administration" course. Most of the working librarians were in charge of their departments and 60% had L.T.'s working for them. 21% had received formal instruction on L.T.'s and 62% had done their own personal research on L.T.'s capabilities. Of this group, who are on the whole familiar with L.T.'s, a significant 96% indicate that formal instruction should be included in library school curricula.

At the present time there are no courses or parts of courses offered, at least during the survey period, at SLIS or FLS which deal with the L.T. and her role in the library. Some students have had some small exposure to the L.T., but only because they happened to take a course or attended a Colloquium at FLS, which included the topic. There is no evidence from the questionnaires, that the subject is dealt with consistently in any required courses. It is recognized that some effort has been made by some faculty members to inform future librarians about para-professional and clerical employees whom they will have to work with upon graduating.

The recommendations of the report drawn up from the survey, are that the library schools should incorporate current information on L.T.'s in a

TORONTO AREA LIBRARY TECHNICIANS ASSOCIATION

EMPLOYMENT INFORMATION SHEET

Date:

Source:

Position: _____

Employer: _____

Address: _____

Telephone: _____

Responsibilities: _____

Salary: _____

Date Required: _____

Contact: _____

Date Required: _____

Contact: _____

Date Position was Filled: _____

required course, such as "Library Administration". The schools should also make use of experts in the field of Library Technology, namely, the Library Technician Program Coordinators from the Community College, and Library Technicians, many of whom can give a fair insight into eight or nine years of working experience. In the latter case, the OALT/ABO is prepared to provide resource people who can give a broad representation of Library Technician activities through their participation in the Association. A further recommendation is that the library school curriculum committees maintain a liaison with the Provincial Consultative Committee on the Training of Library Technicians, of the Ministry of Colleges and Universities. This would enable the two types of schools to be aware of the changes in and needs of librarianship, so that they could respond in a parallel manner.

It has been shown that the majority of people in the library field are in favour of including more information in library school courses on the role of the Library Technician in the library. Librarians must be prepared to meet the day to day situations, to interact with people in an optimum manner, as well as to make decisions which affect the overall running of the library. The author, with the support of the OALT/ABO therefore strongly urges the two library schools in Ontario to include in their course curricula material of a more complete nature on Library Technicians.

Meg Sinclair
President, OALT/ABO

Acknowledgements

The author would like to express appreciation to Eleanor Irwin for help in writing the questionnaires and to Ian Sinclair for assistance in compiling the statistics.

**A full copy of the report sent to the Library Schools may be obtained from the OALT/ABO, P.O. Box 682, Oakville, Ontario L6J 5C1, for the cost of photocopying.

Publications

Copies of the "Bibliography of Library Technology" are still available. They can be obtained by sending a cheque or money order for \$3.00 to:

OALT/ABO
P.O. Box 682
Oakville, Ontario L6J 5C1

A membership directory is presently in preparation.

HAMILTON REGIONAL BRANCH

OALT/ABO

EMPLOYMENT QUESTIONNAIRE

NAME:

ADDRESS:

YEAR OF GRADUATION:

COLLEGE:

EMPLOYER:

JOB DESCRIPTION:

NO. OF YEARS WORKING WITH PRESENT EMPLOYER:

STARTING SALARY:

SALARY (ANNUAL FOR 1976):

FRINGE BENEFITS:

PREVIOUS WORKING EXPERIENCE:

ARE YOU A MEMBER OF A UNION?

YES _____

NO _____

WHICH UNION?

Of interest to read:

Emergency Librarian, Vol. 4, No. 1, Sept./Oct. 1976, features articles on library technicians and assistants. (One of these articles was written by Jennifer Singh, a member of our Association). This special issue is available from 46 Gormley Avenue, Toronto, Ontario M4V 2Z1, for \$1.50.

Your library: neighbourhood ombudsman, by Eleanor Touhey Smith and Pauline Winnick. American Education, November 1976, p.7.

Employment Contacts:

The following people may be contacted if you are looking for, or know of a vacant library technician's position:

Halton/Peel: Ms. Mary MacKinnon
35 Highland Road
Oakville, Ontario

Ottawa: Ms. Maureen Boulianne
3 Cathcart Street
Aylmer, Quebec

TALTA: Ms. Gail Woodcock
91 Cree Avenue
Scarborough, Ontario M1M 1Z9

Hamilton: Ms. Mary Zadow
122A Bronte Street #424
Milton, Ontario L9T 1Z1

