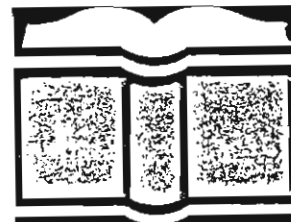


Ontario Association of Library Technicians/
Association des Bibliotechniciens de l'Ontario
P.O. Box 682
Oakville, Ontario
L6J 5C1



MEMORANDUM TO: OALT/ABO MEMBERS
FROM: OALT/ABO EXECUTIVE
DATE: APRIL 1987

Dear OALT/ABO Members,

Due to the delayed publication of Newsletter/Nouvelles, Volume 11, Number 1, the Board of Directors at the February 21, 1987 meeting passed a motion that there will be no Volume 11, Number 2. In place, of a second issue would be a memorandum/report from the Provincial Executive.

The rationale behind this motion is: Delay in the publication of the first issue was the result of relying on volunteer translators. Due to the necessity of disseminating the most current and pertinent provincial news regarding the forthcoming Annual Business Meeting in May 1987, the Directors voted that a information memorandum would facilitate the communication process much more quickly and efficiently.

The Directors concluded that OALT/ABO as a professional association has lost its credibility as an association of professionals to both their membership and the library community, since we have been unable to produce or communicate pertinent and timely information.

In order to further facilitate communication, the Directors voted on producing the information memorandum in English only. This decision was made, after carefully examining the OALT/ABO Constitution and quoting ARTICLE 1c "Whenever possible, information from OALT/ABO shall be available in English and French."

This memorandum will be translated into French upon request and only if there are members who are willing to volunteer to translate. The translated memorandum will only be distributed to members who make requests.

ANNUAL BUSINESS MEETING

Date: Saturday, May 23, 1987

Time: 1:00 p.m.

Location: Erindale Campus, University of Toronto
Mississauga Road
Mississauga, Ontario

PROPOSED CONSTITUTIONAL AMENDMENTS

1. Proposal to delete SUSTAINING MEMBERSHIP

ARTICLE 3 MEMBERSHIP

(Page 1)

- a) Membership shall be open to graduate library technicians, library technician students, graduate library technician senior citizens, associates, institutions/organizations/corporation and SUSTAINING MEMBERS, who upon payment of annual dues shall become members as provided for in the Bylaws.

BYLAW 1 MEMBERSHIP

(Page 5)

- a) There shall be the following classes of memberships:

- vi) SUSTAINING MEMBERSHIP will be available at the Provincial level only.

(Pages 5 & 6)

- b) i) Of the annual membership fees levied by the Regional Branches, the following amounts will be remitted to OALT/ABO:

\$1200.00 SUSTAINING MEMBER

2. Proposal to delete PAST PRESIDENT (EX-OFFICIO)

ARTICLE 4 ORGANIZATION

(Page 3)

- e) The Executive shall consist of the immediate Past President (ex-officio) or another member of the immediate Past Executive.

BYLAW 5 DUTIES OF THE EXECUTIVE

(Page 9)

- f) Ex-Officio member of the immediate past Executive
 - i) Shall advise the present Executive.
 - ii) Responsible for constitutional revision and electoral procedures at the Annual Business Meeting.

-
3. Proposal to delete membership duties under the PR-Coordinator and the creation of a Membership Chair

BYLAW 5 DUTIES OF THE EXECUTIVE

(Page 9)

- e) Public Relation Co-ordinator
 - iii) Compiles and maintains annual membership list, directory and supplements. (DELETE)
 - iv) Responds to membership enquiries. (DELETE)

Rationale for the deletion: A new position of Membership Chair will encompass the recording, updating, and verification of membership in OALT/ABO; compile and provide membership statistics for Executive meetings. The post of Membership Chair will be appointed. NOTE: The position of Membership Chair will not be an Executive position, therefore, this position does not belong in the Provincial Constitution, but would be written into the Board Policies.

REMEMBER TO BRING YOUR OALT/ABO CONSTITUTION TO THE ABM. NO CONSTITUTIONS WILL BE AVAILABLE. (Constitutions were sent to all members with the Winter 1986 issue of Newsletter/Nouvelles.)

REMEMBER TO BRING YOUR MEMBERSHIP CARD FOR ADMITTANCE TO THE ABM.

WANTED...TECHNICIANS THAT ARE FILLED WITH ENTHUSIASM!

OALT/ABO will be having elections in May! Have you served on the Executive? Why not?

Our organization has become a strong professional voice representing all members, but if we want OALT/ABO to continue to grow and meet the needs of technicians we need new executive members. Many of the current executive have served in more than one capacity and more than one term.

As the 80's end and we approach the 90's we are faced with new challenges in the information areas and if our organization is to meet these challenges and lobby for the members we need strong, enthusiastic executive members. We are unique, technicians working to improve our profile in the library community, we must work to maintain and enhance our image.

Speak to any of the current executive members, find out what their job entails. You MUST be prepared to make a commitment, but it doesn't have to be a burden if we all participate and cooperate.

ELECTION OF THE 1987-88 PROVINCIAL EXECUTIVE

CONSULT BYLAW 9 NOMINATIONS FOR THE PROVINCIAL EXECUTIVE

All Executive positions are open. This includes the position of PRESIDENT.

The Vice-President/President-Elect has officially tendered her resignation as President-Elect by a letter, dated February 19, 1987. Pat Petruca will conclude her duties as Vice-President as of the Annual Business Meeting, May 23, 1987.

Please consult Bylaw 5 Duties of the Executive (pages 8 & 9 of the OALT/ABO Constitution), for job descriptions of each Executive position.

PRESIDENTIAL PONDERINGS FROM THE SUDBURY REGION

(excerpt from APROPOS vol.8 no.3 Winter 1987)

"Dear Members"

For those of you who may not be aware, I have watched our Provincial Association grow from Lakehead University's earliest attempts in 1971/72, to the Constitution meeting in Schreiber, Ontario, in November 1973. From this session a few of OALT/ABO die-hards still exist - Doug Willford, Liz Aldrey, Pat Graham and yours truly. Many of the others have dropped out of sight for various reasons. But since that 1973 meeting of approximately 12 individuals, we have managed to grow to a Provincial body of 400-500 members, with regional branches throughout Ontario and recognized amongst the professions as one of, if not the, strongest group of "non-professional" library workers.

Am I proud to be connected with this Association? You bet I am! I have made more friends, gained more varied experience, and grown more professionally through OALT/ABO's conferences and workshops than would ever have been possible on my own, or as a member of such library groups as CLA or OLA. Now, don't get me wrong. I think highly of what these two organizations have done and are capable of doing for libraries and library workers. I have often regretted the impossibility of my attending their conferences and workshops, for I know they are, indeed, excellent. But I have never seen a complete conference other than OALT/ABO's geared directly to my personal and professional interests. Ask for all OALT/ABO members to raise their hands, and mine will rise, straight and proud."

BETTE HEARD

1986-87 President/Newsletter Editor
Sudbury Region

RENEW YOUR MEMBERSHIP FOR 1987-88
RENEW YOUR MEMBERSHIP FOR 1987-88
RENEW YOUR MEMBERSHIP FOR 1987-88

PROVINCIALY-ASSISTED WORKSHOPS

SUDBURY REGION

Date: Saturday, April 25, 1987
Location: North Bay, Ontario

Speaker: PAUL WALKER
Librarian, North Bay Public Library

Topic: LIBRARY MANAGEMENT

(Incidentally, Mr. Walker's workshop offered at the OLA Conference was voted as the most popular.)

For further information please contact:

MILLIE CAYEN
Public Relations, Sudbury Region

1870 Springdale Crescent
Sudbury, Ontario
P3A 5J1

(705) 566-5382
(705) 675-9192 ext. 336

THUNDER BAY REGION

Date: February 28, 1987
Location: Thunder Bay, Ontario

Speaker: ROBERTA TRIPP
Records Officer/Librarian, Ontario Teachers' Federation
1986-87 OALT/ABO President

Topic: Opportunities in Records Management

Roberta outlined Records Management as an alternative career for Library Technicians. She discussed the similarities and differences of the two professions. She further elaborated on the professional development opportunities and the educational requirements necessary in order to have a career in Records management. A career path was outlined, as well as job descriptions for the various levels within Records Management. Examples of salaries were provided. The career paths of five library technicians who have successfully utilized their library technology training and work experience in their Records Management careers were highlighted.

ARE YOU GOING TO CLA'87?

IF SO --- LTBC & OALT/ABO WANTS YOU !!!

The LIBRARY TECHNICIAN ASSOCIATION OF BRITISH COLUMBIA invites all library technicians from Ontario to attend the Library Technician Interest Group Workshop at the CLA Conference in Vancouver, June 11-16, 1987.

The title of the workshop is NETWORKING : SPECIAL IMPLICATIONS FOR LIBRARY TECHNICIANS. Linda Prince, Campus Librarian, Vancouver Community College, Langara Campus, will be speaking.

The question/answer portion of the workshop will provide an opportunity for technicians to raise problems, concerns or questions and receive feedback from the "network" of library technicians present.

An information table at the workshop will display samples of newsletters, job descriptions, salary surveys, promotional items, publicity ads and membership directories from various library technician associations across Canada.

LTBC invites all library technicians from Ontario to the LIBRARY TECHNICIAN ASSOCIATION OF B.C. CONFERENCE on Thursday, June 11, 1987.

Sessions include "Getting your money's worth" and "Inscriptions : a history in stone."

A registration form and additional information is available in the CLA Conference Pre-registration package.

For additional information please contact:

Shelley Hourston
LTBC Conference Planning Committee
Library Technicians Association of British Columbia
Box 5011
VMPO
349 West Georgia Street
Vancouver, B.C.
V6B 4A9

ARE YOU GOING TO CLA'87?

WOULD YOU LIKE TO BE THE OFFICIAL OALT/ABO REPRESENTATIVE?

If you are interested, please inform your Regional Director or the OALT/ABO President, Roberta Tripp, prior to April 10, 1987.

JOB HOTLINE FOR LIBRARY TECHNICIANS

Valerie Walton (TALTA) has graciously volunteered to coordinate the Job Hotline for OALT/ABO. She has been in contact with OLA. The expected date for operation is April. Valerie is arranging for documentation of OALT/ABO's responsibility in cooperating with this job hotline project. She has informed OLA that we would like the job hotline to be advertised as the "Joint OLA/OALT/ABO Job Hotline for Library Technicians". Valerie should have the contract and job description for operating the job hotline for our next Board of Directors Meeting in April.

OALT/ABO members will be informed of the phone number when the job hotline is operatable. At present, library technician employment opportunities are being announced on the OLA Job Hotline. The phone number is (416) 363-3380.

***** THE PRESIDENT INVITES ALL INTERESTED MEMBERS *****
***** TO AN OALT/ABO BOARD OF DIRECTORS MEETING *****

Date: Saturday, April 11, 1987
Time: 10:30 a.m. to 4 p.m.
Location: Metropolitan Toronto Library
Meeting Room C
789 Yonge Street
Toronto, Ontario

RSVP OALT/ABO President, Roberta Tripp

Are you nosy? Want to know the latest provincial gossip? Have you always wanted to know what the OALT/ABO does for a living? Come and observe. All members will be warmly welcomed by your Provincial Executive and Board of Directors.

CLA TASK FORCE ON THE ROLES OF LIBRARIANS AND LIBRARY TECHINCANS

MARY LLOYD (TALTA), a library technician with the Richmond Hill Public Library is the library technician on this CLA Task Force. Mary was the guest speaker at the TALTA General Meeting, held February 25, 1987 at the Metro Toronto Library.

She informed the members on the goals and objectives of the Task Force and what they, as a Task Force have accomplished so far. Mary is involved in researching and defining the library technician's qualifications and role in providing reference services.

She informed the members, that the Task Force has commented that supervision responsibilities should be assigned to the librarian's function. The library technician's role in the library should not include supervisory functions. This comment caused some concern among the audience. In several libraries, library technicians are responsible for the supervision of clerical staff and in quite a few instances, library technicians are solely responsible for various technical departments such as the Circulation Department.

Library technicians are quite concerned with the CLA Task Force's position on several issues that will affect them and perhaps limited their job descriptions and career opportunities for advancement.

Some members expressed their concern over the underlying purpose of the Task Force. They fear that librarians are gearing to protect their jobs in the library community. Librarians are observing that experienced library technicians are capable to assume some of the more traditional librarian's functions. Librarians are aware there are numerous library technicians that have been quite successful in assuming the functions of a librarian.

Mary Lloyd informed the members, that the Task Force hopes to have their Draft Report ready for comment by interested parties by the end of August.

OALT/ABO intends to write an official response to this Draft Report. Members who are interested in submitting their comments, concerns and/or volunteer to be on the writing committee, should submit their names and comments to their Regional Directors. A writing committee should be in place by the end of August, since the CLA Task Force's tentative deadline for responses will be sometime in September.

THE LIBRARY TECHNICIAN IN CHARGE

A panel discussion can be a very interesting experience, depending on two factors - the panel and the audience.

Last November 8th, OALT/ABO held it's first panel discussion, "The Library Technician in Charge", at the Ontario Library Association's 84th Annual Conference, in Toronto. We had three exciting panelists; DORIS BROWN (Chief Executive Officer and Librarian, Atikokan Public Library), VALERIE BRUHN (Head of Technical Services, Vaughan Public Library), and LORETTA CRAIG TAYLOR (Librarian, Liberal Caucus Research Bureau). The subject was the role of library technicians in management positions. These panelists were chosen by the moderator because they all held management positions, were graduate library technicians, had several years work experience to draw on, and were members of OALT/ABO.

Doris Brown gave some practical advice about public library funding. She also covered the importance of good relations with your management staff and employees. Valerie Bruhn related her extensive experience in the technical services field. Converting to on-line systems was of specific interest to those considering the option for their own libraries. The "resource" of networking, for special libraries, was strongly emphasized by Loretta Taylor. As a whole, the audience was keenly interested in the need for defining the basic skills, and roles of graduate library technicians and/or librarians. This was seen as something which would aid employers, and fellow workers. It was generally agreed that the advancement of either library technicians or librarians, to a mangement position relies mainly on the personal skills of the individual, after the graduate skills have been honed.

An audience which is prepared to discuss issues, persist with questions, and prod into areas beyond general concern, can enliven a discussion period.

Judging from the comments received that day, and afterwards, OALT/ABO's first panel discussion was a success. Let's hope we don't have to wait for another annual conference, for the next one.

SUSAN MORLEY
OALT/ABO Panel Discussion Moderator

1987 PRESIDENTIAL AWARD

The Presidential Award recognizes an OALT/ABO member who has made outstanding contributions in promoting the professionalism of library technicians and OALT/ABO as a professional association.

Previous Presidential Award recipients are:

1984 DANIELLE AMAT (Ottawa)
1985 LIZ ALDRY (Lohania)
1986 SUSAN WEAVER (Halton-Peel)

Nomination forms were enclosed in Newsletter/Nouvelles, Volume 11, Number 1.

DEADLINE DATE FOR NOMINATIONS: APRIL 28, 1987

Please submit nomination forms to:

Doug Willford

403-78 Braemar Drive
Bramalea, Ontario
L6T 2M2

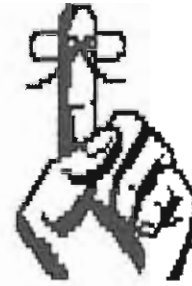
Doug will be happy to provide further information or additional nomination forms.

(416) 793-7240 (Res.)

The Presidential Award will be presented at the Annual Business Meeting, May 23, 1987.



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VOL. 11, NO. 1, 1987

PROVINCIAL EXECUTIVE - EXECUTIF PROVINCIAL
1986/87

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1986/87

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NOMINATION POUR LE PRIX PRESIDENTIEL DE L'OALT/ABO

CETTE FORMULE DOIT ÊTRE TRAITÉE COMME ÉTANT CONFIDENTIELLE
LORSQUE COMPLÉTÉE. À NE PAS PUBLIER VOTRE NOMINATION AVANT
L'ANNONCE OFFICIELLE DU COMITÉ DU PRIX DE MÉRITE.

JE SOUMET LE NOM DE _____ COMME
NOMINATION AU PRIX DE MÉRITE PRÉSIDENTIEL DE L'OALT/ABO, EN
RECONNAISSANCE DES CONTRIBUTIONS HORS PAIR OU
D'ACCOMPLISSEMENTS IMPORTANTS À L'ASSOCIATION.

ESQUISSE BIOGRAPHIQUE DU CANDIDAT(E), INCLUDANT SON ADRESSE
POSTALE ACTUELLE:

DESCRIPTION DE L'ACCOMPLISSEMENT OU DE LA CONTRIBUTION
IMPORTANTE À L'ASSOCIATION:

SOUMIS PAR: _____
(SVP IMPRIMEZ) (SIGNATURE)

SECONDER PAR: _____
(SVP IMPRIMEZ) (SIGNATURE)

DATE LE: _____

À REMETTRE EN CONFIDENCE À: DOUGLAS WILLFORD
PRÉSIDENT, COMITÉ DU PRIX DE
MÉRITE PRÉSIDENTIEL
403-78 BRAEMAR DRIVE
BRAMALEA, ONTARIO L6T 2M2

N.B. LES NOMINATIONS DOIVENT ÊTRE TIMBRÉES AVANT LE
28 AVRIL 1987 POUR ÊTRE CONSIDÉRÉES.

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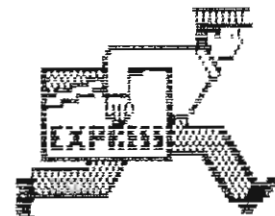
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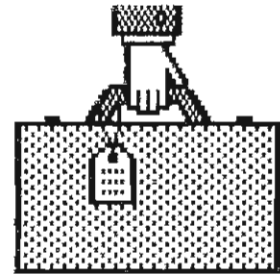
TALTA
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L'OALT/ABO A DEMANDÉ UNE REPRÉSENTATION PLUS NOMBREUSES DE BIBLIOTECHNICIENS. COMME RESULTAT, L'OALT/ABO A PRÉPARÉ UNE LISTE DES MEMBRES QUI POSSÈDENT CONJOINTEMENT UNE ADHÉSION À L'OALT/ABO ET À LA CLA. AUCUNE RÉPONSE À NOTRE LETTRE A ÉTÉ REÇUE. L'OALT/ABO S'ENGAGE A PRÉPARER UNE SOUMISSION AU GROUPE D'ÉTUDE DE LA CLA.

SQUMIS PAR ROBERTA TRIPP





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PERSONNE CONTACTE POUR EMPLOIS

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G) LE GROUPE D'ÉTUDE EXAMINERA LES DESCRIPTIONS DE TÂCHES ACTUELLES ET PROPOSÉES AINSI QUE LE NIVEAU DE CLASSIFICATION DES POSTES.

H) L'INTERACTION DU BIBLIOTECHNICIEN AVEC LES BIBLIOTHÉCAIRES, LES COMMIS ET LES USAGERS DES BIBLIOTHÈQUES SERA AUSSI A L'ÉTUDE.

I) LE GROUPE D'ÉTUDE EXAMINERA LE RÔLE DU BIBLIOTECHNICIEN DANS LES BIBLIOTHÈQUES A) PUBLIQUES B) SPÉCIALISÉES ET C) ACADÉMIQUES.

L'OALT/ABO DOIT-ELLE S'IMPLIQUER A CE GROUPE D'ÉTUDE

IL EST DE MON AVIS QUE NOTRE ASSOCIATION DOIT AVOIR UN INTÉRÊT BIEN PARTICULIER À CE QUI EST RÉDIGÉ ET CONSIDÉRÉ COMME UNE POSITION D'AUTORITÉ À L'ÉGARD DES BIBLIOTECHNICIENS. LE RÔLE QUE LA CLA CHOISIT D'ACCEPTER EN CE QUI CONCERNE LES BIBLIOTECHNICIENS AURA DES RÉPERCUSSIONS DIRECTES SUR NOS EMPLOIS, L'ÉCHELLE DE SALAIRE ET LES POSSIBILITÉS DE CARRIÈRE.

L'OALT/ABO EST COMPOSÉE D'INDIVIDUS DÉVOUÉS A PROMOUVOIR LE RÔLE DU BIBLIOTECHNICIEN. IL NOUS INCOMBE DE PARTICIPER À CE GROUPE D'ÉTUDE. NOUS, COMME ASSOCIATION, DEVONS EXPRIMER NOS OPINIONS SUR LA DÉFINITION ET LE RÔLE DU BIBLIOTECHNICIEN.

LA CLA CONSENT À LA PARTICIPATION DE L'OALT/ABO À CE PROJET. D'AILLEURS, PLUSIEURS ASSOCIATIONS PROVINCIALES DE BIBLIOTECHNICIENS SONT IMPLIQUÉES À CE PROJET.

COMMENT L'OALT/ABO PEUT-ELLE S'IMPLIQUER

A) EN DEMANDANT UNE REPRÉSENTATION PLUS ÉQUITABLE ENVERS LE BIBLIOTECHNICIEN.

B) EN COMPILANT ET EN EXPÉDIANT LES DÉFINITIONS AU GROUPE D'ÉTUDE.

C) EN OFFRANT NOS COMMENTAIRES SUR LES ÉBAUCHES.

L'OALT/ABO A ÉCRIT UNE LETTRE AU GROUPE D'ÉTUDE DE LA CLA EN EXPRIMANT NOTRE INTÉRÊT A PARTICIPER A L'ÉTUDE. LA LETTRE EXPRIMAIT AUSSI NOTRE SOUCI DU MANQUE DE REPRÉSENTATION DES BIBLIOTECHNICIENS AU GROUPE D'ÉTUDE. L'ANNONCE QUI A PARÛT DANS LE NUMÉRO DE JUILLET/AOÛT DU FELICITER PORTE À LA CONFUSION CAR IL SEMBLE QUE LES BIBLIOTECHNICIENS SONT EXCLUS DU GROUPE D'ÉTUDE.

PRESIDENT'S REPORT

DALT/ABO PANEL DISCUSSION AT THE OLA CONFERENCE NOVEMBER 8, 1986.

THE DALT/ABO WAS INVITED TO SPONSOR A PANEL DISCUSSION WITH THE THEME "THE LIBRARY TECHNICIAN IN CHARGE".

WITH GREAT PLEASURE, I CAN ANNOUNCE THAT THE PANEL DISCUSSION WAS AN UNQUALIFIED SUCCESS. WE HAD CLOSE TO FIFTY IN ATTENDANCE. THE AUDIENCE CONSISTED OF LIBRARIANS, LIBRARY TECHNICIAN INSTRUCTORS AND LIBRARY TECHNICIANS. DALT/ABO MEMBERS IN THE AUDIENCE WERE FROM TALTA, HALTON-PEEL AND HURONIA. THERE WERE SEVERAL MEMBERSHIP INQUIRIES FROM LIBRARY TECHNICIANS WHO ARE PRESENTLY NON-MEMBERS. THE AV SLIDE PRESENTATION WENT SWIMMINGLY.

THE PANELISTS WERE DORIS BROWN (THUNDER BAY REGION), VALERIE BRUHN (TALTA), LORETTA CRAIG TAYLOR (OTTAWA REGION) AND THE MODERATOR WAS SUSAN MORLEY (TALTA). THE COMMITTEE MEMBERS WERE CAROLYN BOARDMAN (TALTA & HALTON-PEEL), JEAN ELIOFF (HALTON-PEEL), DALE PETERS (TALTA) AND ROBERTA TRIPP (TALTA, HALTON-PEEL).

DALT/ABO BOOTH

CAROLYN BOARDMAN WAS RESPONSIBLE FOR SECURING ARRANGEMENTS FOR THE BOOTH AT THE EXHIBITS DURING THE OLA CONFERENCE. VOLUNTEERS WHO WORKED THE BOOTH, WERE ALAN DEVINE (HALTON-PEEL), ALICIA FRIESE (TALTA) AND ROBERTA TRIPP (TALTA, HALTON-PEEL). THERE WERE NO EXPENSES INVOLVED IN EXHIBITING THE BOOTH SINCE WE HAVE A RECIPROCAL AGREEMENT WITH OLA.

OLA MEMBERSHIP

DALT/ABO HAS RECEIVED A LETTER REGARDING THE ESTABLISHMENT OF A PERMANENT AND RECIPROCAL MEMBERSHIP AGREEMENT BETWEEN DALT/ABO AND OLA. WE HAVE AGREED TO THIS ARRANGEMENT. IN THEIR LETTER THEY HAVE STATED THAT THEY LOOK FORWARD TO CONTINUING THE GOOD COOPERATION THAT THEY HAVE HAD WITH OUR ORGANIZATION IN THE PAST.

JOB HOTLINE FOR LIBRARY TECHNICIANS

IN A COOPERATIVE SPIRIT, OLA IS MAKING ARRANGEMENTS FOR A SEPARATE JOB HOTLINE THAT WOULD ANNOUNCE ONLY LIBRARY TECHNICIAN EMPLOYMENT OPPORTUNITIES. OLA HAS APPROACHED DALT/ABO FOR OUR ASSISTANCE WITH THE PHONE LINE. OLA WILL SUPPLY SECRETARIAL SUPPORT AND BE FINANCIALLY RESPONSIBLE FOR THE PHONE LINE. DALT/ABO'S CONTRIBUTION WOULD BE PROVIDING VOLUNTEERS TO REVIEW, EDIT AND RECORD THE ANNOUNCEMENTS ON A WEEKLY BASIS. THE JOB HOTLINE WILL BE AVAILABLE SOON AND THE

GRUPE D'ÉTUDE SUR LE RÔLE DES BIBLIOTHÉCAIRES ET DES
BIBLIOTECHNICIENS

CE GROUPE D'ÉTUDE EST COMPOSÉ DE BIBLIOTHÉCAIRES, DES GENS QUI ENSEIGNENT LA BIBLIOTHÉCONOMIE ET LA BIBLIOTECHNIQUE ET ENFIN, D'UNE BIBLIOTECHNICIENNE. MARY LLOYD EST MEMBRE DE L'OALT/ABO ET TRAVAILLE COMME TECHNICIENNE EN RÉFÉRENCE À LA BIBLIOTHÈQUE MUNICIPALE DE RICHMOND HILL.

CE GROUPE D'ÉTUDE A COMME MISSION DE RASSEMBLER DES SOUMISSIONS/DÉFINITIONS DES TÂCHES QU'UN BIBLIOTHÉCAIRE OU QU'UN BIBLIOTECHNICIEN PEUT MAINTENANT OU POSSIBLEMENT ACCOMPLIR.

LE GROUPE D'ÉTUDE COMPILERA LES DONNÉES ET ECRIRERA UNE OU PLUSIEURS ÉBAUCHES DE LEURS OBSERVATIONS. LES ÉBAUCHES SERONT ACHEMINÉES POUR COMMENTAIRES AUX PROFESSIONNELS INTERESSÉS, AUX ÉCOLES DE BIBLIOTHÉCONOMIE/BIBLIOTECHNIQUE ET AUX ASSOCIATIONS DE BIBLIOTHÉCONOMIE/BIBLIOTECHNIQUE.

LE RAPPORT FINAL SERA RÉDIGÉ PAR LE GROUPE D'ÉTUDE ET SOUMIS À LA CLA EN NOVEMBRE 1987.

LE GROUPE D'ÉTUDE EXAMINERA LE RÔLE DU BIBLIOTECHNICIEN DE CETTE FACON:

- A) QUELLES QUALITÉS PERSONNELLES UNE PERSONNE DOIT-ELLE POSSÉDER POUR ÊTRE UN BIBLIOTECHNICIEN ET POUR ÊTRE ACCEPTÉE À UN PROGRAMME DE BIBLIOTECHNIQUE.
- B) QUELLES COMPÉTENCES UN BIBLIOTECHNICIEN DOIT-IL ACQUÉRIR D'UN PROGRAMME DE BIBLIOTECHNIQUE.
- C) QUELLES TÂCHES UN NOUVEAU GRADUÉ EN BIBLIOTECHNIQUE PEUT-IL ACCOMPLIR.
- D) QUELLES TÂCHES UN BIBLIOTECHNICIEN GRADUÉ ET QUI POSSÈDE PLUSIEURS ANNÉES D'EXPÉRIENCE EST-IL CAPABLE D'ACCOMPLIR.
- E) QUELLES TÂCHES UN BIBLIOTECHNICIEN GRADUÉ QUI POSSÈDE PLUSIEURS ANNÉES D'EXPÉRIENCE ET D'ÉDUCATION EST-IL CAPABLE D'ACCOMPLIR.
- F) LE GROUPE D'ÉTUDE EXAMINERA LES BIBLIOTECHNICIENS À DEUX DIFFÉRENTS NIVEAUX A) LE NIVEAU JUNIOR B) LE NIVEAU SENIOR. LES CRITÈRES POUR DÉFINIR CES NIVEAUX SERONT: A) LE NOMBRE D'ANNÉE D'EXPÉRIENCE. B) LES DESCRIPTIONS DE TÂCHES ACTUELLES ET C) LE NIVEAU D'ÉDUCATION.

PHONE NUMBER WILL BE ANNOUNCED IN YOUR REGIONAL AND PROVINCIAL NEWSLETTERS.

VALERIE WALTON (TALTA) HAS GRACIOUSLY VOLUNTEERED TO BE THE COORDINATOR FOR THE JOB HOTLINE. I HAVE MET WITH VALERIE TO DISCUSS THE COORDINATOR'S RESPONSIBILITIES. SHE WILL BE CONTACTING OLA TO OBTAIN A WRITTEN AGREEMENT OUTLINING OLA AND OALT/ABO'S OBLIGATIONS. I HAVE ASKED HER TO SEE IF THE JOB HOTLINE CAN BE CALLED "JOINT OLA AND OALT/ABO JOB HOTLINE". WHEN NO JOBS APPEAR ON THE JOB HOTLINE, VALERIE WILL GIVE THE NAMES AND ADDRESSES OF THE JOB CONTACT PERSONS IN EACH REGION. VALERIE WILL BE REPORTING TO THE PRESIDENT AND WILL PROVIDE MONTHLY JOB STATISTICS.

VOLUNTEERS FOR RECORDING ARE LINDA SCHNEIDER (TALTA); DALE PETERS (TALTA); CAROLYN BOARDMAN (TALTA, HALTON-PEEL) AND GEOFFREY PATRIDGE (TALTA).

SEVERAL INQUIRIES WERE MADE BY LIBRARY TECHNICIANS ABOUT THE JOB HOTLINE AT OLA.

AUDIO VISUAL PRESENTATION

LORETTA CRAIG TAYLOR AND I HAVE MADE FURTHER INQUIRIES REGARDING THE RETAIL SALES TAX ON THE AV. WE HAVE BEEN INFORMED THAT WE DO NOT HAVE TO CHARGE SALES TAX.

THE SELLING PRICE OF THE AV IS \$150.00 AND THE RENTAL FEE IS \$35.00. ALL ORDERS MUST BE PREPAID BY CHEQUE. THIS ANNOUNCEMENT WAS INSERTED IN THE PR BROCHURE "LIBRARY TECHNICIAN: YOUR FIRST CHOICE". FOR THE PANEL DISCUSSION AND THE BOOTH.

DENISE DENOMME (SUDBURY) COMPLETED THE GRAPHICS SLIDES IN ENGLISH AND THEY WERE AVAILABLE FOR THE PANEL DISCUSSION. THE FRENCH GRAPHICS SLIDES WILL BE AVAILABLE SOON. THERE WILL BE A FEE FOR THIS WORK.

LIZ ALDREY (LOHANIA) HAS OFFERED TO REPRODUCE THE AV AT MOHAWK COLLEGE WHEN ORDERS ARE RECEIVED.

CLA TASK FORCE ON THE ROLES OF LIBRARIANS AND LIBRARY TECHNICIANS

NO WORD HAS YET BEEN RECEIVED ON MY LETTER REQUESTING ADDITIONAL LIBRARY TECHNICIAN REPRESENTATION ON THE TASK FORCE. I HAVE BEEN INFORMED THAT THE TASK FORCE MET ON NOVEMBER 21, 1986 AND THAT MY LETTER WAS ON THE AGENDA.

SUBMITTED BY ROBERTA TRIPP

A classic pay equity comparison

Library technicians lose \$1 an hour

by Katie FitzRandolph

Elizabeth Rose is a Library Technician 2 at Northern College in Kirkland Lake.

She makes about \$1 an hour less than a comparable technician under the same contract. Why?

"They don't see a job dealing with people being as important as a job dealing with machines," she explained.

"It's easier to measure the difficulty in dealing with machines than it is with people. Which is crazy, because every oscilloscope should be the same, and every person is different."

About 90 per cent of library technicians are women.

Rose has worked at Northern College for about 15 years. A native of Kirkland Lake, she graduated from high school there, then took an arts degree in history at Carleton University in Ottawa.

Bleak job prospects for history grads prompted a secretarial course at Northern, during which she worked part-time in the library. She liked the work and moved into it full-time "without the credentials at first," obtaining a library technician's diploma from Algonquin College in 1975.

A library technician's work depends on the college and the library, Rose said.

It includes reference work,

helping students and staff find the information they need and showing students how to use the library's resources themselves.

Technicians also order books and periodicals, and advise faculty on newly-published works they may want for their courses.

In some colleges they work on circulation; in other colleges they set up audio-visual equipment and handle minor repairs. They may also develop bibliographies for courses or projects at the request of faculty members.

"It's a slightly schizophrenic job," says Rose. "In part of it, you have to be orderly. If a library doesn't have a clear system, you can't find anything,

so part of you has to be meticulous and organized.

"But you need the people skills to find out what the users want and lead them to it; and you have to be much looser in dealing with the people side. You can easily lose a student at the start with the wrong approach, particularly if it's a kid who already thought that libraries were rotten places.

"Computers are moving into the book world, taking over some of the ticky-tacky jobs and letting the technicians do the more productive stuff, with more responsibility, dealing with people."

Rose sees her pay differential as stemming from the fact that she is in the kind of job women

have traditionally gone into — a job dealing with people.

"It's at least as hard as dealing with machines. Maybe harder," she said.

"The jobs aren't identical, but they don't have to be. The Library Technician 1 and Technician 2 are paid at identical rates. But one step up, the wage differential is 94 cents to \$1.14 an hour.

"We all deal with faculty, more or less. Both classifications are providing faculty with resources; whether it's an oscilloscope or a filmstrip, it's teaching tools," she said.

"It's a question of gender bias, it's historical and it's dumb."

Elizabeth Rose has the facts at her fingertips to help students and faculty make optimum use of Northern College's resources. She's a Library Technician making \$12.64 an hour.



Ross Davis maintains the electronic equipment at Sault College, keeping the machinery running smoothly. He's a Technician earning \$13.78 an hour.

Photos: Frank Rooney

3 Job value identical: pay isn't

Ross Davis is a Technician 3 at Sault College in Sault Ste. Marie.

A Sault native, he's a 1971 graduate of the two-year electronics technician course from the college there. He worked in electronics maintenance and repair for Stelco in Hamilton and for office equipment and stereo stores in the Sault before joining the college staff in 1978.

His job is primarily maintenance of the college's electronic equipment. There's \$750,000 worth of test equipment in five labs to be kept in working order. Davis also sets up labs for courses, supplies parts and maintains a library of equipment manuals.

At Sault College, audio-visual equipment is maintained by a separate department.

College technicians do a wide variety of work, Davis explains. Forestry technicians at the college supervise field trips with students, and maintain the equipment for the forestry program — chain saws, axes, snowshoes, canoes and fire hoses.

"Their work is less technical and more oriented to people, but the job classification is the same," he said.

Most of the technicians are men. Women are too new in non-traditional jobs to have become technicians in automotive, heavy equipment, machine shop and welding programs yet, he said.

Davis can see no good reason for the pay difference between the technicians and the library technicians.

"From what I've seen, I believe it's because the library technicians are predominantly women and therefore worth less from the traditional male viewpoint. To my way of thinking, they're all technicians," Davis said.

"The only reason they're paid less is because they're women. They need to be able to put their hands on a lot of knowledge very quickly. They have to decide how to get the most zip for the money in buying periodicals and books. And they require an equivalent college diploma."

1 A history of fighting injustice

Originally the community college support staff contract had three levels of library technicians as well as three levels of technicians.

The mainly female library technicians were paid significantly less than the mostly male technicians in the tradition of gender discrimination in pay levels.

About eight years ago, the support staff bargaining team demanded a special case for the library technicians and started chipping away at the differential.

The first step was to change the Library Technician 1 classification to a clerk, a move which changed the previous LT2 to an LT1, and the old LT3 to an LT2.

In the same move, the new LT1 received pay parity with the Technician 2.

However the comparable levels of LT2 and Technician 3 are still about \$1 an hour apart.

The LT2 level is paid at the same rate as the entry level technologist scale.

As Sault College's Ross Davis puts it: "They're being kept down a step, and the only reason I can see is because they're women."

This is one of 23 classifications still in dispute and headed to arbitration as a result of the new college support staff contract which included a comprehensive job re-evaluation.

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OALT/ABO IS PROMOTING YOU!

IF YOU WERE AT SPECTRUM '86 OR CLA/ASTED, YOU WOULD HAVE NOTICED OALT/ABO'S NEW LOOK. IT'S A COLOURFUL EXHIBITION BOOTH SPORTING PHOTOGRAPHS OF LIBRARY TECHNICIANS AT WORK. AN ADDED TOUCH TO THE EXHIBIT WAS THE SCREENING OF OALT/ABO'S AV SLIDE PROJECT. THE EXHIBIT IS NOT ONLY VISUALLY EYE-CATCHING. BUT IT TALKS!

THE NEW EXHIBITION BOOTH AND THE SLIDE SHOW RECEIVED MUCH ATTENTION AND DREW NUMEROUS COMPLIMENTS FROM THE CONFERENCE DELEGATES.

OALT/ABO ACKNOWLEDGES THE CREATIVE TALENTS OF THE FOLLOWING MEMBERS: CAROLYN BOARDMAN (OALT/ABO PR COORDINATOR - TALTA, HALTON-PEEL); GAIL JOHNS (TALTA); DALE PETERS (DIRECTOR - TALTA); CHARMAINE SOMERFELDT (TALTA) AND ROBERTA TRIPP (OALT/ABO PRESIDENT - TALTA & HALTON-PEEL).

THE EXHIBITION BOOTH WAS DISPLAYED AT THE OLA CONFERENCE IN NOVEMBER.

ATTENTION PHOTOGRAPHERS!

OALT/ABO WILL ACCEPT PHOTOGRAPHS OF LIBRARY TECHNICIANS AT WORK TO ADD TO ITS NEW EXHIBIT. IF YOU HAVE ANY PHOTOGRAPHS YOU WANT TO SUBMIT, PLEASE SEND THEM TO THE ATTENTION OF THE OALT/ABO PR COORDINATOR, CAROLYN BOARDMAN. AN ACKNOWLEDGEMENT OF YOUR CONTRIBUTION WILL BE DISPLAYED WITH YOUR PHOTOGRAPHS.

AN INTERESTING AND FULFILLING CAREER

THE RECENT TALTA MEETING AT WHICH JEAN WEIHS SPOKE ON THE TOPIC OF "HOW LIBRARY TECHNICIANS CAN MAKE THEIR JOBS INTO INTERESTING AND FULFILLING CAREERS" WAS WELL ATTENDED AND QUITE INFORMATIVE. MS. WEIHS MADE SOME INTERESTING OBSERVATIONS ABOUT OALT/ABO'S NOTABLE ACHIEVEMENTS AND SHORTCOMINGS. MS. WEIHS NOTED THAT OALT/ABO HAS NOT GROWN IN MEMBERSHIP, HAS NOT PRODUCED A PROFESSIONAL JOURNAL NOR EVEN CONTRIBUTED ARTICLES ABOUT ITS PROFESSION TO PROFESSIONAL LIBRARY JOURNALS. SHE ALSO OBSERVED THAT UNTIL VERY RECENTLY THERE WERE FEW JOINT OLA-OALT/ABO EFFORTS. SHE ADVISED US TO STRENGTHEN OUR COOPERATION WITH OTHER LIBRARY ORGANIZATIONS SUCH AS CLA. ON A POSITIVE NOTE, SHE MENTIONED THAT OUR CONFERENCES ARE WELL RESPECTED AMONG LIBRARY PROFESSIONALS.

SUBMITTED BY ROBERTA TRIPP

14E CONFERENCE ANNUELLE DE L'OALT/ABO

SOYEZ DES NÔTRES, DU 21 MAI AU 24 MAI 1987 A CHANNEL '87.
14IÈME CONFÉRENCE ANNUELLE DE L'OALT/ABO AU COLLÈGE ERINDALE.

ENCADRÉ DANS UN PAYSAGE BOISÉ, LA CONFÉRENCE PARRAINÉ PAR
HALTON-PEEL OFFRIRA DES ATELIERS ENTRAÎNANTS AINSI QUE DES
ACTIVITÉS DE SOIRÉE INTÉRESSANTES.

SOYEZ AUX AGUETS POUR DE PLUS AMPLES RENSEIGNEMENTS.

PERSONNE CONTACTE: GISELA SMITHSON
3176 JESSICA COURT
MISSISSAUGA, ONTARIO
L5C 1X6

* N'oubliez pas d'apporter votre constitution pour la
réunion d'affaires annuelle.

L'ÉGALITÉ DE SALAIRE

LES ARTICLES SUIVANTS DÉMONTRENT L'INÉGALITÉ DE SALAIRE QUI
EXISTE DEPUIS 10 ANS ENTRE LA CLASSIFICATION DES
BIBLIOTECHNICIENS ET DES TECHNICIENS EMPLOYÉS PAR LES
COLLÈGES COMMUNAUTAIRES.

IL Y A PRÈS D'UN AN, CES DEUX CLASSIFICATIONS PARMİ D'AUTRES
ONT ÉTÉ SOULEVÉES À UN CONSEIL D'ARBITRAGE. UN COMITE MIXTE
DE CLASSIFICATION A ÉTÉ FORMÉ POUR RÉSOUDRE CE LITIGE.
HEUREUSEMENT POUR LES BIBLIOTECHNICIENS, ELIZABETH ROSE
(ANCIEN MEMBRE DE LA SECTION RÉGIONALE DE SUDBURY) SIÈGEAIT
SUR CE MÊME COMITÉ. IL EST CERTAIN QU'AYANT UNE
BIBLIOTECHNICIENNE SUR LE COMITÉ A FAVORISER LE CAS EN LITIGE
MÊME SI LA DÉCISION FINALE A ÉTÉ PRISE PAR TOUS LES MEMBRES
DU COMITÉ. NOUS SOMMES RASSURÉS QU'AVEC LES CONNAISSANCES,
LE TRAVAIL ARDU ET L'ENGAGEMENT À CETTE CAUSE, ELIZ A
CONTRIBUER AU SORT FAVORABLE DE CE LITIGE.

JE SUIS FIER D'ÊTRE BIBLIOTECHNICIEN LORSQU'UNE SITUATION
COMME CELLE-CI SE PRÉSENTE. LES BIBLIOTECHNICIENS SONT
MAINTENANT RECONNUS DANS LE MILIEU DES COLLÈGES
COMMUNAUTAIRES. FÉLICITATIONS ELIZ ET UN GROS MERCI POUR LE
TRAVAIL ACCOMPLI!

SOMIS PAR DOUG WILLFORD

PRESENTATION GIVEN TO LIBRARY TECHNICIAN INTEREST GROUP AT THE CANADIAN LIBRARY ASSOCIATION CONFERENCE IN QUEBEC CITY ON JUNE 23. 1986.

SINCE FEBRUARY 17, 1979 WHEN A SMALL GROUP OF ENTHUSIASTIC INDIVIDUALS MET IN BARRIE, ONTARIO AND DECIDED TO FORM THE HURONIA REGIONAL BRANCH OF THE ONTARIO ASSOCIATION OF LIBRARY TECHNICIANS OUR GROUP HAS GROWN NOT ONLY IN NUMBER FROM THAT FIRST MEETING, BUT IT HAS GONE FROM A GROUP OF INDIVIDUALS INTERESTED IN FORMING A BRANCH TO A GROUP OF CLOSELY KNIT FRIENDS WHO WORK WELL TOGETHER.

OUR GROUP IS SMALL. OUR NUMBERS HAVE FLUCTUATED AND HAVE RANGED FROM 15 TO 30 PEOPLE. ONLY 5 OF THE PRESENT MEMBERS HAVE BEEN MEMBERS CONTINUOUSLY SINCE 1979.

WE ARE ABOUT 3% OF THE TOTAL OALT/ABO MEMBERSHIP. WE LIVE IN 4 COUNTIES ALTHOUGH THERE ARE 3 AREAS OF CONCENTRATION IN WIDESPREAD PLACES - OWEN SOUND, BARRIE AND BRADFORD. OUR MEETINGS ARE HELD IN DIFFERENT CENTRES SO THAT THE SAME PEOPLE DON'T HAVE LONG DISTANCES TO DRIVE EACH TIME.

ONE OF OUR MAJOR PROJECTS HAS BEEN LOBBYING FOR A PART TIME LIBRARY TECHNICIAN PROGRAMME AT GEORGIAN COLLEGE IN BARRIE. WE HAVE MEMBERS WHO SIT ON THE ADVISORY COMMITTEE. THE FIRST COURSE WAS HELD IN THE FALL OF 1982. THE FIRST GRADUATE WILL BE, WE HOPE, IN 1988.

WE HAVE OFFERED FOR OUR MEMBERS AND OTHER INTERESTED PERSONS A VARIETY OF WORKSHOPS SUCH AS - HOW TO HELP STUDENTS HELP THEMSELVES, TEEN LITERATURE, CATALOGUING, PUPPETRY, PUBLIC RELATIONS AND THE HOW TO OF PRESENTATIONS.

OUR NEWSLETTER IS OUR MEANS OF COMMUNICATIONS FOR THOSE UNABLE TO ATTEND MEETINGS REGULARLY - 4 ISSUES A YEAR.

AMONGST OUR MEMBERS WE HAVE SOME WHO HAVE FILLED PROVINCIAL POSITIONS - PUBLIC RELATIONS COORDINATOR, NEWSLETTER EDITOR, ARCHIVIST AND COMMITTEE MEMBERS.

WE ARE PROUD OF ONE OF OUR STUDENT MEMBERS WHO HAS HAD AN ARTICLE ON COMPUTERS IN SMALL LIBRARIES PUBLISHED IN CANADIAN LIBRARY JOURNAL.

A VOULU REPRÉSENTER NOS INTÉRÊTS LORS DE LA RÉUNION DU CONSEIL MUNICIPAL. EN FAIT, LE CONSEIL D'ADMINISTRATION DE LA BIBLIOTHÈQUE N'ÉTAIT PAS CONVAINCU QUE NOTRE CAS ÉTAIT JUSTIFIÉ. D'APRÈS LE CONSEIL D'ADMINISTRATION, IL SERAIT IMPOSSIBLE DE RECEVOIR LES MÊMES BÉNÉFICES QU'UN EMPLOYÉ À TEMPS PLEIN CAR VALLEY EAST EST L'EMPLOYEUR DE PLUSIEURS EMPLOYÉS À TEMPS PARTIEL QUI NE REÇOIVENT AUCUNS BÉNÉFICES. NOUS DEVONS MAINTENANT ATTENDRE UNE LÉGISLATION GOUVERNEMENTALE AFIN DE RECEVOIR DES BÉNÉFICES. MALGRÉ CETTE PERTE FINANCIÈRE, JE SUIS HEUREUSE DE LA RELATION D'EMPLOI QUE JE PARTAGE AVEC LORRIE. LA COMPATIBILITÉ D'UNE COLLÈGUE EST TRÈS IMPORTANTE POUR ASSURER LE SUCCÈS DU PARTAGE D'EMPLOI. JE SUIS AUSSI À L'AISE AVEC LES AUTRES EMPLOYÉS. LES TÂCHES DE BIBLIOTHECAIRE AU VALLEY EAST S'APPRÊTENT BIEN AU PARTAGE D'EMPLOI. NOS RESPONSABILITÉS SONT: ACQUISITION, CATALOGAGE, PRÊTS-ENTRE-BIBLIOTHÈQUES (RECHERCHE AUTOMATISÉE), MAINTIEN DE LA COLLECTION, SUPERVISION DES EMPLOYÉS D'AGENCES, ECT... NOUS COLLABORONS TOUS LES DEUX AUX TÂCHES. NOUS N'AVONS PAS DIVISÉ LE TRAVAIL. CECI EST IMPORTANT POUR ASSURER UNE FORMATION DANS TOUS LES ASPECTS DE NOTRE CARRIÈRE.

NOUS COMMUNIQUONS EN INSCRIVANT SUR UN CALENDRIER LES TÂCHES ACCOMPLIES DURANT LA JOURNÉE. NOUS LISONS AU DÉBUT DE CHAQUE JOURNÉE UN DOSSIER QUI CONTIENT DES NOTES DE SERVICES, RAPPORTS ET AUTRE CORRESPONDANCE. DES RÉUNIONS MENSUELLES ONT ÉTÉ INSCRITES À L'HORAIRE MAIS LA FRÉQUENCE EST MAINTENANT TRIMESTRIELLE. UNE POLITIQUE DEVRAIT ÊTRE RÉDIGÉE EN CE QUI CONCERNE LE PARTAGE DES CONGÉS ANNUEL AINSI QUE LA PARTICIPATION AUX CONFÉRENCES, ATELIERS ET RÉUNIONS.

AVEC L'AIDE ET L'APPUI DE LA BIBLIOTHECAIRE, NOUS ANTICIPONS D'APPROCHER LE CONSEIL D'ADMINISTRATION DE LA BIBLIOTHÈQUE POUR RECEVOIR LES BÉNÉFICES COMPLETS ET CE, À LA VEILLE DE NOTRE PREMIÈRE ANNÉE DE NOTRE PARTAGE D'EMPLOI. SI CETTE REQUÊTE EST REJETÉE, UNE SOLUTION À NOTRE PROBLÈME SERAIT UNE AUGMENTATION DE SALAIRE.

AVEC LE TEMPS (OU PAR L'INTERVENTION DU GOUVERNEMENT) JE SUIS CONFIANTE QUE NOTRE POSTE SERA CONSIDÉRÉ COMME EMPLOI À TEMPS PLEIN. ENTRE TEMPS, VOS COMMENTAIRES ET VOS EXPÉRIENCES SUR LE PARTAGE D'EMPLOI SERONT APPRÉCIÉS. VEUILLEZ NOUS ÉCRIRE À:
VALLEY EAST PUBLIC LIBRARY
C.P. 700
VAL CARON, ONTARIO
POM 3A0

SOU MIS PAR MONIQUE FUCHS
SECTION RÉGIONALE DE SUDBURY

ALTHOUGH THE CONFERENCE IN 1984, WHICH WE HOSTED, WAS A LOT OF HARD WORK IT DEMONSTRATED THAT A SMALL GROUP LIKE OURS COULD DO IT. THERE WAS A STRONG COMMITMENT FROM ALL OUR MEMBERS AND ESPECIALLY THE CONFERENCE COMMITTEE - 10 PEOPLE, REPRESENTING 1/2 OUR MEMBERS.

THE THEME WAS LEARNING MORE IN '84. MORE INTENSIVE LEARNING EXPERIENCES WERE OFFERED - SOME FULL CONFERENCE AND ONE DAY WORKSHOP SESSIONS.

WE HELD THE CONFERENCE AT GENEVA PARK, NEAR ORILLIA, ONTARIO. IT IS A CONFERENCE CENTRE WITH A RESORT ATMOSPHERE. MOST OF OUR ANNUAL CONFERENCES HAVE BEEN HELD AT UNIVERSITIES. ANOTHER ADDED FEATURE WERE FITNESS BREAKS DURING COFFEE BREAKS.

ALTHOUGH LIKE MOST ASSOCIATIONS, WE HAVE PROBLEMS WITH MEMBER PARTICIPATION AT THE EXECUTIVE LEVEL (ALWAYS THE SAME PEOPLE FILLING THE POSITIONS) AND REGULAR ATTENDANCE AT MEETINGS. THE FRIENDSHIP IN OUR REGION, THE SUPPORT OF EACH OTHER IS THE MOST IMPORTANT THING FOR ME.

SUBMITTED BY JANET ILES

SUE WEAVER

IF YOU ARE ABLE TO ATTEND THE 1987 ANNUAL CONFERENCE HOSTED BY HALTON-PEEL REGIONAL BRANCH, CONGRATULATE SUE PERSONALLY ON HER BEING THE RECIPIENT OF THE 1986 PRESIDENTIAL AWARD IN RECOGNITION OF OUTSTANDING CONTRIBUTIONS TO OALT/ABO AND TO LIBRARY TECHNIQUES. SUE WAS RECIPIENT AT THE OTTAWA SPECTRUM '86 CONFERENCE.

SUE IS A LONGTIME MEMBER OF OALT/ABO AND DID A GREAT DEAL TO ORGANIZE AND RUN THE 1977 CONFERENCE HOSTED BY THE LATE LONDON REGIONAL BRANCH. SHE IS BASED IN LONDON, WHERE SHE WORKS AT THE UNIVERSITY OF WESTERN ONTARIO, USING HER SKILLS OUTSIDE OF THE TRADITIONAL LIBRARY SETTING.

AS WITH THE OTHER RECIPIENTS OF THE PRESIDENTIAL AWARD, SUE PUTS HER TIME NOT ONLY INTO OALT/ABO BUT ATTENDS OTHER ORGANIZATIONS AS WELL.

YOU'LL BE SURE TO SEE SUE IN MISSISSAUGA IN 1987. SHE HAS ATTENDED ALMOST EVERY CONFERENCE SINCE JOINING THE ASSOCIATION. SHE'LL BE SURE TO APPRECIATE WHAT YOU HAVE TO SAY, AS SUE SAYS THAT SHE REALLY VALUES THIS AWARD, COMING AS IT DOES FROM HER PEERS.

CONGRATULATIONS SUE WEAVER!

LE PARTAGE D'EMPLOI: L'HERBE EST TOUJOURS PLUS VERTE...

UN ARTICLE SUR LE PARTAGE D'EMPLOI QUE J'AI LU RÉCEMMENT CONFIRME LA SITUATION MOINS QU'IDÉALE QUE JE VIT DEPUIS SEPTEMBRE DERNIER. UNE PRÉSENTATION SUR LE "PARTAGE D'EMPLOI" DEVAIT ÊTRE PRÉPARÉE PAR UNE COLLÈGUE ET MOI-MÊME POUR LE CONSEIL D'ADMINISTRATION DU VALLEY EAST PUBLIC LIBRARY. SOI DISANT, NOUS AVONS TOUS DEUX OPTER POUR LE PARTAGE D'EMPLOI À CAUSE QUE NOUS SOMMES MÈRE DE JEUNES ENFANTS ET DÉSIRONS ÊTRE À LA MAISON AVEC EUX. DE PLUS, NOUS DÉSIRONS CONTINUER À DÉVELOPPER NOS CONNAISSANCES TOUT EN RECEVANT UN SALAIRE.

UTILISANT LES RESSOURCES QU'UN BIBLIOTHECARIEN POSSÈDE, NOUS AVONS CONSULTER PLUSIEURS LIVRES SUR LA FAÇON DE PRÉSENTER NOTRE REQUÊTE POUR ENFIN CONVAINCRE NOTRE EMPLOYEUR QUE LE PARTAGE D'EMPLOI SERA PROFITABLE À TOUS. LES VOLUMES NE MENTIONNENT PAS QU'IL NE FAUT PAS TROP INSISTER SUR LES BÉNÉFICES APPORTÉS À L'EMPLOYEUR! EN CONSÉQUENCE, LE CONSEIL D'ADMINISTRATION DE LA BIBLIOTHÈQUE REÇOIT LA PLUPART DES BÉNÉFICES ALORS QUE NOUS AVONS PERDU LES NÔTRES.

TRAVAILLANT À TEMPS PLEIN (LORRIE ROBERTS AU VALLEY EAST ET MOI-MÊME AU MINISTÈRE DE L'ÉDUCATION) L'EMPLOYEUR DÉBOURSE UNE PRIME POUR L'ASSURANCE MALADIE OHIP, POUR UN PLAN D'ACHAT DE MÉDICAMENTS ET POUR LE PLAN DE PENSION. LES CONGÉS ANNUEL ET DE MALADIE SONT AUSSI DÉFRAYÉS PAR L'EMPLOYEUR. LE PARTAGE D'EMPLOI, D'APRÈS NOTRE INTERPRÉTATION, SERAIT UN POSTE À TEMPS PLEIN PARTAGÉ PAR DEUX INDIVIDUS. EN CONSÉQUENCE, LES BÉNÉFICES DEVRAIENT ÊTRE PARTAGÉS PRORATA, RECEVANT AINSI UNE COUVERTURE DE 50% POUR L'OHIP, LE PLAN DE PENSION ET LE PLAN D'ACHAT DE MÉDICAMENTS. LORS DE CONGÉ DE MALADIE OU DE CONGÉ ANNUEL, IL ÉTAIT CONVENU QUE NOUS NOUS PRÊTONS MAIN FORTE. EN RÉALITÉ, CE QUE NOUS AVONS ACCEPTÉ DE LA POLITIQUE SUR LE PARTAGE D'EMPLOI RÉDIGÉ PAR LE CONSEIL D'ADMINISTRATION FUT DE BEAUCOUP MOINS. NOUS AVONS BEAUCOUP SACRIFIÉ POUR SE DÉVOUER À ÊTRE MÈRE DE FAMILLE TOUT EN CONTINUANT À DÉVELOPPER NOS CONNAISSANCES AU TRAVAIL.

AUJOURD'HUI, NOUS SOMMES CONSIDÉRÉ COMME EMPLOYÉ À TEMPS PARTIEL, SANS AUCUNS BÉNÉFICES: AUCUN PLAN DENTAIRE OU MÉDICAL ET AUCUN CONGÉ DE MALADIE. CETTE PERTE FINANCIÈRE EST DÙ AU FAIT QU'AUCUN MEMBRE DU CONSEIL D'ADMINISTRATION

SPECTRUM '86 REPORT

WELL WE DID IT! AFTER 2 1/2 YEARS OF HARD WORK, SPECTRUM '86 WAS HELD FROM MAY 27TH TO JUNE 1ST AT CARLETON UNIVERSITY IN OTTAWA.

ACCORDING TO THE VERBAL COMMENTS BY THE DELEGATES AND THE WRITTEN ONES IN THE SURVEYS RECEIVED:

- * THE 34 WORKSHOPS WERE WELL ATTENDED AND ENJOYED BY THE MAJORITY OF PARTICIPANTS.
- * THE TOURS WENT OVER WELL - THE MAJORITY OF PEOPLE ENJOYED THEMSELVES.
- * SKIT ROW WAS AN AMUSING EVENING AND THE BAVARIAN NIGHT WAS A DEFINITE HIT.
- * OUR BANQUET SPEAKER, MAUDE BARLOW, WAS EXCELLENT - EVERYONE LIKED HER AND HER SPEECH.
- * THE DISCO HELD AFTER THE BANQUET WAS LOUD BUT FUN.

THE COMMITTEE IS HARD AT WORK ON THE PROCEEDINGS AND HOPES TO HAVE THEM OUT SOON.

WE ALSO HOPE TO CLOSE THE BOOKS EARLY IN THE NEW YEAR.

WE WOULD LIKE TO THANK ALL THE PEOPLE WHO WORKED SO HARD TO MAKE SPECTRUM '86 THE SUCCESS IT WAS.

DANIELLE AMAT. BARBARA COPE. JEAN DESISLETS
CONFERENCE COORDINATING COMMITTEE



RAPPORT - SPECTRUM '86

MISSION ACCOMPLIE! APRÈS DEUX ANS ET DEMIE DE TRAVAIL,
SPECTRUM '86 A EU LIEU À L'UNIVERSITÉ CARLETON D'OTTAWA DU
27 MAI AU 1ER JUIN 1986.

D'APRÈS LES COMMENTAIRES VERBAUX REÇUS DES PARTICIPANTS ET
CEUX REÇUS DU SONDAGE:

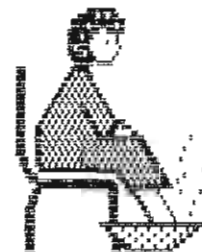
- * LES 34 ATELIERS ONT ÉTÉ APPRECIÉS PAR LA MAJORITÉ DES PARTICIPANTS.
- * LES TOURS ONT ÉTÉ AMUSANTS ET BIEN ACCUEILLIS PAR LES GENS.
- * SKIT ROW FÛT UNE SOIRÉE DIVERTISSANTE ET LA SOIRÉE BAVAROISE, UN SUCCÈS.
- * NOTRE INVITÉE D'HONNEUR AU BANQUET, MAUDE BARLOW, FÛT BIEN APPRECIÉE.
- * LA DISCOTHÈQUE APRÈS LE BANQUET ÉTAIT BRUYANTE MAIS AMUSANTE.

LE COMITÉ S'ACHARNE MAINTENANT A COMPILER LES PROCÈS-VERBAUX EN ESPÉRANT DE LES COMPLÉTER BIENTÔT.

NOUS ANTICIPONS DE FERMER LES LIVRES DE COMPTABILITÉ TÔT DANS LA NOUVELLE ANNÉE.

NOS REMERCIEMENTS SONT ADDRESSÉS À TOUS LES GENS QUI ONT CONTRIBUÉ AU SUCCÈS DE SPECTRUM '86.

DANIELLE AMAT. BARBARA COPE. JEAN DESISLETS
COMITÉ ORGANISATEUR DE LA CONFÉRENCE



JOB SHARING: THE GRASS IS ALWAYS GREENER...

ANOTHER INTERESTING ARTICLE WHICH I READ RECENTLY ON JOB SHARING REMINDED ME OF THE LESS THAN IDEAL JOB SITUATION THAT I HAVE BEEN WORKING IN SINCE LAST SEPTEMBER. "JOB SHARING" IS WHAT MY FORMER CLASSMATE AND PRESENT COLLEAGUE AND I HAD ENVISIONED WHEN WE PLANNED AND PREPARED A PRESENTATION TO THE VALLEY EAST PUBLIC LIBRARY BOARD. OUR REASON FOR CHOOSING THIS ARRANGEMENT IS QUITE ORDINARY - WE ARE BOTH MOTHERS OF SMALL CHILDREN WHO WISH TO SPEND MORE TIME AT HOME WITH THEM YET WE WANT TO CONTINUE TO DEVELOP OUR SKILLS AT WORK AND RECEIVE AN INCOME.

AS ANY RESOURCEFUL LIBRARY TECHNICIAN MIGHT DO, WE FAITHFULLY FOLLOWED INSTRUCTIONS IN VARIOUS BOOKS ON THE PROPER WAY OF PRESENTING YOUR CASE AND CONVINCING YOUR EMPLOYER THAT JOB SHARING WOULD BE OF AS MUCH BENEFIT TO THEM AS IT WOULD BE TO US. HOWEVER, NOWHERE IN THOSE SAME VOLUMES WAS ANY CAUTION GIVEN TO BE SURE NOT TO OVEREMPHASIZE THIS LAST POINT. AS A RESULT, IT SEEMS THAT THE LIBRARY BOARD TOOK THAT PART ESPECIALLY TO HEART AND IN FACT, THEY ARE RECEIVING MOST OF THE BENEFITS AND WE HAVE LOST MOST OF OURS.

AS FULL TIME WORKERS (LORRIE ROBERTS AT VALLEY EAST, AND MYSELF AT THE MINISTRY OF EDUCATION) WE RECEIVED OHIP COVERAGE, A DRUG AND PENSION PLAN, SICK LEAVE, HOLIDAYS AND OTHER BENEFITS ASSOCIATED WITH A FULL-TIME POSITION. JOB SHARING AS WE SAW IT WAS GOING TO BE A FULL-TIME POSITION HELD BY TWO PEOPLE. BENEFITS WERE TO BE PRO-RATED SO THAT WE EACH WOULD RECEIVE 50% OF OHIP, DRUG AND PENSION PLANS. WE WERE OFFERING TO COVER EACH OTHER'S ABSENCES DUE TO ILLNESS. AND, IF REQUIRED, WHILE WE TOOK HOLIDAYS. IN REALITY, WHAT WE FINALLY AGREED TO IN THE JOB SHARING POLICY DRAWN UP BY THE BOARD WAS MUCH LESS. WE SACRIFICED A GREAT DEAL TO DEVOTE MORE TIME TO MOTHERHOOD AND ALSO CONTINUE TO DEVELOP OUR SKILLS AT WORK.

AT THE PRESENT TIME, WE ARE TREATED AS PART-TIME WORKERS, WITH NO BENEFITS, DRUG OR DENTAL PLAN, PENSION PLAN OR SICK LEAVE. THIS FINANCIAL LOSS STEMS FROM THE FACT THAT WE DID NOT HAVE LIBRARY BOARD MEMBERS WHO WERE WILLING TO REPRESENT OUR CASE AT TOWN COUNCIL MEETINGS. ACTUALLY, THE LIBRARY BOARD WAS NOT CONVINCED THAT WE HAD A CASE - IT WAS FELT THAT WE COULD NOT POSSIBLY RECEIVE FULL-TIME STATUS WORKING HALF TIME SINCE VALLEY EAST EMPLOYED MANY PART-TIME WORKERS AND DID NOT OFFER THEM ANY BENEFITS. WE MAY HAVE TO WAIT FOR GOVERNMENT LEGISLATION BEFORE WE SEE ANY BENEFITS.

À LA CONFÉRENCE DE 1984, HURONIA ÉTAIT LA RÉGION D'ACCUEIL. BEAUCOUP DE TRAVAIL ACHARNÉ PAR UN PETIT GROUPE D'INDIVIDU A ÉTÉ ACCOMPLI GRÂCE À L'ENGAGEMENT DES MEMBRES. LE COMITÉ ORGANISATEUR ÉTAIT COMPOSÉ DE 10 MEMBRES - LA MOITIÉ DE NOTRE ADHÉSION RÉGIONALE.!

LE THÈME CHOISI ÉTAIT "APPRENANT PLUS EN '84". LA DURÉE DES ATELIERS A VARIÉE ENTRE UNE JOURNÉE SEULEMENT JUSQU'À UNE SESSION QUI A DURÉ LA LONGEUR DU CONGRÈS.

LA CONFÉRENCE A EU LIEU À GENEVA PARK PRÈS D'ORILLIA, ONTARIO. C'EST UN CENTRE DE CONGRÈS, AVEC UNE AMBIANCE DE VILLÉGIATURE. LA PLUPART DE NOS CONGRÈS ONT EU LIEU SUR LE CAMPUS D'UNIVERSITÉ. DES SESSIONS D'EXERCICES PHYSIQUE ONT ÉTÉ DISPONIBLES PENDANT LES PAUSES CAFÉ.

COMME LA PLUPART DES ASSOCIATIONS, NOUS AVONS DES PROBLÈMES AVEC LA PARTICIPATION DE NOS MEMBRES A ASSISTER AUX RÉUNIONS AINSI QUE DE COMBLER LES POSTES AU NIVEAU EXECUTIF. CE SONT TOUJOURS LES MÊMES PERSONNES QUI COMBLENT LES POSTES. PAR CONTRE, LA CHOSE LA PLUS IMPORTANTE POUR MOI EST LE LIEN D'AMITIÉ QUI S'EST DÉVELOPPÉ ENTRE NOUS TOUS!

SOU MIS PAR JANET ILES

SUE WEAVER

SI VOUS AVEZ L'INTENTION D'ASSISTER A LA CONFÉRENCE ANNUELLE DE 1987 PARRAINÉ PAR HALTON-PEEL, OFFREZ VOS FÉLICITATIONS A SUE WEAVER. SUE EST LA RÉCIPiendaIRE DU PRIX DE MÉRITE PRÉSIDENTIEL POUR SA CONTRIBUTION À L'OALT/ABO AINSI QU'À LA BIBLIOTECHIQUE. LE PRIX DE MÉRITE FÛT DECERNER À LA CONFÉRENCE SPECTRUM '86 A OTTAWA.

ÉTANT UN MEMBRE ACTIF DE LONGUE DATE, SES EFFORTS D'ORGANISATRICE FURENT APPRÉCIÉS LORS DE LA CONFÉRENCE DE 1977 À LONDON, ONTARIO. ELLE OCCUPE PRÉSENTEMENT UN POSTE À L'UNIVERSITE WESTERN D'ONTARIO, D'OU SES CONNAISSANCES SONT UTILISÉES HORS DU MILIEU TRADITIONNEL DE BIBLIOTHÈQUE.

COMME LES AUTRES RÉCIPiendaIRES DU PRIX DE MÉRITE, SUE INVESTIT SON TEMPS A L'OALT/ABO AINSI QU'À PLUSIEURS ORGANISATIONS.

SOYEZ RASSURÉ QUE SUE SERA À MISSISSAUGA EN 1987 CAR ELLE A RAREMENT RATÉ UNE CONFÉRENCE DEPUIS SON ADHÉSION À L'ASSOCIATION. SUE VALORISE CE PRIX CAR ELLE APPRECIÉ LE FAIT QU'IL A ÉTÉ DÉCERNÉ PAR SES PAIRS.

FÉLICITATIONS SUE WEAVER!


DESPITE MY DISAPPOINTMENT WITH THIS MONETARY LOSS, I AM EXTREMELY PLEASED WITH THE WORKING RELATIONSHIP CORRIE AND I HAVE ESTABLISHED. COMPATABILITY WITH A PARTNER IS CRUCIAL TO THE SUCCESS OF JOB SHARING. I ALSO FEEL COMFORTABLE WITH THE STAFF. THE DUTIES OF THE LIBRARY TECHNICIAN AT VALLEY EAST PUBLIC LIBRARY LEND THEMSELVES WELL TO JOB SHARING. OUR RESPONSIBILITIES INCLUDE: ACQUISITIONS, CATALOGUING, INTER-LIBRARY LOANS (ON-LINE), COLLECTION MAINTENANCE, SUPERVISION OF TEMPORARY HELP AND PAGES, ETC. WE BOTH WORK AT ALL THE DUTIES - WE HAVE NOT SPLIT THE WORK. THIS IS IMPORTANT TO ENSURE BOTH OF US ARE EQUALLY INFORMED AND TRAINED IN ALL AREAS OF THE POSITION.

COMMUNICATION IS ACCOMPLISHED BY JOTTING DOWN WHICH DUTIES WE WORKED AT THAT DAY ON A CALENDAR. A PRIORITY FOLDER IS KEPT ON OUR DESK IN WHICH IMPORTANT MEMOS, REPORTS AND OTHER MAIL ARE READ BEFORE A DAY BEGINS. MONTHLY MEETINGS HAD BEEN SCHEDULED AT THE ONSET BUT WE HAVE REDUCED THEM TO QUARTERLY NOW. SOME TYPE OF POLICY NEEDS TO BE AGREED UPON REGARDING THE DIVISION OF ALLOWANCES TO ATTEND CONFERENCES, WORKSHOPS, MEETINGS AND HOW HOLIDAYS WILL BE ALLOTTED.

WITH THE HELP OF THE LIBRARIAN, WHO HAS BEEN VERY SUPPORTIVE, WE HOPE TO APPROACH THE LIBRARY BOARD AT THE TERM OF OUR FIRST YEAR TO REQUEST FULL BENEFITS. IF THIS REQUEST IS DENIED, AN ALTERNATIVE WOULD BE TO REQUEST A SALARY INCREASE.

WITH TIME (OR GOVERNMENT INTERVENTION, WHICHEVER COMES FIRST) I AM OPTIMISTIC THAT OUR JOB WILL BE TREATED AS A FULL-TIME POSITION. IN THE MEANTIME, WE WOULD LIKE TO HEAR FROM OTHERS WHO ARE JOB SHARING OR, IF YOU PLAN TO JOB SHARE, PLEASE DROP US A NOTE AT: VALLEY EAST PUBLIC LIBRARY
BOX 700
VAL CARON, ONTARIO
P0M 3A0

SUBMITTED BY MONIQUE FUCHS
SUDBURY REGIONAL BRANCH



PRÉSENTATION AU GROUPE D'INTERET DU BIBLIOTECHNICIEN A LA
CONFÉRENCE DE L'ASTED/CLA. A QUEBEC. LE 23 JUIN

LE 17 FÉVRIER 1979, UN PETIT GROUPE D'INDIVIDUS ENTHOUSIASTE S'EST RÉUNI A BARRIE, ONTARIO POUR FONDER LA SECTION RÉGIONALE D'HURONIA. NOTRE GROUPE A ÉTÉ FORMÉ PRINCIPALEMENT À PARTIR DE L'INTÉRÊT À ORGANISER UNE SECTION RÉGIONALE MAIS S'EST AUJOURD'HUI DÉVELOPPÉ EN UN GROUPE D'AMIES SOLIDAIRES QUI TRAVAILLENT BIEN ENSEMBLE.

NOTRE GROUPE EST PETIT. LE NOMBRE DES MEMBRES S'EST ÉCHELONNÉ ENTRE 15 À 30 PERSONNES. IL N'Y A QUE 5 MEMBRES A PRÉSENT QUI SONT MEMBRES CONTINU DEPUIS 1979.

NOUS SOMMES ENVIRON 3% DE L'ADHÉSION TOTALE DE L'OALT/ABO. BIEN QUE RÉPARTI DANS 4 COMTÉS, IL Y A 3 CENTRES DE CONCENTRATION, SOIT OWEN SOUND, BARRIE ET BRADFORD. NOS RÉUNIONS ONT LIEU DANS DES VILLES DIFFÉRENTES POUR QUE LES MÊMES PERSONNES NE DOIVENT PAS VOYAGER DE LONGUE DISTANCE.

UN DE NOS PROJETS PRINCIPAUX A ÉTÉ D'AGIR COMME GROUPE DE PRESSION POUR OBTENIR UN PROGRAMME DE BIBLIOTECHNIQUE À TEMPS PARTIEL AU COLLÈGE GEORGIAN À BARRIE. NOUS AVONS DES MEMBRES QUI PARTICIPENT AUX TRAVAUX DU COMITÉ DE CONSULTATION. LE PREMIER COURS A ÉTÉ OFFERT À L'AUTOMNE DE 1982. NOUS ANTICIPONS DES GRADUÉS EN 1988.

NOUS AVONS OFFERT À NOS MEMBRES ET AUTRES PERSONNES INTÉRESSÉES, UN ÉVENTAIL D'ATELIERS TEL QUE - COMMENT AIDER LES ÉTUDIANTS À S'AIDER EUX-MÊME, LA LITTÉRATURE POUR LES ADOLESCENTS, LE CATALOGAGE, LES MARIONNETTES, LES RELATIONS PUBLIQUES ET COMMENT FAIRE DES PRÉSENTATIONS.

NOTRE BULLETIN DE NOUVELLES EST NOTRE MOYEN DE COMMUNICATION POUR CEUX QUI NE PEUVENT PAS ASSISTER AUX RÉUNIONS RÉGULIÈREMENT. LA FRÉQUENCE DE PUBLICATION EST DE 4 NUMÉROS PAR AN.

PARTI NOS MEMBRES NOUS AVONS CERTAINES PERSONNES QUI ONT COMBLÉ DES POSTES PROVINCIAUX - UNE COORDONNATRICE DES RELATIONS PUBLIQUES, UN ÉDITEUR DU BULLETIN DE NOUVELLES, UN ARCHIVISTE ET PLUSIEURS MEMBRES DE COMITÉ.

NOUS SOMMES FIÈRE QU'UN DE NOS MEMBRES ÉTUDIANT A FAIT PARAÎTRE SON ARTICLE SUR LES ORDINATEURS DANS LES PETITES BIBLIOTHÈQUES DANS LE CANADIAN LIBRARY JOURNAL.

CHANNEL '87

CHANNEL '87 IS THE PLACE TO BE NOV 21-23, 1987.

HALTON-PEEL REGIONAL BRANCH WILL BE YOUR HOSTS FOR THE 14TH ANNUAL BALT/ARO CONFERENCE AT BRINDALE COLLEGE.

EXCITING SEMINARS AND INTERESTING AFTER HOURS ARE PLANNED ALL IN A BEAUTIFUL WOODLAND SETTING.

STAY TUNED FOR FURTHER INFORMATION

CONTACT: GISELA SMITHSON
3176 JESSICA COURT
MISSISSAUGA, ONTARIO
L5C 1X6

* PLEASE BRING YOUR COPY OF THE CONSTITUTION TO THE ANNUAL BUSINESS MEETING.

PAY EQUALITY

THE FOLLOWING ARTICLES DEAL WITH AN INEQUITY BETWEEN THE LIBRARY TECHNICIAN & TECHNICIAN CLASSIFICATIONS THAT HAS BEEN ONGOING IN THE COMMUNITY COLLEGES FOR ABOUT 10 YEARS. ABOUT A YEAR AGO THESE TWO CLASSIFICATIONS ALONG WITH A NUMBER OF OTHERS WERE FINALLY BROUGHT BEFORE AN ARBITRATION BOARD.

A JOINT CLASSIFICATION IMPLEMENTATION COMMITTEE (J.C.I.C.) WAS SET-UP TO LOOK AT THESE CLASSIFICATIONS IN DISPUTE AND TO THE BENEFIT OF THE LIBRARY TECHNICIAN'S THERE WAS AN L.T. BY THE NAME OF MS. ELIZABETH ROSE (FORMER MEMBER OF SUDBURY REGIONAL BRANCH AND PLANS TO RENEW HER MEMBERSHIP NOW THAT THE ARBITRATION HEARINGS ARE OVER) WHO SAT ON THE J.C.I.C. NOW. MIND YOU, IT WAS A JOINT COMMITTEE EFFORT THAT WON THIS CASE BUT HAVING A LIBRARY TECHNICIAN ON THE COMMITTEE CERTAINLY WAS A BENEFIT IN THE FINAL OUTCOME. IF IT WAS NOT FOR ELIZ'S KNOWLEDGE, HARDWORK AND DEDICATION TO A CAUSE SHE FIRMLY BELIEVED IN, THE DECISION OF THE ARBITRATOR COULD HAVE VERY EASILY GONE THE OTHER WAY.

IT MAKES ME VERY PROUD TO BE A LIBRARY TECHNICIAN WHEN I SEE SOMETHING LIKE THIS HAPPEN. LIBRARY TECHNICIANS HAVE FINALLY COME OF AGE ESPECIALLY IN THE COMMUNITY COLLEGE. CONGRATULATIONS ELIZ AND THANKS FOR ALL YOUR HARD WORK!

SUBMITTED BY DOUG WILLFORD

OALT/ABO VOUS REND HONNEUR!

VOUS AVEZ CONSTATÉ À SPECTRUM '86 OU À L'ASTED/CLA QUE L'OALT/ABO ADORE UN NOUVEAU VISAGE. UNE EXPOSITION COLORÉE RÉVÈLE DES PHOTOGRAPHIES DE BIBLIOTECHNICIENS AU TRAVAIL. DE PLUS, LE DIAPORAMA DE L'OALT/ABO FÛT PORTÉ À L'ÉCRAN. L'EXPOSITION ATTIRE VISUELLEMENT ET AUDITIVEMENT LE SPECTATEUR! L'EXHIBITION A REÇU BEAUCOUP D'ATTENTION ET DE COMPLIMENTS DE LA PART DES DÉLÈGUES À LA CONFÉRENCE SPECTRUM '86.

OALT/ABO RECONNAIT LES EFFORTS SOUTENUS DES MEMBRES SUIVANTS: CAROLYN BOARDMAN (OALT/ABO COORDONNATRICE DES RELATIONS PUBLIQUES - TALTA & HALTON-PEEL); GAIL JOHNS (TALTA); DALE PETERS (DIRECTEUR - TALTA); CHARMAINE SOMERFELDT (TALTA); ET ROBERTA TRIPP (PRÉSIDENTE DE L'OALT/ABO - TALTA & HALTON-PEEL). LA CONFÉRENCE DE L'OLA A BÉNÉFICIÉ DE NOTRE EXPOSITION EN NOVEMBRE DERNIER.

ATTENTION AMATEURS DE PHOTOGRAPHIE!

L'OALT/ABO RECHERCHE DES PHOTOGRAPHIES DE BIBLIOTECHNICIENS AU TRAVAIL POUR AJOUTER A NOTRE EXHIBITION. VEUILLEZ SOUMETTRE VOS PHOTOGRAPHIES À LA COORDONNATRICE DES RELATIONS PUBLIQUES, CAROLYN BOARDMAN. UNE MENTION SPÉCIALE SIGNALERA VOTRE CONTRIBUTION DE PHOTOGRAPHIES.

UNE CARRIÈRE CAPTIVANTE

À UNE RÉUNION DU TALTA, JEAN WEIHS A PRONONCÉ UN DISCOURS SUR LA FAÇON QU'UN BIBLIOTECHNICIEN PEUT RENDRE SON TRAVAIL INTÉRESSANT AINSI QUE DE RÉALISER UNE CARRIÈRE CAPTIVANTE. MS. WEIHS A SOULIGNÉ LES ACCOMPLISSEMENTS ET LES LACUNES DE L'OALT/ABO. MS. WEIHS A OBSERVÉ QUE L'OALT/ABO N'A PAS PRODUIT UN BULLETIN DE NOUVELLES PROFESSIONNEL ET N'A PAS CONTRIBUÉ D'ARTICLES SUR LA PROFESSION DU BIBLIOTECHNICIEN À DES JOURNAUX PROFESSIONNELS SPÉCIALISÉS EN BIBLIOTHÉCONOMIE. CE N'EST QUE RÉCEMMENT QUE L'OALT/ABO A PRÊTÉ MAIN FORTE A L'OLA. ELLE A CONSEILLÉ DE FORTIFIER NOTRE COOPÉRATION AVEC LES AUTRES ASSOCIATIONS TELLE QUE LE CLA. SUR UNE NOTE PLUS ENCOURAGEANTE, MS. WEIHS A MENTIONNÉ QUE NOS CONFÉRENCES SONT BIEN RESPECTÉES PARMIS LES PROFESSIONNELS EN BIBLIOTHÉCONOMIE.

SOUMIS PAR ROBERTA TRIPP

A classic pay equity comparison

Library technicians lose \$1 an hour

by Katie FitzRandolph

Elizabeth Rose is a Library Technician 2 at Northern College in Kirkland Lake.

She makes about \$1 an hour less than a comparable technician under the same contract. Why?

"They don't see a job dealing with people being as important as a job dealing with machines," she explained.

"It's easier to measure the difficulty in dealing with machines than it is with people. Which is crazy, because every oscilloscope should be the same, and every person is different."

About 90 per cent of library technicians are women.

Rose has worked at Northern College for about 15 years. A native of Kirkland Lake, she graduated from high school there, then took an arts degree in history at Carleton University in Ottawa.

Bleak job prospects for history grads prompted a secretarial course at Northern, during which she worked part-time in the library. She liked the work and moved into it full-time "without the credentials at first," obtaining a library technician's diploma from Algonquin College in 1975.

A library technician's work depends on the college and the library, Rose said.

It includes reference work,

helping students and staff find the information they need and showing students how to use the library's resources themselves.

Technicians also order books and periodicals, and advise faculty on newly-published works they may want for their courses.

In some colleges they work on circulation; in other colleges they set up audio-visual equipment and handle minor repairs. They may also develop bibliographies for courses or projects at the request of faculty members.

"It's a slightly schizophrenic job," says Rose. "In part of it, you have to be orderly. If a library doesn't have a clear system, you can't find anything,

so part of you has to be meticulous and organized.

"But you need the people skills to find out what the users want and lead them to it; and you have to be much looser in dealing with the people side. You can easily lose a student at the start with the wrong approach, particularly if it's a kid who already thought that libraries were rotten places.

"Computers are moving into the book world, taking over some of the ticky-tacky jobs and letting the technicians do the more productive stuff, with more responsibility, dealing with people."

Rose sees her pay differential as stemming from the fact that she is in the kind of job women

have traditionally gone into — a job dealing with people.

"It's at least as hard as dealing with machines. Maybe harder," she said.

"The jobs aren't identical, but they don't have to be. The Library Technician 1 and Technician 2 are paid at identical rates. But one step up, the wage differential is 94 cents to \$1.14 an hour.

"We all deal with faculty, more or less. Both classifications are providing faculty with resources; whether it's an oscilloscope or a filmstrip, it's teaching tools," she said.

"It's a question of gender bias, it's historical and it's dumb."

Elizabeth Rose has the facts at her fingertips to help students and faculty make optimum use of Northern College's resources. She's a Library Technician making \$12.64 an hour.



Ross Davis maintains the electronic equipment at Sault College, keeping the machinery running smoothly. He's a Technician earning \$13.78 an hour.

Photos: Frank Rooney

Job value identical: pay isn't

Ross Davis is a Technician 3 at Sault College in Sault Ste. Marie.

A Sault native, he's a 1971 graduate of the two-year electronics technician course from the college there. He worked in electronics maintenance and repair for Stelco in Hamilton and for office equipment and stereo stores in the Sault before joining the college staff in 1978.

His job is primarily maintenance of the college's electronic equipment. There's \$750,000 worth of test equipment in five labs to be kept in working order. Davis also sets up labs for courses, supplies parts and maintains a library of equipment manuals.

At Sault College, audio-visual equipment is maintained by a separate department.

College technicians do a wide variety of work, Davis explains. Forestry technicians at the college supervise field trips with students, and maintain the equipment for the forestry program — chain saws, axes, snowshoes, canoes and fire hoses.

"Their work is less technical and more oriented to people, but the job classification is the same," he said.

Most of the technicians are men. Women are too new in non-traditional jobs to have become technicians in automotive, heavy equipment, machine shop and welding programs yet, he said.

Davis can see no good reason for the pay difference between the technicians and the library technicians.

"From what I've seen, I believe it's because the library technicians are predominantly women and therefore worth less from the traditional male viewpoint. To my way of thinking, they're all technicians," Davis said.

"The only reason they're paid less is because they're women. They need to be able to put their hands on a lot of knowledge very quickly. They have to decide how to get the most zip for the money in buying periodicals and books. And they require an equivalent college diploma."

February-May 1986 — 7

A history of fighting injustice

Originally the community college support staff contract had three levels of library technicians as well as three levels of technicians.

The mainly female library technicians were paid significantly less than the mostly male technicians in the tradition of gender discrimination in pay levels.

About eight years ago, the support staff bargaining team demanded a special case for the library technicians and started chipping away at the differential.

The first step was to change the Library Technician 1 classification to a clerk, a move which changed the previous LT2 to an LT1, and the old LT3 to an LT2.

In the same move, the new LT1 received pay parity with the Technician 2.

However the comparable levels of LT2 and Technician 3 are still about \$1 an hour apart.

The LT2 level is paid at the same rate as the entry level technologist scale.

As Sault College's Ross Davis puts it: "They're being kept down a step, and the only reason I can see is because they're women."

This is one of 23 classifications still in dispute and headed to arbitration as a result of the new college support staff contract which included a comprehensive job re-evaluation.

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DE LA LIGNE TÉLÉPHONIQUE. LA CONTRIBUTION DE L'OALT/ABO SERA DE REPÉRER DES VOLONTAIRES POUR REVISER, EDITER ET ENREGISTRER LES ANNONCES ET CE, SUR UNE BASE HEBDOMADAIRE. LE NUMÉRO DE TÉLÉPHONE POUR AVOIR ACCÈS AUX EMPLOIS SERA PUBLIÉ AUSSITÔT CONNU ET SERA DISPONIBLE DANS VOTRE BULLETIN DE NOUVELLES RÉGIONAL ET PROVINCIAL.

VALERIE WALTON (TALTA) A BIEN VOULU ACCEPTÉ D'ÊTRE LA COORDONNATRICE DE LA LIGNE D'ACCÈS AUX EMPLOIS. A UNE RÉUNION AVEC VALERIE, LES RESPONSABILITES DE COORDONNATEUR ONT ÉTÉ DISCUTÉES. UNE ENTENTE ÉCRITE SERA OBTENUE D'OLA, DÉCRIVANT LES OBLIGATIONS DE L'OLA ET DE L'OALT/ABO. SI AUCUNS EMPLOIS N'EST RÉPERTORIÉS, VALERIE DONNERAIT À CE MOMENT LÀ, LE NOM ET L'ADDRESSSE DES PERSONNES CONTACTES POUR LES EMPLOIS DANS CHAQUE RÉGION DE L'OALT/ABO. VALERIE SE RAPORTE AU PRÉSIDENT ET DEVRA SOUMETTRE MENSUELLEMENT, DES STATISTIQUES. LES VOLONTAIRES POUR L'ENREGISTREMENT DES EMPLOIS SUR LA LIGNE TÉLÉPHONIQUE SONT: LINDA SCHNEIDER (TALTA); DALE PETERS (TALTA); CAROLYN BOARDMAN (TALTA & HALTON-PEEL) ET GEOFFREY PATRIDGE (TALTA). À LA CONFÉRENCE DE L'OLA, PLUSIEURS DEMANDES D'INFORMATION ONT DÉJÀ ÉTÉ POSÉES À PROPOS DE LA LIGNE D'ACCÈS AUX EMPLOIS.

PRESENTATION AUDIO-VISUELLE

APRÈS ENQUÊTE, LORETTA CRAIG TAYLOR AINSI QUE ROBERTA TRIPP ONT DÉCOUVERT QU'UNE TAXE DE VENTE AU DÉTAIL NE SERA PAS IMPOSÉE SUR L'ACHAT DE LA PRÉSENTATION AUDIO-VISUELLE DE L'OALT/ABO. LE PRIX DE VENTE EST DE \$150.00 ET LE PRIX DE LOCATION EST DE \$35.00. LES COMMANDES DOIVENT ÊTRE PAYÉES AU PRÉALABLE PAR CHÈQUE. CET AVIS A ÉTÉ INSÉRÉ DANS LA BROCHURE "LIBRARY TECHNICIAN: YOUR FIRST CHOICE" LORS DU COLLOQUE ET AUSSI À NOTRE ÉTALAGE.

DENISE DENOMME (SUDBURY) A COMPLÉTÉ LES DIAPOSITIVES GRAPHIQUES EN ANGLAIS, À TEMPS POUR LE COLLOQUE DE L'OLA. LES DIAPOSITIVES GRAPHIQUES FRANÇAISES SERONT DISPONIBLES BIENTÔT. UN CACHET SERA COMPRIS POUR CE TRAVAIL.

LIZ ALDREY (LOHANIA) A OFFERT DE REPRODUIRE LA PRÉSENTATION AUDIO-VISUELLE AU COLLÈGE MOHAWK, AU FUR ET A MESURE QUE LES COMMANDES SERONT REÇUES.

GRUPE D'ETUDE DU CLA SUR LE ROLE DES BIBLIOTHÉCAIRES ET DES BIBLIOTECHNICIEN(NE)S

AUCUNE SUITE À MA LETTRE A ÉTÉ REÇUE DU CLA DEMANDANT UNE REPRÉSENTATION PLUS ÉQUITABLE ENVERS LES BIBLIOTECHNICIEN(NE)S. PAR CONTRE, À LA RÉUNION DU 21 NOVEMBRE, 1986, LA LETTRE ADDRESSÉE AU CLA ÉTAIT UN ITEM A L'AGENDA.

SOMIS PAR ROBERTA TRIPP

CLA TASK FORCE ON THE ROLE OF LIBRARIANS AND LIBRARY
TECHNICIANS

THE TASK FORCE IS COMPOSED OF LIBRARIANS, LIBRARY/TECHNICIAN INSTRUCTORS AND ONE LIBRARY TECHNICIAN. MARY LLOYD IS AN OALT/ABO MEMBER AND A REFERENCE TECHNICIAN AT THE RICHMOND HILL PUBLIC LIBRARY.

THE TASK FORCE IS COLLECTING SUBMISSIONS/DEFINITIONS OF THE TASKS THAT LIBRARIANS AND LIBRARY TECHNICIANS ARE PRESENTLY ASSIGNED OR ARE CAPABLE OF UNDERTAKING.

THE TASK FORCE WILL THEN COMPILE THE DATA AND WRITE A DRAFT (OR DRAFTS) OF THEIR FINDINGS.

THE DRAFT(S) WILL BE FORWARDED TO INTERESTED LIBRARY PROFESSIONALS, LIBRARY/LIBRARY TECHNICIAN SCHOOLS AND LIBRARY/LIBRARY TECHNICIAN ASSOCIATIONS FOR COMMENTS/RESPONSES.

A FINAL REPORT WILL THEN BE COMPILED BY THE TASK FORCE AND SUBMITTED TO CLA IN NOVEMBER 1987.

THE TASK FORCE WILL BE EXAMINING THE ROLE OF THE LIBRARY TECHNICIAN IN THE FOLLOWING MANNER:

A) WHAT PERSONAL QUALITIES/CHARACTERISTICS SHOULD A PERSON POSSESS TO ENTER A LIBRARY TECHNICIAN PROGRAMME OR HAVE TO BE A LIBRARY TECHNICIAN.

B) WHAT SKILLS DOES THE LIBRARY TECHNICIAN ACQUIRE IN A LIBRARY TECHNICIAN PROGRAMME.

C) WHAT TASKS IS THE NEW GRADUATE LIBRARY TECHNICIAN CAPABLE OF UNDERTAKING.

D) WHAT TASKS IS THE GRADUATE LIBRARY TECHNICIAN WHO HAS VARIOUS YEARS OF EXPERIENCE CAPABLE OF UNDERTAKING.

E) WHAT TASKS IS THE GRADUATE LIBRARY TECHNICIAN WHO HAS VARIOUS YEARS OF EXPERIENCE AND EDUCATION CAPABLE OF UNDERTAKING.

F) THE TASK FORCE WILL BE EXAMINING LIBRARY TECHNICIANS AT TWO DIFFERENT LEVELS A) JUNIOR LEVEL B) SENIOR LEVEL. THE CRITERIA TO BE USED TO DEFINE THESE LEVELS WILL BE: A) NUMBER OF YEARS OF WORK EXPERIENCE. B) PRESENT JOB DESCRIPTIONS AND C) LEVEL OF EDUCATION.

RAPPORT DU PRESIDENT

COLLOQUE DE L'OALT/ABO A LA CONFERENCE DE L'OLA
LE 8 NOVEMBRE 1986

L'OALT/ABO A PARRAINÉ UN COLLOQUE SUR "LE BIBLIOTECHNICIEN RESPONSABLE".

C'EST AVEC PLAISIR QUE J'ANNONCE LE GRAND SUCCES DU COLLOQUE. PRES DE 50 PERSONNES SE SONT PRESENTÉES AU COLLOQUE. NOUS AVONS EU UNE REPRESENTATION DE BIBLIOTHÉCAIRES, D'INSTRUCTEURS EN BIBLIOTECHNIQUE ET ENFIN DE, BIBLIOTECHNICIEN(NE)S. LES MEMBRES D'OALT/ABO FURENT REPRÉSENTÉ PAR TALTA, HALTON-PEEL ET HURONIA.

PLUSIEURS DEMANDES D'ADHÉSION A NOTRE ASSOCIATION FURENT REÇUES. LA PRÉSENTATION AUDIO-VISUELLE S'EST MENÉE A BIEN.

LES PARTICIPANTES DU COLLOQUE FURENT: DORIS BROWN (THUNDER BAY): VALERIE BRUHN (TALTA): LORETTA CRAIG TAYLOR (OTTAWA). LE PRÉSIDENT DU COLLOQUE FÛT SUSAN MORLEY (TALTA).

LES MEMBRES DU COMITÉ ORGANISATEUR FURENT: CAROLYN BOARDMAN (TALTA, HALTON-PEEL). JEAN ELIOFF (HALTON-PEEL): DALE PETERS (HALTON-PEEL) ET ROBERTA TRIPP. (TALTA, HALTON-PEEL)

L'EXIBITION DE L'OALT/ABO

CAROLYN BOARDMAN FÛT RESPONSABLE POUR L'EXHIBITION DE L'OALT/ABO LORS DE LA CONFÉRENCE DE L'OLA. LES VOLONTAIRES QUI ONT FAIT DON DE LEUR TEMPS FURENT: ALAN DEVINE (HALTON-PEEL): ALICIA FRIESE (TALTA) ET ROBERTA TRIPP (TALTA, HALTON-PEEL).

AUCUNS FRAIS D'EXHIBITION ONT ÉTÉ ENCOURRUS À CAUSE DE L'ENTENTE RECIPROQUE AVEC L'OLA.

ADHÉSION À L'OLA

L'OALT/ABO A REÇU UNE LETTRE CONCERNANT L'ÉTABLISSEMENT D'UNE ENTENTE PERMANENTE ET RECIPROQUE POUR L'ADHÉSION DES MEMBRES ENTRE L'OLA ET L'OALT/ABO. NOUS AVONS CONSENTIT A CET ACCORD. DANS LEUR LETTRE, L'OLA AFFIRME QU'ELLE COMPTE DE CONTINUER L'EXCELLENTE COOPÉRATION QUI EXISTE ENTRE NOS DEUX ASSOCIATIONS.

LIGNE D'ACCÈS AUX EMPLOIS POUR LES BIBLIOTECHNICIEN(NE)S

DANS UN ESPRIT DE COOPÉRATION, L'OLA A FAIT DES DÉMARCHES POUR ANNONCER LA DISPONIBILITÉ DES EMPLOIS POUR LES BIBLIOTECHNICIEN(NE)S SUR SA PROPRE LIGNE D'ACCÈS AUX EMPLOIS. L'OLA DEMANDE DES VOLONTAIRES POUR SURVEILLER L'OPÉRATION DE LA LIGNE TÉLÉPHONIQUE. DE PLUS, L'OLA FOURNIT LE SOUTIEN DE SECRÉTARIAT ET SERA FINANCIÈREMENT RESPONSABLE

G) THE TASK FORCE WILL BE EXAMINING PRESENT AND PROPOSED JOB DESCRIPTIONS AND JOB CLASSIFICATION.

H) THE TASK FORCE WILL BE EXAMINING HOW THE LIBRARY TECHNICIAN INTERACTS WITH LIBRARIANS, CLERKS AND LIBRARY PATRONS.

I) THE TASK FORCE WILL BE EXAMINING THE ROLE OF LIBRARY TECHNICIANS IN ALL TYPES OF LIBRARY ENVIRONMENTS A) PUBLIC.
B) SPECIAL C) ACADEMIC.

SHOULD DALT/ABO BECOME INVOLVED WITH THIS CLA TASK FORCE?

IN MY OPINION, OUR ASSOCIATION SHOULD BE VERY CONCERNED ABOUT WHAT IS WRITTEN AND CONSIDERED AS AN AUTHORITATIVE POSITION ON LIBRARY TECHNICIANS. THE ROLE THAT CLA DEFINES FOR LIBRARY TECHNICIANS WILL AFFECT US IN TERMS OF JOB ASSIGNMENTS, SALARY SCALES AND CAREER OPPORTUNITIES.

DALT/ABO IS COMPOSED OF DEDICATED AND CONCERNED PROFESSIONALS WHOSE GOAL IS TO PROMOTE THEIR PROFESSION. IN THIS RESPECT IT IS OUR RESPONSIBILITY TO INVOLVE OURSELVES WITH THIS TASK FORCE. WE AS AN ASSOCIATION WILL BE VOICING OUR OPINIONS ON THE DEFINITION AND ROLE OF LIBRARY TECHNICIANS.

CLA HAS INDICATED THAT THEY ARE VERY INTERESTED IN HAVING DALT/ABO PARTICIPATE IN THIS PROJECT. OTHER PROVINCIAL LIBRARY TECHNICIAN ASSOCIATIONS ARE INVOLVED WITH THIS PROJECT.

HOW CAN DALT/ABO BECOME INVOLVED?

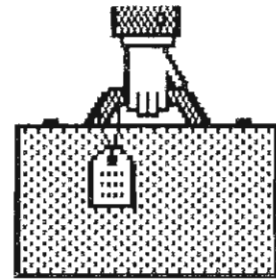
A) BY ASKING FOR ADDITIONAL LIBRARY TECHNICIAN REPRESENTATION ON THE TASK FORCE.

B) BY COMPILING AND SUBMITTING DEFINITIONS TO THE TASK FORCE.

C) BY RESPONDING/COMMENTING ON THE DRAFT(S) FROM THE TASK FORCE.

DALT/ABO HAS WRITTEN A LETTER TO CLA TASK FORCE INFORMING THEM OF OUR ASSOCIATION'S INTEREST IN PARTICIPATING. THE LETTER ALSO EXPRESSED OUR CONCERN WITH THE UNDER REPRESENTATION OF LIBRARY TECHNICIANS ON THE TASK FORCE. THE ADVERTISEMENT IN THE JULY/AUGUST FELICITER, SEEKING VOLUNTEERS FOR THE TASK FORCE, HAD BEEN MISLEADING AS IT APPEARED TO EXCLUDE LIBRARY TECHNICIANS FROM PARTICIPATING IN THE WORK OF THE TASK FORCE.

DALT/ABO HAS RESPONDED BY REQUESTING THAT ADDITIONAL REPRESENTATION BE PROVIDED. TOWARDS THIS END DALT/ABO HAS PREPARED A LIST OF MEMBERS POSSESSING DUAL MEMBERSHIP IN BOTH DALT/ABO AND CLA. AS YET NO FORMAL RESPONSE HAS BEEN



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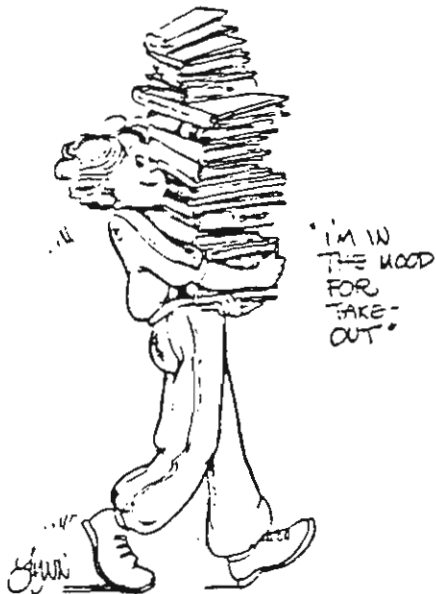
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PREPARED A LIST OF MEMBERS POSSESSING DUAL MEMBERSHIP IN BOTH
OALT/ABO AND CLA. AS YET NO FORMAL RESPONSE HAS BEEN
RECEIVED FROM THE TASK FORCE.

OALT/ABO WILL BE PREPARING A SUBMISSION AND RESPONSE TO THE
CLA TASK FORCE.

SUBMITTED BY ROBERTA TRIPP



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REPORT ON THE TASK FORCE ON CERTIFICATION

THE QUESTION OF WHY CERTIFICATION AND WHY NOW IS ONE THAT HAS SURFACED REPEATEDLY FROM ALL AREAS. BASICALLY THE PUSH TO EXPLORE CERTIFICATION CAME AFTER THE NEW ONTARIO PUBLIC LIBRARY ACT WAS PASSED BY THE ONTARIO GOVERNMENT. IN IT THERE IS NO MENTION OF QUALIFIED LIBRARY STAFF WHICH HAS CAUSED A GREAT DEAL OF DISTRESS TO THE LIBRARY WORLD IN GENERAL AND TO THE ONTARIO LIBRARY ASSOCIATION AND ONTARIO PUBLIC LIBRARIAN'S ADVISORY COMMITTEE IN PARTICULAR. THIS CONCERN LEAD TO THE ESTABLISHMENT OF THE TASK FORCE OF WHICH CAROLYN BOARDMAN AND MAGGIE HOTCHKISS ARE MEMBERS.

THE TERMS OF REFERENCE WERE TO EXAMINE OTHER PROFESSIONAL GROUPS TO FIND OUT HOW THEY HANDLED CERTIFICATION; TO EXAMINE THE CONCERNS OF THOSE INVOLVED WITH PUBLIC LIBRARIES ABOUT CERTIFICATION; TO EXAMINE HOW CERTIFICATION WAS APPROACHED IN OTHER JURISDICTIONS THAN ONTARIO; TO CONVENE A FORUM AT WHICH A NUMBER OF IDEAS WOULD BE PRESENTED; AND FINALLY TO REPORT BACK TO THE SPONSORING BODIES THE FINDINGS OF THE GROUP.

WHEN THE TASK FORCE MET IN EARLY JULY IT WAS BELIEVED THAT THE REGISTRATION FORMS WOULD BE SENT OUT BY THE END OF AUGUST AND IN FACT THEY WERE NOT AGREED UPON UNTIL OUR SEPTEMBER MEETING. AT THE SEPTEMBER MEETING, CAROLYN AND I AGREED TO BE FACILITATORS AT THE TORONTO LOCATION. WE RECEIVED A FACILITATORS PACKAGE (AN INCH THICK DOCUMENT) MINUTES BEFORE THE START OF THE FORUM AND EXPECTED TO FOLLOW THE INSTRUCTIONS INSIDE.

THE FORUM HAD BEEN METICULOUSLY SET-UP BY PAULA DERONDE BUT BELL CANADA FAILED TO CONNECT TORONTO UP TO THE OTHER LOCATIONS CAUSING ALL BY SUDBURY TO ABANDON COMPLETELY THE FORUM. A WONDERFUL OPPORTUNITY FOR INTERACTION WAS DESTROYED.

JERRY GILLEY WAS AN ENTHUSIASTIC SPEAKER. HE EXPLAINED HIS VIEW OF CERTIFICATION, THE VARIOUS STUDIES HE HAS MADE, AND THE STEPS WE MUST TAKE WHEN WE INVESTIGATE THIS VERY EMOTIONAL ISSUE. HE SEES THE PURPOSE OF CERTIFICATION AS ADVANCING OR INCREASING AN INDIVIDUAL'S LEVEL OF COMPETENCIES. CERTIFICATION IS ALSO A VERY PERSONAL ISSUE. A GOOD CERTIFICATION PROGRAMME MUST HAVE BOTH AN EDUCATIONAL ELEMENT AND COMPETENCIES.

THE THREE MODELS CHOOSEN WERE THE MEDICAL LIBRARY ASSOCIATION (AMERICAN), ONTARIO SOCIETY FOR TRAINING AND DEVELOPMENT AND THE ASSOCIATION OF MUNICIPAL CLERKS AND TREASURERS OF ONTARIO.

THE PRIMARY RESPONSE TO ALL OUR QUESTIONS WAS POSITIVE - PROCEED BUT WITH CAUTION. IN TORONTO 81% WERE IN FAVOUR OF

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PROCEEDING AND IN SUBBUR: 74% WERE IN FAVOUR.

FURTHER FAVOURABLE COMMENTS FROM PARTICIPANTS INCLUDED THE FEELING THAT CERTIFICATION COULD BE A MEANS TO RECOGNITION OF THE UNIQUE SKILLS OF LIBRARY WORKERS, AND A MEANS OF ESTABLISHING STANDARDS WITHIN THE LIBRARY WORLD.

AT THE ONTARIO LIBRARY ASSOCIATION CONFERENCE A FEW MEMBERS OF THE TASK FORCE WERE AVAILABLE FOR A WORKING SESSION SATURDAY AFTERNOON. BASICALLY THE INFORMATION PRESENTED AT THE FORUM WAS REVIEWED AND A FEW EARLY RESULTS OF THE QUESTIONNAIRES WAS GIVEN.

THE TASK NOW FOR OUR GROUP IS TO PREPARE A DISCUSSION PAPER BASED ON OUR FINDINGS AND THE RESULTS OF THE FORUM. THIS PAPER WILL ALSO INCLUDE RECOMMENDATIONS AS TO THE DIRECTION WE FEEL THE ISSUE OF CERTIFICATION SHOULD TAKE.

I FEEL IT HAS BEEN VERY IMPORTANT FOR LIBRARY TECHNICIANS TO BE REPRESENTED ON THIS TASK FORCE. IN SPIKE OF SOME LACK OF COMMUNICATIONS AND PERHAPS MISPLACED EXPECTATIONS ON MY PART, THE EXPERIENCE HAS BEEN VERY WORTHWHILE AND CERTAINLY INTERESTING. I WOULD STRONGLY ADVISE CONTINUED PARTICIPATION AND SUPPORT BY DALT/ABO IN THIS VERY WORTHWHILE PROJECT.

SUBMITTED BY MAGGIE HOTCHKISS



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NOMINATION FOR GALT/ABO PRESIDENTIAL AWARD

THIS COMPLETED FORM SHOULD BE HANDLED AS A CONFIDENTIAL DOCUMENT. DO NOT PUBLICIZE YOUR NOMINATION BEFORE THE AWARDS COMMITTEE OFFICIAL ANNOUNCEMENT.

I SUBMIT THE NAME OF _____ IN NOMINATION FOR THE GALT/ABO PRESIDENTIAL AWARD IN RECOGNITION OF OUTSTANDING CONTRIBUTIONS TO OR MAJOR ACHIEVEMENT IN THE ASSOCIATION.

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N.B. NOMINATIONS MUST BE POSTMARKED NO LATER THAN APRIL 28, 1987 TO BE CONSIDERED.

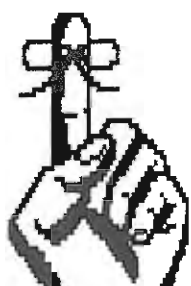


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