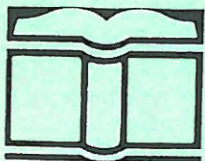
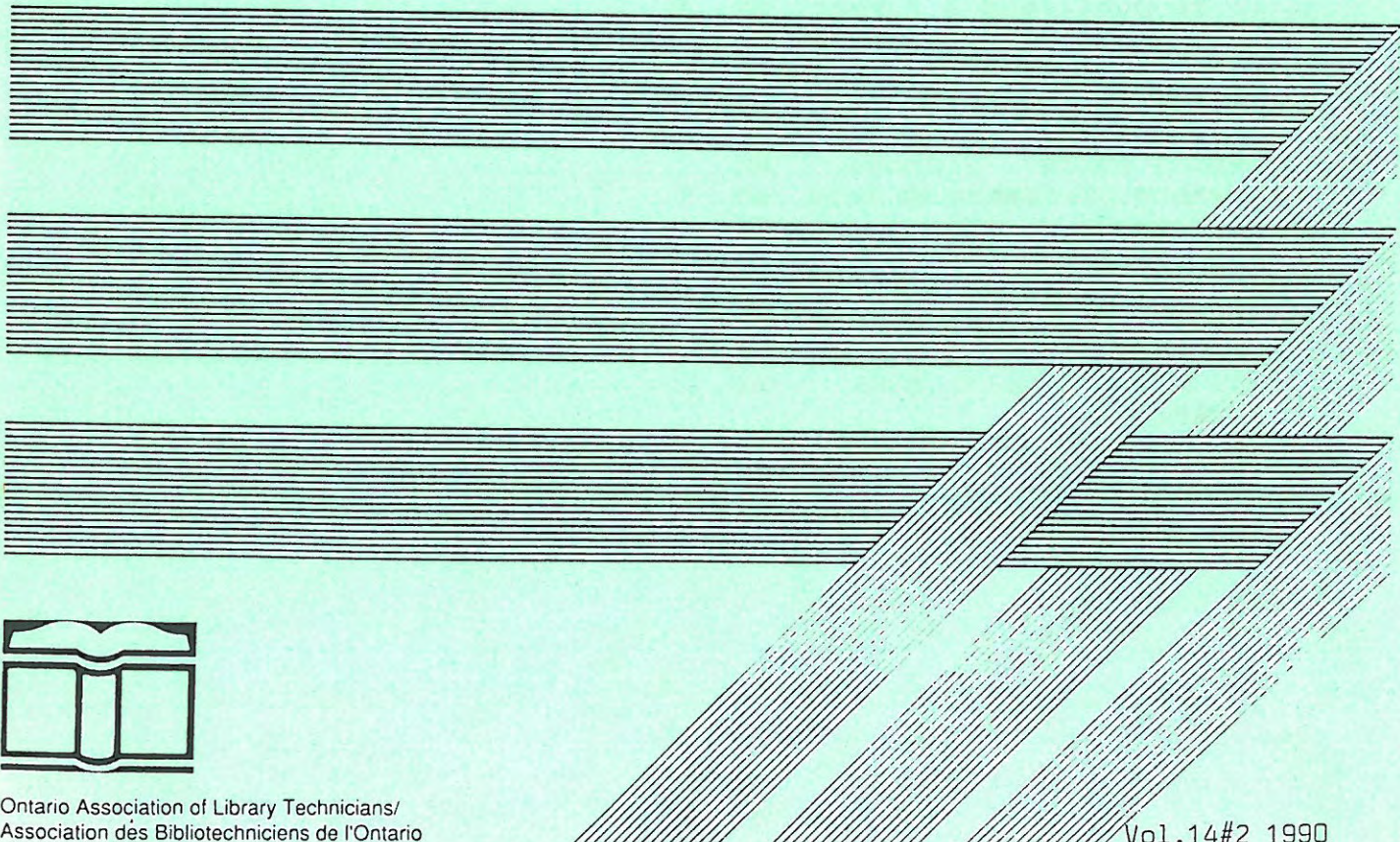


NEWSLETTER

NOUVELLES



INFORMATION TO CONTRIBUTORS

The editors welcome any articles or news items of interest to the Library Technicians of Ontario.

Contributions should be typed, one side only and double spaced, please. Include your full name and Regional affiliation.

French translation of official business is provided, otherwise publication will be in the language of submission.

NEWSLETTER/NOUVELLES EDITOR,
Linda Davis,
1267 Cardinal Crt.
Sudbury, Ontario
P3A 3C2

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NEWSLETTER / NOUVELLES

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EDITORIAL

Welcome to the new year and the new decade! The 1990's promise to be interesting for those of us in the Library field and with your help, OALT/ABO will be here to support and promote library technicians in their careers.

In this issue's feature article, Bette Gore identifies a key issue for L.T.'S in the 90's, that is, professional and career development. Many of us recognize this take university courses, attend conferences and workshops, and belong to professional associations. While some of us are fortunate to have our employers financial and moral support, many of our colleagues face insurmountable barriers in their efforts to improve their qualifications.

The Library Journal article that Bette Gore refers to is significant because it represents a view not often expressed in mainstream literature. I urge you to read it. But more than that, it's time for technicians to emphasize our sense of professionalism and our beliefs in the importance of library work to those who make decisions. Career advancement hinges upon this recognition and accompanying support and the author of "Update or Outdate" makes some excellent suggestions for accomplishing this.

As a relative newcomer to the provincial scene, I look forward to the challenge of helping produce Newsletter/Nouvelles. I remind all members to keep us informed about personal accomplishments and interests, as well as regional events. After all, information is our "business".

Linda Davis, Sudbury.

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President's Remarks

By the time this reaches you, the Christmas and Chanukah celebrations will be past, as will those of the New Year. However you chose to celebrate I hope you enjoyed it, happily and safely.

To quote Dorothy Miller Richardson -- "Library technicians want recognition in their work to help them believe in themselves." I believe that our membership recognition awards are one way of fulfilling that desire. At the September 1989 Board of Directors / Executive meeting a motion was passed that OALT/ABO begin to recognize "25 year memberships". I realize that by doing this we are gazing into the future, but we have every confidence that we will be here to present these awards in 1999.

Any technicians who work in a public library may be aware of the Ontario Public Library Strategic Plan. This study, and it's final implementation will have a profound effect on the library community as a whole. Maggie Hotchkiss and Pat Graham, on behalf of OALT/ABO, presented a joint report to the Strategic Planning Group at the November 1989 OLA Conference. If you have any questions regarding OALT/ABO's position on this study, please contact either Maggie or Pat.

In October, the OALT/ABO was approached by the Canadian Association of Data and Professional Service Organizations (CADAPSO) regarding our possible involvement in a new professional development program to be offered at Ryerson Polytechnical Institute (Toronto). This program would be geared to those who use online services, and wish to improve their skills. I have agreed to attend the first Steering Committee meeting, and shall report the results to our next Board/Exec. meeting Feb.3.

It is time once again to give thought to nominations for the Presidential Award. This award is our Associations highest honour and I urge you to nominate a member for this award.

On reading the results of the recent "Canadian Library Journal's" Annual Student Article Contest, I was pleased to note that 12 of the 26 articles submitted were from library technician students. I would like to encourage our student members to submit articles to this newsletter as a way of participating in "their" professional association.

Last, but not least, the CLA is developing another report. "The Canadian Library Association Task Force on the Professional Review Process for Library Technician Programs in Canada", chaired by Ann Gallagher

expects to produce two documents. The titles being (1) GUIDELINES FOR THE EDUCATION OF LIBRARY TECHNICIANS and (2) SELF-STUDY QUESTIONNAIRE.

I will leave you with one thought, and that is:

"May all your troubles during the coming year, be as short as your New Years resolutions"
(an old Irish saying)

Susan Morley,
President, OALT/ABO.

Letter to the Editor

It is with great pleasure that this letter is published. Jean Desilets held the position of President in the Ottawa Region during 1987-88 and 1988-89. Health problems forced her to resign in the spring of 1989.
(Ed. PK)

Dear Friends,

Just a note to let you know that I came home from the hospital on July 26th, after a stay of eight months.

I am enjoying being home very much (especially my mother's cooking).

Thank you for your cards and good wishes. It was so nice to be remembered.

Hope to see you at some future date.

Jean Desilets
Ottawa Regional Branch.

PROFESSIONAL DEVELOPMENT POLICY

Does your employer have a professional development policy in place? Does it provide opportunities for staff of all levels to receive consideration? What have you done recently to advance your skills, or what are your future aspirations in this area?

Please share your situation and views with us (for a future article).

Write to:

Editor,
Newsletter/Nouvelles
c/o 1267 Cardinal Court,
Sudbury, Ontario P3A 3C2

PAY EQUITY LEGISLATION

Pay equity legislation in Ontario provides for a mandatory plan posting of January 1, 1990. If your employer has not made a plan available to you, be sure to inquire. This legislation is central to improving the salaries of those in female dominated professions and all employees have the right to examine the plans which cover their places of work. For more information, contact:

The Pay Equity Commission
150 Eglinton Ave. E.
Toronto, Ontario
M4P 1E8

REGIONAL NEWS

HALTON-PEEL

Members marked Christmas with a successful wine and cheese get-together at the home of Mary Jennings. On January 20th, Joan Lowden of Preiss Shulman Associates will present a session on networking and communications. Halton-Peel's February workshop will take place on the 15th with Carolyn Werle speaking on career alternatives for technicians, job options, and specialized training. In late March, Doug Willford will conduct a tour of new library facilities at Humber College. To end the year, members are invited to the Annual Dinner Meeting which will be followed by the election of officers. For specifics, contact Suzanne Orlando or Eleanor Raman.

HURONIA

From all reports, Huronia's Christmas pot-luck supper was a huge success. The next event planned is a combined conference update and general membership meeting which will include elections. This session will take place at Owen Sound Public Library on March 17th. A reminder to all readers that Huronia Region will sponsor OALT/ABO's 1990 conference at Geneva Park, May 13-16. Full conference literature will be mailed out this month. Contact Pat Henry for more details.

LOHANIA

On November 15th, Lohania and Halton-Peel Regions presented their award for academic achievement to Janice Underdown, a Library Technician student at Mowhawk College. A spring workshop is planned with details yet to be finalized. For additional information, get in touch with Liz Aldrey or Marg Bushell.

OTTAWA

Time Management will be the subject of the workshop being organized for late January. The Annual Car Rally is Scheduled for February or March depending on the weather. February is also the month for Ottawa Region's Annual Business Meeting. Contact Sherri Stewart for complete details.

SUDBURY

A small but lively group enjoyed great company and food at the annual Christmas dinner in early December. In February, executive members will meet with representatives from Georgian College to discuss organizing continuing education courses in Sudbury. Watch for more information in this in future issues of Apropos. The Annual Business Meeting and elections are planned for March 3rd. Sudbury Region's next workshop is scheduled for April 21st and will cover the topic of "Employee Rights". Contact Millie Cayen or Bette Gore for information.

TALTA

Planning for the 1991 Conference in Toronto is underway already. Prospective volunteers should contact Kathryn Kern to offer their services. A February workshop on Skills Assessment will offer participants help in evaluating their skills and talents. TALTA's annual business and dinner meeting is planned for March.

THUNDER BAY

Scheduled for late January is the annual wine and cheese gathering where present and former members have an opportunity to socialize. The region has recently welcomed several Lakehead University students as new members and their interest in OALT/ABO ensures an active association in Thunder Bay. Plans are underway for a workshop to be held in Atikokan in April. Contact LaRea Moody for complete details.

OALT / ABO
PRESIDENTIAL AWARD 1990

The Presidential Award is intended to recognize outstanding contributions or major achievements of an OALT/ABO Member in promoting and / or developing the association. The 1990 award will be presented at the annual banquet on May 15, 1990, at Pathways '90, at Geneva Park, in Orillia.

PREVIOUS PRESIDENTIAL AWARD RECIPIENTS:

- 1984 - Danielle Amat (Ottawa)
- 1985 - Liz Aldrey (Loahania)
- 1986 - Sue Weaver (Halton-Peel)
- 1987 - Paulette Burton (Sudbury)
- 1988 - La Rae Moody (Thunder Bay)
- 1989 - Pat Graham (Ottawa)

A nomination form is included in this issue. Additional forms are available from members of the Executive and Board of Directors or Pat Graham, Chairperson of the Presidential Award Committee.

Nominees from previous years must be re-submitted for consideration this year. Please send fully completed forms to:

Pat Graham
1517 Arnheim Street,
Ottawa, Ontario,
K2C 1T9

THE DEADLINE FOR SUBMISSIONS IS
FEBRUARY 28, 1990.

OALT / ABO PRESIDENTIAL AWARD

Please complete the following information as completely as possible:

Name of Candidate: *Donna Fossum*

Address of Candidate:

Telephone number of Candidate:

Membership of Candidate:

Regional Branch: *LOHANIA*

Number of years as member: *16*

List contributions to OALT/ABO at the Regional Branch level (e.g. executive positions held, committee affiliations):

Many Years - Regional Executive Positions - Thunder Bay Regional Branch

List contributions to OALT/ABO at the Provincial level (e.g. executive positions held, committee affiliations, conferences attended):

Provincial Secretary (76-77)

List other contributions to OALT/ABO (e.g. workshops presented, publications written, panel discussions):

List other contributions to the field of Library Technology (e.g. community service, publications, seminars, projects at work / school worthy of note):

Additional comments:

This candidate is nominated by:

Name:
Regional Branch:
Telephone number:

Name:
Regional Branch:
Telephone number:



UPDATE OR OUTDATE: An Issue of the Nineties.

by Bette Gore, Sudbury.

We are amused by forty year old who still dress in 60's styles. Eighty year old may frustrate us with their habit of living in the past. But reminders of our own teenage years are carefully guarded and relished as "nostalgia".

We know, with our heads, that the world in general and life itself are not stagnant. New discoveries are made every day, new technologies developed.

It is virtually impossible to progress without change.

Yet we are often reluctant to accept or recognize these changes and the ways that they will affect and influence us. We were slow to give up our beloved printed word for the world of audio and video, slower still to become computer literate in the age of computers.

But what have we done to combat these changes, to make them less frightening and intimidating? Indeed, what have we done to ensure our value to our employers?

John N. Berry III, Editor in Chief of the Library Journal, recognizes the need for training of all library staff. He also recognizes the necessity for librarians to provide support to all staff in their search for more and better training. In his

editorial of July 1989, Mr. Berry writes, *[Library Assistants] "are frustrated because many of them must take time off and lose pay to attend the conferences they have been forced to create on their own because there are so few other opportunities for their professional development."*

In this same Library Journal issue, the results of a study on professional development, continuing education, and career ladders were published. (See Career Development: Defining the "Issues of the Nineties", LJ, July 1989, p. 52-55). Employers, it seems, are starting to see the need for professional development policies for library workers other than librarians.

Employers are starting to see the need for professional development policies

In some cases all workers are welcome to attend library conferences, but these seldom meet the actual needs of non-librarians. It is recommended that employers perform a needs assessment as part of their policy, to ensure sponsored sessions really are of value to the target group.

What more, if anything can we do to help ourselves?

It is through our professional associations, such as OALT/ABO, CLA, OLA etc, that we glean the most knowledge of what is going on in the library world at large. It is from attending conferences and workshops, reading professional literature, taking career-related courses that we exhibit our professional concerns and are able to grow.

By informing our employers of our activities we are demonstrating our concern about and dedication to our careers. By making our needs known to our employers, we are providing them with the opportunity to adequately take care of our professional needs, thereby fully utilizing our skills and potential. By being aware of your employer's present policy regarding this matter, you are ensuring your own right to professional development.

It is interesting to note that many of the letters in subsequent issues of LJ responding to Mr. Berry's editorial agreed with the need for more and better training and education. However, many took exception to Mr. Berry's equating the tasks and abilities of "the other Librarians" to those of "Professional librarians".

We have heard it all before. It is unworthy of us to again be bogged down in debate over the use of the word "professional" when describing a certain type of library worker. After all, according to many dictionary definitions, professionalism is portrayed by attitudes and abilities, and is not restricted to the degree of formal education. It is more important for us to exhibit that professional

attitude, than to discuss our right to a word which has no legal restrictions.

As nice as it would be for someone to hand us the exact information we need to plan the future, but life simply doesn't work that way.

So, we must actively seek opportunities to learn, improve, and upgrade.

We must participate in all relevant (and often seemingly irrelevant) workshops sponsored by local library associations and groups. And we must be willing to put in the money, time and effort to take full-length courses related to our work when they are available. By these methods we will develop, change and grow, and as a result become more valuable to our employers.

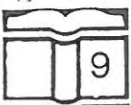
Don't let yourself become outdated. Upgrade now and get a jump on at least one of the Issues of the Nineties -- Education and Training.

LOST

The following OALT/ABO members have moved, and all materials we send them are being returned. If you can assist us in correcting our records by either contacting us with the proper address, or informing these people of our attempt to keep in touch, it would be greatly appreciated.

Boucher, Judith - Student, Algonquin College
Jackson, Sheri - Student, Sheridan College.

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



AD-HOC COMMITTEE

Chairman Ron Cheney and a small sub-committee met recently and discussed the revision of OALT/ABO's Statement of Standards. All committee members have received a copy of the standards, and the guidelines which the committee will follow.

Job descriptions of a variety of Library Technician positions have been received by the committee, but more would be appreciated. These will be used as a basis for the development of a "generic job description".

Please send them to

Ron Cheney,
28 Allendale Rd.
Brampton, Ontario
L6W 2Y8

Members of this committee are:

Liz Aldry - LOHANIA
Marg Bushell - LOHANIA
Janet Fear - HALTON-PEEL
Donna Fossum - LOHANIA
Penni Lee - THUNDER BAY
Judy Sennett - THUNDER BAY
Linda Yareema - TALTA
Joanne Comper - HURONIA

Members are still needed to represent SUDBURY and OTTAWA. Please call the Chairman or your Regional Director if you would like to be involved in this committee.

OALT/ABO CONTRACTS TRANSLATOR

The Executive and Board of Directors of OALT/ABO, are pleased to report that Portelance & Associates of Sudbury have been contracted to provide translation services.

As OALT/ABO is a bilingual association, and all official business of the association must be published in both official languages, it was suggested that one translator be hired to facilitate this policy.

Three bids were submitted in the competition. The successful company is a provincially accredited translation agency which has been employed by many government ministries.

Thank you to Bette Gore and Paulette Burton of SUDBURY REGIONAL BRANCH for their work.

CONGRATULATIONS!!!!!!!!!!

TO LaRea Moody of Thunder Bay Region who, in addition to her other involvements, is now an instructor in "Government Documents and Legal Material" for the new Library and Information Studies Program at the Lakehead University.

OALT / ABO 1990 - 1991
ELECTIONS

*Nominations are now being sought for the
following positions on the Executive:*

*VICE-PRESIDENT
SECRETARY
TREASURER
PUBLIC RELATIONS*

*PLEASE, contact Susan Morley, President
for further information.*

OALT/ABO PANEL DISCUSSION FOR CLA CONFERENCE 1990

Arrangements have been finalized for the associations participation in the Canadian Library Association 1990 Conference in Ottawa. In the program the panel will appear under the Technicians Division with the title, "Library Technicians: Exploding the myths, discovering the realities."

Panel members are :

Paulette Burton, (S) Sudbury Brd of Ed.
Marsha Hunt, (HP) Peel Brd of Ed.
Pat Kiteley, (O) Min. of Comm. & Soc. Services
Ian Leslie, (O) Contract employment.

The panel will discuss the perks and frustrations of employment as Library Technician graduates. Their expectations, whether created by themselves or others, will be compared with the realities of the working world.

The presentation date is Sunday, June 17, 9-12 AM.





Pathways Sentiers '90

Hurononia Regional Branch O.A.L.T./A.B.O. Section Régionale d'Hurononia

MAY 13 - 16th, Geneva Park, Orillia.

If all goes well, you will have received your conference information package by the time you receive this newsletter. If you have not received it by the end of January, please contact:

Elaine Wallis
383 Highland Avenue
Orillia, Ontario L3V 4E5
705 (327-1696) HOME
705 (325-2705) ext 292 WORK

Because of our agreement with Geneva Park, the registration deadline, without extra fee, is MARCH 9, 1990. In the event of a postal strike, contact either Elaine Wallis or myself.

VIA Rail and Grey Coach both service Orillia, with Grey Coach connecting with Pearson International Airport in Toronto. We will arrange pickup at the Orillia bus/train station if you request it on your registration form or if you contact us prior to the conference.

Special mementos of Pathways / Sentiers will be available for purchase.

Don't forget to arrange for the time off work to attend the conference. I'm looking forward to seeing you in May.

Janet Iles
Conference Co-ordinator.
519 (376-6623) work
519 (376-2105) home

GRANTON INSTITUTE AND OALT/ABO UPDATE

submitted by Bette Gore, Vice President.

KALEIDOSCOPE '89 had much to offer conference delegates, not the least of which was a panel discussion on the future of education for Library Technicians. During the course of the question and answer period which followed the panel's presentation, Christopher Hope of the Granton Institute of Technology and Bette Gore of OALT/ABO agreed to meet and attempt to iron out differences and complications which have previously existed regarding Granton's offering of a Library Technician correspondence course. The following is a report of that meeting.

Christopher Hope, President of the Granton Institute of Technology, and Bette Gore, Vice-President of OALT/ABO, met on July 14 1989, to discuss the Granton Institute's Library Technician Program. Mr. Hope had previously, of his own volition suspended offering the Library Technician Program to prospective Granton Students. The points listed below cover the main topics discussed at the meeting.

1) As the course content and objectives were considered, we were able to establish a mutually agreed upon title and description for Granton's revised Library program, scheduled to appear in Granton's spring 1990 calendar. (see at "Library Clerk" at end of article).

2) OALT/ABO would accept Granton graduates as Associate Members of the Association. Granton is willing to promote OALT/ABO to its Library students by recommending membership in the Association. To facilitate this goal, membership forms were to be

forwarded to the Institute. (N.B. - The Board of Directors and Provincial Executive decided to send a letter from the Provincial Public Relations Coordinator instead, as there are so many variations in regional fees.)

3) Mr. Hope expressed interest in assisting in the OALT/ABO with the establishment of the certification system for Library Technicians. (Granton has had success working with the Ontario Association of Engineering Technicians and Technologists in this matter. The accepted procedure has been in use since 1964.) There are many benefits to Library Technicians both individually and as a group to explore this route but it is understood that this is not a priority of the Association at this time.

4) Granton Institute is dedicated to offering acceptable courses for its students. Pursuant to this end a list of approved textbooks and materials of Library Technicians has been requested from OALT/ABO. Although it is not possible for us to comply

with this request at this time, it is a matter which the Association may wish to consider at an attempt at program unification throughout the Province.

5) Copies of this article and/or an announcement

regarding the mutually agreeable course description "Library Clerk" were requested to be sent to OLA and CLA for inclusion in there publications.

6) Both OALT/ABO and Granton expressed intent to continue to communicate and cooperate on an ongoing basis

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LIBRARY CLERK
(PROPOSED COPY)
July 14, 1989

On completion of this course you will be able to apply for the position of Library Clerk in public, academic and corporate libraries throughout Canada and the United States. Your duties may include assisting in routine tasks of circulation, acquisitions, equipment operations and maintenance and cataloguing.

On completion of this course, you will have worked through a series of typing exercises and will use this knowledge to complete assignments in general office procedures. You will be able to perform routine Library procedures including the entry and preparation of cataloguing data, the typing of purchase orders, and the retrieval of Library materials.

You will learn, by being taken step-by-step through typing exercises, a skill that will enable you to complete assignments, office procedures, library procedures and cataloguing assignments.

Students of this program are encouraged to join their local Library Technicians Association and hence be able to participate in seminars, workshops and conferences.

THE LAST WORD

If you have not yet completed your Salary Survey Questionnaire, please do so and put it in the mail today. Results from this province wide collection of material will be published in the next issue of Newsletter / Nouvelles.

Bette Gore,
Vice President
OALT/ABO

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REQUEST FOR CHANGE IN MEMBERSHIP RECORD

NAME OF MEMBER : _____ Region : _____

New Information

Name : _____ Phone:wk. _____ home _____

Address :work _____

home _____

Mail to : OALT/ABO, Box 268, Oakville, Ontario. L6J 5C1

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