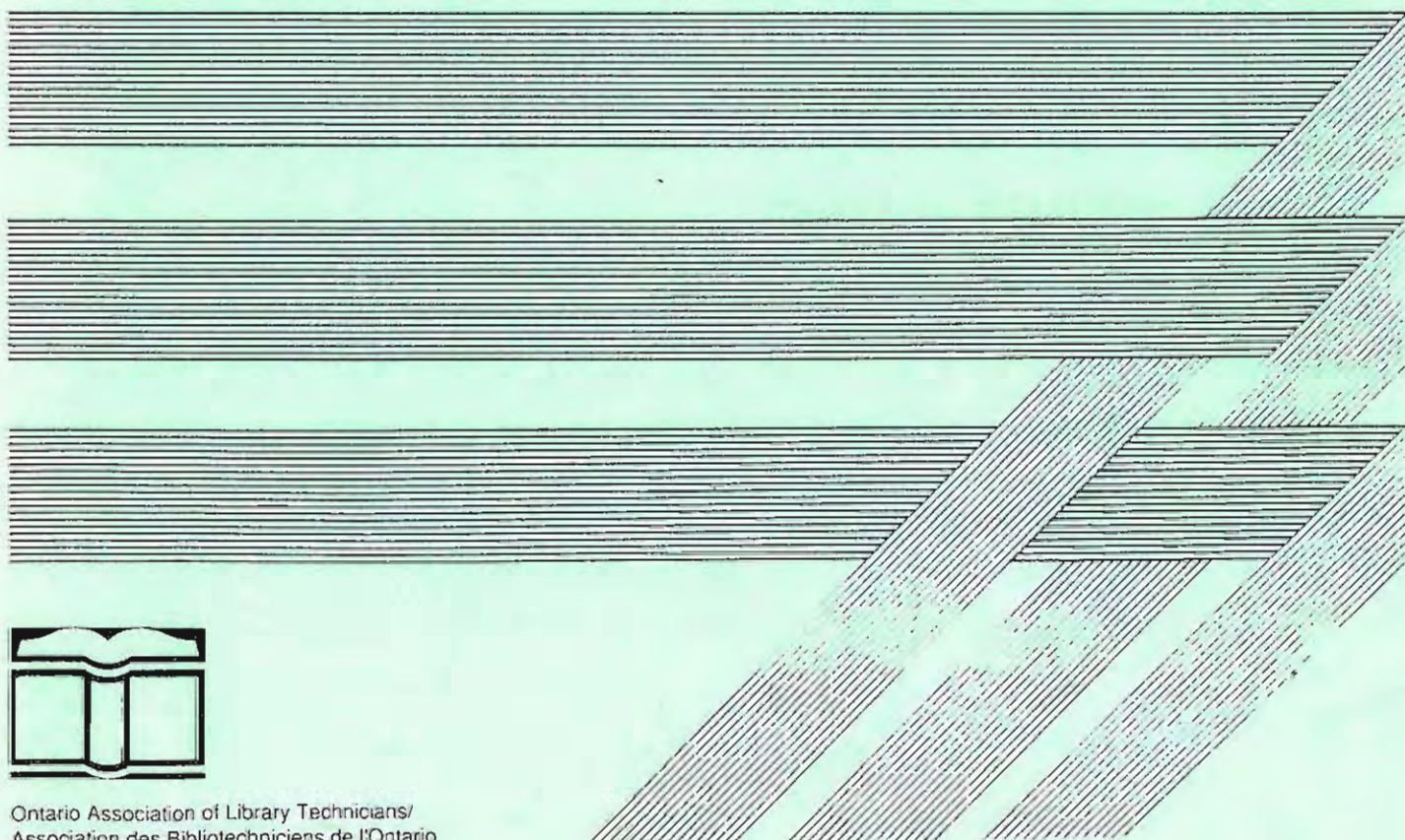


NEWSLETTER

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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ISSN 0229-2545

EDITORIAL

The focus of this issue of Newsletter / Nouvelles is the 1990 salary. This has been a major undertaking for our vice-president and once again, she has proven her capabilities. We thank Bette for her many hours of work in mailing the survey and compiling the data for this issue.

While many aspects of our jobs as library technicians cannot be measured, it is interesting to see how we, as individuals, fit into the profile defined by our survey. As it turns out, the largest single segment of respondents earns \$24-\$26,000 annually, closely followed in size by the group at the \$26-\$28,000 level. Very few earn more than \$34,000 a year. We do tend to stay in library work however (39% have at least 10 years experience). More than 40% of those who replied supervise others.

The survey also indicates that continuing education is a priority for many library technicians. Almost one-quarter of the survey participants have completed university degrees in addition to their college diplomas.

I hope you will find the salary survey results useful as well as interesting. This information might be helpful in salary negotiations, writing job descriptions, or assessing career opportunities in various geographical areas. Members may contact the vice-president for particular information not presented in the summary. Please get in touch, because OALT ABO is working for you!!

Linda Davis,
Editor



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PRESIDENTS MESSAGE

This is the time of year for elections. As you are thinking about what positions you may wish to contribute your expertise to, I would like to share something I have noticed at our Board of Directors' Executive meetings. Our "representation by occupation" is not evenly distributed across the profession. To illustrate this, here is a breakdown of our present representation:

Academic - 2. Corporate - 4. Government - 2. Law - 1.
Public School - 4. Public Library - 1. I would particularly encourage those members in the Academic and Public Library areas to seriously consider becoming more actively involved in our professional association, and run for a position on the Board of Directors / Executive. (Note! the salary survey reflects that 61% of our members are employed in Public Libraries - are these members involved?) A nomination form for executive positions is included in this issue.

"Alternative funding" is a phrase that has become better known over the past years, but may not be well known to all. Basically it implies, in OALT/ABO's case, using funds other than the monies garnered from membership fees, in order to pay for certain activities. For example: using a government grant to pay for the publishing of specific documents, rather than draining the cash reserves of the association. Although OALT/ABO has used "grant funding" in the past, we have never seriously considered it as a means of meeting our financial commitments, and I believe it is time we did so. While researching sources for "funding" the cost of translating documents, I have discovered a veritable wealth of potential grant monies which may be of value to OALT/ABO. The situation we face is that we don't have any policies or guidelines in place, so that we may take immediate advantage of these. What we need to do is establish whether or not OALT/ABO wants to take advantage of any available monies (providing we fit the criteria of the granting organization), and how we can make use of it. Currently OALT/ABO is in a situation where we have a commitment to translate all our official documents (By-laws, Constitution, Annual Reports, etc.) from English to French, and Vice versa. The question is, can we afford it? There is a program available from the Secretary of State for Canada's Promotion of Official Languages Branch which would present us with funding for a period of approximately five years. Personally I believe there is no reason why we cannot take advantage of this. However this is up to the membership to decide. Information regarding this program has been passed to your Directors, and they will be happy to share it with you. Please come to the Annual Business Meeting prepared to discuss this item, as it is of importance to OALT/ABO's future endeavors.

It has been previously mentioned how important it is to keep up to date, in our changing work environment. I hope that many of you will be able to attend OALT/ABO's professional conference, which offers an excellent opportunity to partake of workshops, seminars and tours, for expressly this reason. I am looking forward to meeting with many of you at Pathways / Sentiers '90. I understand that the Huronia Regional Branch has everything under control (even the weather?)



Those of you who will be attending CLA's conference in Ottawa, make a note to attend OALT/ABO's panel discussion on June 17th. This has been organized by Bette Gore, and promises to be very interesting.

Until we meet again in Orillia.



Susan Morely, President, OALT/ABO.

PAY EQUITY UPDATE

Early in March, the Management Board of Cabinet of the Ontario Government announced the finalization of the Pay Equity Agreement between the Human Resources Secretariat (HRS) and the Ontario Public Service Employees Union (OPS).

The plan will adjust the pay of 28,500 of the 29,500 employees in 135 female job classes of the OPS. It identified which female job classes were undervalued, and specifies the total pay increases each will receive to raise the salary level to the same as that of the male comparator class.

The plan affected both Librarians and Library Technicians who are employed in the Ontario Public Service. Salary increases will be paid in three years or less with the first increase being retroactive to January 1, 1990.

For Library Technicians who are not affected by these adjustments, more information is available from

*The Pay Equity Commission,
150 Eglinton Avenue East,
5th Floor,
Toronto, Ontario.
M4P 1E8*

A booklet, available from the Commission, titled "HOW TO DO PAY EQUITY JOB COMPARISONS", will help ensure that job information, evaluations and comparisons are free of gender bias.

Keep in mind that all employers in the public sector and private sector with 100 or more are required to develop and post a pay equity plan. For private sector firms with 10 to 99 employees, development and posting of a plan is voluntary.

REGIONAL NEWS

HALTON-PEEL

Halton-Peels January workshop on communication was very well-received. Joan Lowden of Preiss Shulman Associates gave a superb presentation to the thirty interested participants. Unfortunately, the February 15th workshop had to be cancelled due to inclement weather. On March 3, Doug Willford provided an interesting look at Humber College's new library facilities. The annual business meeting is scheduled for March 28 at the Oakville Campus of Sheridan College, at 7:30 p.m. For additional information, contact Suzanne Orlando.

HURONIA

Executive, Conference and general membership meetings for this busy group took place on March 17th at the Owen Sound Public Library. The committee is working to complete the details of this years conference at Geneva Park. Registrations should have been sent in by April 13th. Address your questions about Pathways/Sentiers to Elaine Wallis or Pat Henry.

LOHANIA

On April 28th, Lohania will sponsor a workshop titled "The Problem Patron". This session will be given by Liz Bayley and Valerie Parke at the McMaster University in Hamilton. The annual business meeting takes place April 1st. Details are available from Liz Aldrey.

OTTAWA

The annual business meeting on February 27 saw the election of a new executive. A forthcoming issue of Tete-a-tete will bring members up to date on executive changes. Plans for the annual car rally are in place with specifics available from Sherry Stewart.

SUDBURY

Nicole Charette, Communications Officer for the Sudbury Board of Education, was guest speaker at the annual business meeting March 3rd. She chaired a round-table discussion on "Raising Our Profile" and provided numerous practical ideas for achieving this goal. Several new members accepted executive positions -- an encouraging prospect for SRB. Volume 11, #3 of Apropos is in the mail and the spring workshop follows on April 21st. Frances Serpell, of the Ministry of Labour, will speak on employee and human rights at Lasalle Secondary School. Call Millie Cayen or Bette Gore for more information.

TALTA

An afternoon dessert party is planned in conjunction with the annual business meeting on March 31st. The location for this "calorie-filled" event is the Metro Toronto Library. TALTA plans also include some summer workshops as well as ongoing organization of the 1991 conference. Further details are available from Kathryn Kern.

THUNDER BAY

Barb Murray, a Lakehead LT graduate, and the Librarian at the Thunder Bay District Health Unit, provided a tour of her library at the recent general membership meeting. On March 22, the annual business meeting featured a talk by Margaret MacLean, Chairman of Library and Information Studies at Lakehead University. She discussed opportunities for graduate library technicians to upgrade their qualifications. At the April board meeting, Thunder Bay Regions's director will give an update on the change of status of Lakehead's library studies program. It was recently announced that it will become a diploma, rather than a degree, course of study. Additional information is available from LaRea Moody.

50 YEARS OF SERVICE

The Toronto Chapter of the Special Libraries Association is celebrating 50 years of putting knowledge to work. In recognition of this milestone, mayor Art Eggleton has declared May 17th, 1990 as SPECIAL LIBRARIES ASSOCIATION DAY.

On this date, SLA members will commemorate this anniversary at their Annual General Meeting, having "put the power of information" at the fingertips of the business and the general public for 50 years they will celebrate by exploring "Humour in the Workplace" with Neil Muscott.

The chapter began in 1940 when ten librarians signed the petition requesting a local chapter. It has become one of the largest and most active chapters growing to almost 600 members who serve corporate, research, government, technical and academic institutions that use of produce specialized information. The Toronto Chapter Newsletter is currently known as the *Courier*. The Directory of Special Libraries in the Toronto Area now in its Eleventh Edition has been a popular publication of the chapter since 1946.

CLA CONFERENCE JOB BANK

The Conference Planning Committee for the 1990 Canadian Library Association is planning to offer a "Job Bank" for those who are seeking employment and employers who have positions to be filled.

There will be a designated area for the Job Bank. Employers will be supplying notices of positions available with job descriptions along with the name of a contact person and a conference telephone number. Prospective employees are requested to file a copy of their curriculum vitae. There will be a message board for conference delegates with an area set aside for the Job Bank. A location for interviews will also be available should the parties wish a neutral space in which to meet with privacy.

For complete information regarding the 45th Annual Conference in Ottawa see the February edition of The Canadian Library Journal.

Ontario Association of Library Technicians/
Association des Bibliotechniciens de l'Ontario

**17th Annual Conference/
17e Conférence annuelle**



May 13 - 16 / 13 - 16 mai 1990
Geneva Park YMCA Conference Centre
Le Centre des conférences Geneva Park
Orillia, Ontario

GENERAL INFORMATION

TELEPHONE NUMBERS / NUMEROS DE TELEPHONE

Geneva Park - 705 325-2253
or / ou 416 737-0980 Direct

PARKING / STATIONNEMENT

There are parking facilities, near the accommodations, available at no charge. / Les delegues pourront garer gratuitement leur vehicule dans le stationnement situe a proximite des aires de logement.

LOCATION / ENDROIT

The entrance to the YMCA Geneva Park Conference Centre is located on Rama Road (county road 44), just north of Longford Mills, in Atherley, just east of Orillia. Turn north of Highway 12.

L'entree du YMCA Geneva Park Conference Centre est situe sur le chemin Rama (chemin du comte 44), un peu au nord de Longford Mills. A Atherley, a l'est d'Orillia, tournez au nord a partir de l'autoroute 12.

HAVE YOU REGISTERED YET ???

DON'T DELAY!!!

SOME WORKSHOPS HAVE LIMITED REGISTRATION SO DON'T FORGET TO INDICATE
ALTERNATE CHOICES FOR EACH TIME SLOT.

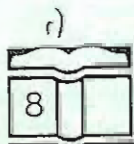
REGISTRATION SHOULD BE RECEIVED NO LATER THAN APRIL 13.

As of March 9th a late fee of \$25.00 should be added.

If you have any questions please call:

Elaine Wallis 705-327-1696 Home
705-325-2705 Work

Don't forget to bring your BEACH PARTY OUTFIT!!!



HURONIA REGIONAL BRANCH of the Ontario Association of Library Technicians / Association des Bibliothéchniciens de l'Ontario (OALT/ABO) invites you to join us at Geneva Park for the associations's 17th annual conference. It will be held from Sunday, May 13th to Wednesday, May 16th, 1990.

Geneva Park is located on beautiful Lake Couchiching. Comfortable accommodations, all with the bathrooms ensuite, nutritious and varied meals, numerous pathways to explore, and an atmosphere conducive to learning awaits you.

The workshops being offered will give you new skills to enrich your current job, or perhaps, encourage you to try different pathways in the future.

There will be opportunities for you to renew old friendships and make new ones. So come, learn new skills, and enjoy the warmth of Geneva park. Experience Huronia's famous hospitality.

La section regionale d'Huronia de l'Ontario Association of Library Technicians / Association des Bibliothéchniciens de l'Ontario (OALT/ABO) vous invite a participer a la 17e conference annuelle de l'association qui se tiendra a Genevea Park. du dimanche 13 mai au mercredi 16 mai 1990.

Geneva Park est situe sur la rive du beau lac Couchiching. Des chambres confortables avec salle de bain privée, des repas copieux et varies. de nombreux sentiers a decouvrir et une atmosphere favorisant l'apprentissage, vous attendent.

Les ateliers qui vous seront offerts vous permettront d'acquérir de nouvelles competences pur votre emploi actuel. Puet-etre saurez-vous aussi y trouver une source d'inspiration vous incitant a explorer de nouvelles voies dans un avenir prochain.

Vous aurez l'occasion de renouer contact avec des amis de longue date et faire de nouvelles rencontres. Venez aurez l'occasion de renouer contact avec des amis de longue date et de faire de nouvelles rencontres. Venez donc a la fois enrichir vos connaissances tout en profitant de l'ambiance chaleureuse de Geneva Park et de cette fameuse hospitalite de la region de Huronia.

CONFERENCE EVENTS

Exhibits

Exhibits will be on display on Monday, May 14th in the large room adjacent to the cafeteria.

ENTERTAINMENT

A get acquainted and re-acquainted wine and cheese reception will be held on Sunday evening. Join us in the beautiful Court Lounge for the Huronia brand of hospitality.

Get ready to set sail Monday evening for a tranquil 2 hour cruise on scenic and historic Lake Couchiching aboard the licensed, new cruise boat "Island Princess".

When the boat docks, the fun continues ... It's Beach Party Time ... Wear your favourite beach outfit and dance to those classic beach party tunes! Prizes galore and much, much more!!

Tuesday night after the banquet, it's show time ... We are off to the Cabaret featuring Huronia's own Madcap Players. It promises to be a light, humorous and entertaining evening.

EVENTEMENTS DE LA CONFERENCE

Expositions

La visite des expositions pourra se faire le lundi 14 mai, dans la grande salle adjacente a la cafeteria.

Divertissement

Une reception de "vin et fromage" se tiendra dans la soiree de dimanche. Venez tous au "Court Lounge". Ce sera l'occasion ideale de gouter a un brin de notre hospitalite.

Lundi soir, venez vous defendre et admirer la beaute du histoiriue lac Couchiching a bord du "Island Princess". La croisiere est d'une de deux heures et des consommations sont disponibles sur place. Au retour du "Island Princess" le plaisir continue avec ... la "soiree de plage"!! Portez vos vetements de plage preferes et venez danser sur ces airs classiques dies soirees a la plage. De nombreux prix a gagner et plus, beaucoup plus!

Mardi soir, apres le banquet, ce sera l'heure du spectacle alors que les "Madcap Players". Une soiree deivertissante en perspective!!



WORKSHOPS

Monday, May 14 A.M. Library Tour : Ste. Marie among the Hurons
Alternative Careers
Indexing of local Newspapers
Library Outreach to Multicultural Groups
Storytelling

P.M. The tour continues
Working Overseas
Dress for Success
Ontario Public Library Strategic Plan
Creating a Reference Database
Setting up a Corporate Library

Tuesday, May 15 A.M. Annual Business Meeting.

P.M. KEYNOTE WORKSHOP
Stress Make it Work For You

Wednesday, May 16 A.M. Audiovisual KnowHow
Legal issues affecting the Library
Government Documents
Wellness
Book Repair

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



NOMINATION FORM/FICHE DE PRESENTATION
OALT/ABO PROVINCIAL EXECUTIVE / COMITÉ EXECUTIF PROVINCIAL

Nomination for the position of:
La présentation à la fonction de:

Name/Nom: _____

Address/ _____

Addresse: _____

Tel./Tél.: Home/Résidence _____

Business/Bureau _____

Region/Région: _____

Nominators/Présentateurs:

Name/Nom: _____

Address/ _____

Addresse: _____

Tel./Tél.: Home/Résidence _____

Business/Bureau _____

Region/Région: _____

Name/Nom: _____

Address/ _____

Addresse: _____

Tel./Tél.: Home/Résidence _____

Business/Bureau _____

Region/Région: _____

I hereby accept the nomination for the above position:
J'accepte la présentation:

Signature of nominee/signature du candidat

Nominations must be received by/Les nominations doivent être reçues avant le

APRIL 27, 1990

Salary negotiated by:

Union/Professional Association or Set by Governing body
 41% each
 14% negotiate for themselves
 3% are unknown

Major work responsibilities:

As library technicians often work in more than one department of a library, the following indicates the types of areas in which we are employed -

Reference	71%	Circulation	60%
Cataloguing	53%	Serials	51%
Acquisitions	49%	Interlibrary Loan	47%
On-Line Searching & Public Relations			39% each
Audio-Visual	28%	Other	25%

(OTHER includes - computer operators; administrators; bookkeeping; statistical reports; teaching/training; and 22 other duties)

Years experience:

Less than 1 year	7%	1-3 years	17%
3-5 years	12%	5-10 years	24%
10-15 years	23%	15-20 years	14%
20 + years	2%	Unknown	1%

Annual Salary:

over 50,000	>1%	38-40,000	>1%
36-38,000	1%	34-36,000	2%
32-34,000	7%	30-32,000	8%
28-30,000	7%	26-28,000	14%
24-26,000	18%	22-24,000	12%
20-22,000	7%	18-20,000	5%
16-18,000	3%	14-16,000	3%
12-14,000	3%	Less than 12,000	8%

68% of those who responded and are employed, work within a centre of 100,000 population or more.

If you wish to have more exact information for your geographical area, type of library, etc., please state the information you require and forward your request in writing along with your return address to the following:

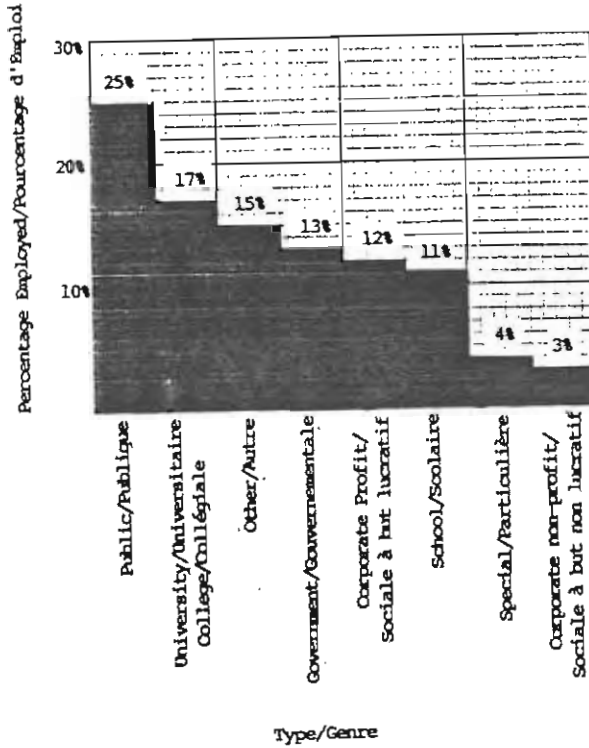
Bette Gore
 Vice-President OALT/ABO
 3272 Maple St.
 RR 2, Site 32, Box 530
 Val Caron, Ont.
 P0M 3A0

Please allow 4 to 6 weeks (includes Canada Post time) for your request to be filled. More urgent requests may be faxed to me at 706 - 358-1593, with an expected turn-around of two weeks.

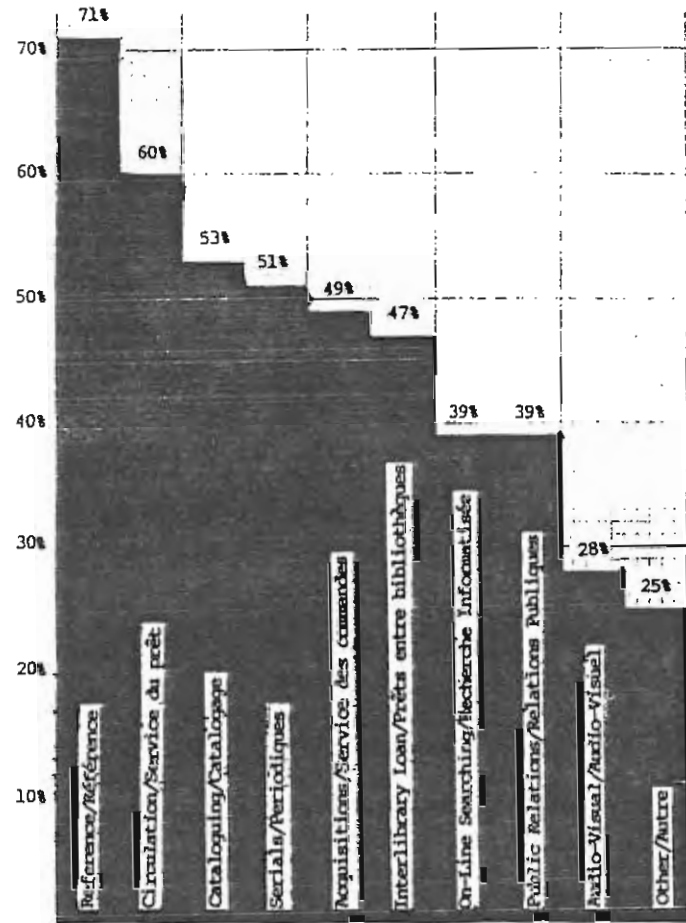
JANUARY/JANVIER 1990

TYPE OF LIBRARY/GENRE DE BIBLIOTHEQUE

JANUARY/JANVIER 1990



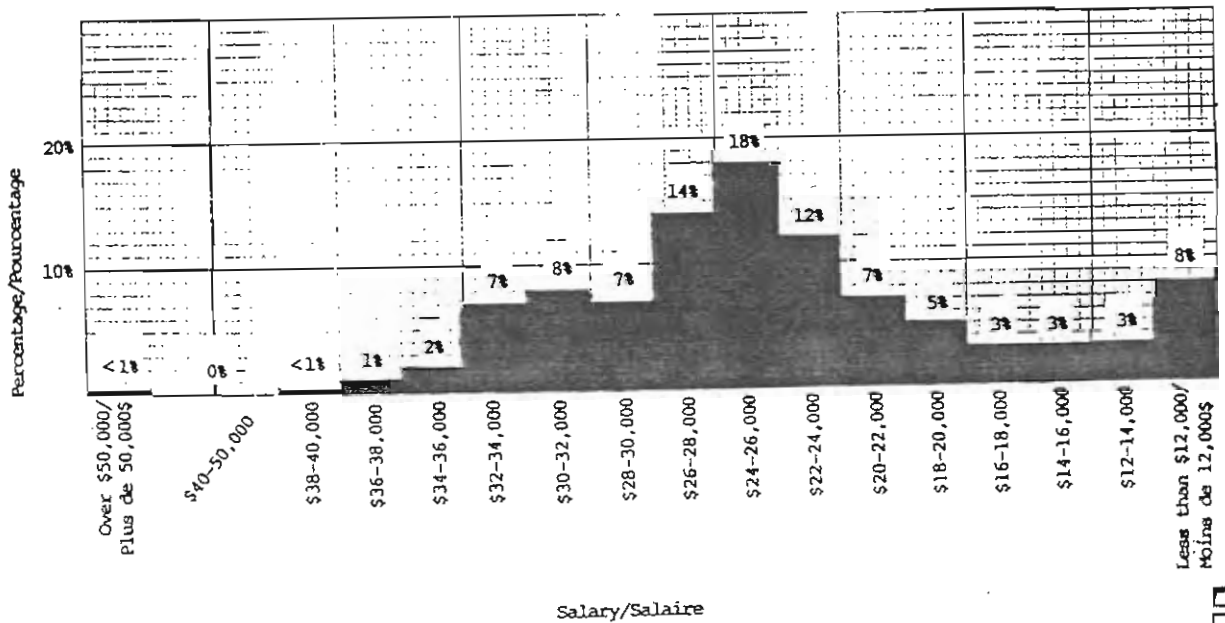
Percentage/Pourcentage



Duties/Fonctions

ANNUAL SALARY/SALAIRE ANNUAL

JANUARY/JANVIER 1990



Salary/Salaire

CONGRATULATIONS

Long standing OALT/ABO members will remember Dorthy Kew who was active in the Halton-Peel Region and at the provincial level about ten years ago. After graduating from Sheridan College's LT program in 1975, Dorthy went on to complete her undergraduate degree at Erindale College, University of Toronto. At the same time, she worked in the Technical Services Department at Mississauga Public Library. In 1988, the library granted Dorthy's request for a one year leave of absence to attend SLIS, University of Western Ontario. She graduated with her M.L.S. in December 1989 and within a short time successfully competed for a librarian's position at Mississauga Public Library.

Dorthy told us that an increasing number of M.L.S. students have a working library background which serves them well at library school. "On the whole," she said, "instructors do take advantage [of the expertise] of those people who have relevant experience." Other former OALT/ABO members studying at SLIS include Jacquie Druery and Barb Sibley.

Congratulations Dorthy and good luck with future endeavors in librarianship!!!

ACROSS THE COUNTRY

The Alberta Association of Library Technicians announces its 16th annual conference titled "Knowledge in the 90's: Leadership in the Library". It will take place in Edmonton, May 3-6, 1990 at the Mayfield Inn.

For non-members, the cost without accommodation will be approximately \$170. Workshops include DIALOGUE, Desktop Publishing and Computer Bulletin Boards, and entertainment will be provided at the Stage West Dinner Theatre. For more information, contact Ardith Smith, 7th floor, 10909 Jasper Avenue, Edmonton, T5J 3M9.

The Manitoba Association of Library Technicians will hold a workshop on April 7 on Communicating with Aboriginal People. This session will take place at the Manitoba Education Library and costs \$15. On April 26 & 27, MALT will sponsor Library Automation, to be held at the St. Boniface School District #4 Teacher Centre. Additional details are available from Howard Engel at (204) 253-2681, or 888-7428 (home). His address is 669 Park Blvd. S., Winnipeg, R3P 0W9.

MISSING OALT/ABO MEMBERS

Current addresses for the following members should be sent to your Regional Director.

Judith Boucher - Ottawa
 Patricia Bowker - Ottawa
 Traceyann Crawford - TALTA
 Sherron Dawkins - Halton-Peel
 Grace Howland - Ottawa
 Sheri Jackson - TALTA
 Iraj Karjoo - TALTA
 Rose-Lyne Leclerc - Ottawa
 Anne Macleod - TALTA
 Patricia Minns - Halton-Peel

Change of Member Information/Formulaire de Changement de Données

Name of Member/ Region/
Nom du membre: _____ Section régionale: _____

Name/Nom: From/de _____ To/à _____

Address/Adresse:
Home/ Work/
Domicile _____ Bureau _____

Telephone/Téléphone:

Home/ () _____ Work/ () _____
Domicile _____ Bureau _____

Date: _____ Signature: _____

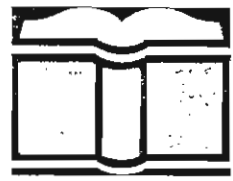
Please complete and mail to:
MEMBERSHIP CHAIRPERSON
OALT/ABO
P.O. Box 682
Oakville, Ontario
L6J 5C1

Veuillez remplir ce formulaire et le faire parvenir à la:
PRESIDENTE, COMITE D'ADHESION
OALT/ABO
C.P. 682
Oakville, Ontario
L6J 5C1



THE LAST WORD

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



Dear Members,

As part of my objectives for 1989-90, I want to increase the present OALT/ABO membership. I am also interested in hearing what types of activities the various regions offer at their meetings, what types of activities people would like to see OALT/ABO offer etc. I would also like to know why you belong to the OALT/ABO and what you feel would make us a better organization. Please send your letters directly to me at the following address:

Marsha Hunt
J.A Turner Professional Library
Peel Board of Education
5650 Hurontario Street
Mississauga, Ontario
L5R 1C6

With kindest regards,

Marsha Hunt

Marsha Hunt
Public Relations Coordinator

