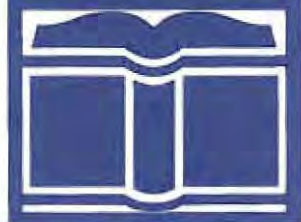


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Box 76010
1500 Upper Middle Road West
Oakville, Ontario
L6M 3H5

ONTARIO ASSOCIATION OF LIBRARY TECHNICIANS

NEWSletter NOUVELLES.

ASSOCIATION DES BIBLIOTHECHNICIENS DE L'ONTARIO

EDITORIAL

Happy New Year to all our readers. This issue of *Newsletter/Nouvelles* brings you information on the activities of your executive and board of directors, our upcoming conference in Ottawa, and the nomination process for the presidential award.

Two feature articles offer some thoughts on surviv-

ing library closure and on increasing access to MLS programs for library technicians. Jo-ann Larose's article on library closure appeared in *Apropos* (SRB's newsletter) last year but remains timely given the difficulties libraries currently face. Brady Leyser asks some pertinent questions in his proposal on

executive MLSs.

Be sure to note the dates of Reflections '93 which promises to provide valuable workshops and opportunities for sharing interests.

Please submit copy for #3 by March 15th to me or to Brady Leyser.

Linda Davis
Newsletter Editor

1992-1993 OALT/ABO Executive

Bette Gore

President

A Cambrian College graduate, Bette has been an active member of OALT/ABO for many years. She has also completed her B.A. and a course in conversational French. Bette is presently employed as the Reference Technician at the Sudbury Board of Education's Media Centre.

Suzanne Orlando

Vice-President

Suzanne is a graduate of Sheridan College and most recently served as Director for the Halton-Peel Regional Branch of OALT/ABO. She works for the Peel Board of Education as a Library Automation Technician troubleshooting UTLAS database and software problems, co-ordinating hardware repairs, and automating new school libraries as they open.

William Land

Secretary

Bill is a Cambrian College graduate and an active Sudbury Branch member, having edited *Apropos* for the past two years. He worked at libraries in Elliot Lake before joining the Ministry of Correctional Services Staff Library in North Bay in 1990. Bill also collects juvenile series books and writes for a collectors' club.

Theresa Kennedy

Treasurer

Theresa holds a B.A. from the University of Western Ontario and a Library Technician diploma from Lakehead University. She is currently the Assistant Librarian at Weir and Foulds, a Toronto law firm. Theresa also does community volunteer work and is an active member of the Toronto Association of Law Libraries (TALL).

Marsha Hunt

Public Relations Co-ordinator

Marsha is back for her fourth and final executive term. She is a graduate of Sheridan College and McMaster University and is the chairperson for the 1994 OALT/ABO conference sponsored by the Halton-Peel Regional Branch. Marsha is employed as a Library Resources Technician at the J.A. Turner Professional Library (Peel Board of Education).

REFLECTIONS '93 REFLECTIONS '93

OALT 20th Annual Conference / ABO 20^e Conférence annuelle

Welcome to Ottawa! / Bienvenue à Ottawa!

May 10 - 14, 1993 / du 10 au 14 mai, 1993

Carleton University / Université Carleton

Conference packages

1: Monday to Saturday Breakfast
(includes accommodation, meals, workshops
and evening activities)
Member\$580.00
Non-Member\$675.00

2: Monday to Friday
(includes lunches, workshops and evening
activities. NO ACCOMMODATION.)
Member\$365.00
Non-Member\$475.00

3: Daily Registrants
Tuesday to Friday
1/2 day\$50.00
1 day (with lunch)\$100.00
Banquet\$60.00

Plans de conférence

1: lundi au déjeuner samedi
(inclus logement, repas, ateliers et activités
de soirée)
Membre580,00 \$
Non-membre675,00 \$

2: lundi au vendredi
(inclus les dîners, ateliers et les activités de
soirée. SANS ACCOMMODATION.)
Membre365,00 \$
Non-membre475,00 \$

3: Enregistrements journaliers
mardi au vendredi
1/2 jour50,00 \$
1 jour (avec le dîner)100,00 \$
Banquet60,00 \$

Tentative Workshop Topics: Deacidification/Permanent Paper; Customer Services in the Library; Ottawa Public Library's Dial-In Access On-Line Catalogue; Depository Services Program; National Library of Canada - Interlibrary Loans; Contract Work as a Library Technician; CISTI; Access to Information.

Note: The Annual Business Meeting is Monday Afternoon, May 10, 1993

Conference Co-ordinators: Susan Bourdeau (613) 943-8940 - days, Danielle Amat (613) 998-8299 - days.
P.O. Box 5182, Station F, Ottawa, Ontario K2C 3H4

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Sudbury, Ontario - 5062

PRESIDENT'S COLUMN

Is it any wonder we want to believe in "happily ever after" when we put so much work into making it so? Your Provincial Administration is actively pursuing a number of improvements for OALT/ABO, both internally and in external relations with other organizations.

We are currently revising the membership form to an easier and more efficient format. This is being done with an eye to future developments in database maintenance, when we may require the assistance of a data

base firm such as Becker and Associates who produced our 1991 membership directory. Each region has a representative on the Membership Record Keeping Committee and we encourage you to express your views to this group or directly to Marsha Hunt, Committee Chair.

Marsha is also raising our profile with the various L.T. programs in Ontario through the Education Liaison Committee. Ronn Cheney is completing the mandate of the Political Awareness Committee by developing generic job descrip-

tions for library technicians' main areas of responsibility.

Guidelines for committee formation have been developed to ensure every group is a viable working committee, complete with a clear mandate, chairperson, members and termination schedule. Short-term task forces may be created under similar guidelines. Susan Morley, Ex-Officio, continues the onerous task of revising our Constitution.

OALT/ABO is assisting the Ontario School Library Association (OSLA)

in clearing up a serious misconception recently expressed by the Ontario Public School Board Association. The OPSBA has recommended that school boards replace teacher-librarians with technicians as a cost-saving measure. As a library technician working in a school system, and having been in charge of a high school library, I know first-hand how students suffer when one staff member is expected to fulfil all library duties. It is the uninformed who think both professions are equally

proficient in all aspects of school library work. Essential school library service requires the teamwork of library technicians and teacher-librarians, enabling students to learn research skills from trained teachers while maintaining access to materials through the skills of a technician. We hope to convey this message to the OPSBA.

You can assist us in the above initiatives by providing us with your input. Ensure OALT/ABO is working for you by letting us hear your voice.

Bette Gore

Surviving Library Closure

In this article, I hope to share a piece of my working history with other library technicians on the topic of library closure. In this age of "downsizing" and "budget restraints", I find it appropriate to reflect on the closure of a library where I had worked for nine years following my graduation from the Library Technician Program at Cambrian College in Sudbury.

My place of employment was the Ministry of Education's Film Library; my position was "library clerk". Our mandate was film loan service to school boards who met certain criteria and who were unable to acquire audio-visual materials in any other way. As I reflect now, I wonder how it was that we didn't see this service as a supplementary one that would be threatened at the first sign of budget restraint, but I guess hindsight is really 20/20.

In 1981, when I started, there were nine employees in this department (two library technicians, one a.v. technician, one librarian, three clerks, and two seasonal contract staff.) Our jobs were

interchangeable even though we preferred to think of ourselves as specialists. Management always made it clear that we were not only interchangeable, but dispensable. Perhaps the beginning of the end was when the librarian retired and his position was left vacant for a year. Management then changed the classification, hired a library technician/manager at less than half the previous salary and substantially reduced the acquisitions budget.

I look back on the months of confusion and rumours that preceded this closure and I remember a feeling of trying to maintain order and routine. Luckily, our jobs, because they were routine in nature, allowed us that saving grace. But the routine also allowed us the time to ponder, question and argue about our fate. When the news came, December 13, 1989, it was very late in the day. Most of the staff had gone home and the remaining members were told of the news of closure at a time when we were contemplating computerization! That fact

still befuddles me. Management encouraged information-gathering on the various types of databases that would manage our specifications right up until they made the announcement.

Closure was slated for June 1990 and as the day approached, staff size started to diminish. We headed a joint committee between union and management which allowed us a forum for voicing our concerns about job loss and employee retraining. The committee was successful for many reasons:

- 1) it gave us a forum for voicing our concerns in a constructive manner
- 2) it established management's responsibility to us as employees
- 3) it established the union's responsibility to us as members (this was as important as #2)
- 4) it successfully eased the transition of four out of nine employees.

My personal safety net had been put in place a year earlier when I had taken a professional leave-of-absences to work at Laurentian University Library.

Through the contacts I had made, I was able to return there, at first on a part-time basis, later full-time as a technician.

The weeks prior to the closure of the film library were detrimental to everyone's mental health. Time was spent packing films and discussing "life after." "Life after" came for all of us.

For some, there was a strong feeling of entrepreneurship because we never wanted to be in a position again where someone else would have control over our future. These feelings are understandable but only one followed up on that. Four staff moved desks from the Film Library to the Ministry's Administration Office where they filled vacant positions, two stayed home with children, and two found employment elsewhere.

One of the things that surprised me was that I would still have contact with the people I had worked with, in a networking aspect. Sudbury isn't very big and resource sharing is a high priority for everyone.

I think that if I

were asked to offer advice about handling an office closure or downsizing, I'd say this:

1) Don't burn any bridges! The management you'd like to tell where to go may be invaluable as references or even as potential clients in your next place of employment.

2) Use the time prior to closure, when workload slows, to streamline résumés and update and gain skills.

3) Look on the time after closure as an opportunity to change your life's direction; this could be the chance to go back to school, or investigate the idea of starting your own business.

4) Finally, believe it when people tell you "this could be the best thing that ever happened", even if they aren't speaking from personal experience!

Jo-ann Larose
Sudbury

(Jo-ann is now employed as a library technician at Network North, formerly Sudbury Algoma Hospital.)



Professional Development

Ontario Library Association
100 Lombard Street
Suite 303
Toronto, Ontario
M5C 1M3
(416) 363-3388
(416) 941-9581

Spring Break
(OCULA-Ontario
College & University
Library Association)
April 22-23, 1993
Delta Chelsea, Toronto.

Continuing
Education
Faculty of Library and
Information Science
University of Toronto
140 George Street
Toronto, Ontario
M5S 1A1
(416) 978-7111
(416) 971-1399

Marc Bibliographic
Format Integration with
Elizabeth Black and
Maureen Killeen.
February 5, 1993
9:00 am - 12:30 pm

How to Automate Your
Records Management
Program with Brenda
Brooks and Caroline
Werle.
February 18-19, 1993
4:00 - 6:00 pm and
9:00 am - 4:30 pm

Online Information
Retrieval: An Introduc-
tion with Ruth von
Fuchs.
February 23, March 2
and March 9, 1993
4:30 pm - 7:30 pm

Collection Development
for Teens with Ken
Setterington.
March 5, 1993
9:00 am - 4:30 pm

Toronto Chapter
Special Libraries
Association
740 Huron Street
Toronto, Ontario
M4V 2W3

Vision: Your Library's
Future with Jane
Dysart, Stephen
Abram, and Rebecca
Jones.
February 18, 1993

CASLIS Toronto
Chapter

Survey Techniques
February 9, 1993
Metro Toronto Refer-
ence Library

Electronic Publishing
April 6, 1993
Metro Toronto Refer-
ence Library



*This column informs
readers about meetings and
special events sponsored by
regional branches of OALT/ABO.
Please forward all regional
information to the editor for
future publication.*

Halton-Peel

January 30, 1993
Super Saturday
workshops at
Sheridan College
(9:00 am - 3:00 pm)

Contact Person:
Noreen McKechnie
(416) 844-1302
(416) 274-2391 (work)

Huronion

April 17, 1993
Annual business
meeting in Owen
Sound with half-day
workshop on local
history collections

Contact Person:
Judy Koenig
(705) 444-1076
(705) 445-1571 (work)

Lohania

January 23, 1993
"Whatever Hap-
pened to Baby Jane"
at Grand Theatre in
London

March 6, 1993
Annual business
meeting with sessions
on "Puppet Power in
Your Library" and
"Introduction to the
Records Manage-
ment Program at
Telesis Oil and Gas"

Contact Person:
Donna Fossum
(519) 668-7823
(519) 685-4622 (work)

Ottawa

February 3, 1993
Workshop "PS 2000:
What It Is, Why We
Have It"

Contact Person:
Susan Bourdeau
(613) 231-7557
(613) 943-8940 (work)

Sudbury

March 27, 1993
Annual business
meeting and tour of
the Ontario Geologi-
cal Survey Library

April 24, 1993
Spring workshop
(tba)

Contact Person:
Monique Fuchs
(705) 897-5506
(705) 969-5565 (work)

TALTA

February 9, 1993
"Survey Techniques"
(tentative joint meet-
ing with CASLIS)

March 27, 1993
Annual business
meeting

Contact Person:
Toni Ariganello
(416) 531-2258
(416) 325-3901 (work)

Thunder Bay

February 27, 1993
"Computer Skills in
Small Libraries" with
Ian Dew

March 4, 1993
Annual business
meeting

Contact Person:
Cathy Walsh
(807) 344-1682
(807) 343-1610 (p.m.)

Professional Reading

"Total Quality
Management in the
One-Person Library."
The One-Person Library
(October 1992) p. 1

This article
focuses on the much-
discussed concept of
"total quality manage-
ment" and how it
applies to libraries,
especially the single-
staff operation. The
author outlines four
basic components of a
TQM plan, explaining
how to implement the
necessary changes.
Includes a reference to
a bibliography on the
topic printed in the
*Central Ohio Chapter
Bulletin (SLA)*, Febru-
ary, 1992.

"Where's the
News? The National
Library's Newspaper
Collection and Serv-
ices." *National Library
News* (October 1992)
p. 7

Sandra Bur-
rows, Newspaper
Specialist, provides an
overview of the diverse
newspaper collection
held at the National
Library. The collection
includes more than
2,000 titles on 150,000
reels of microfilm. This
unique source of
Canadiana is of par-
ticular interest to
historians and genealo-
gists and newspaper
titles are actually the
most frequently re-
quested category of
documents in the
National Library's
collection.

"How to
Choose Children's
Books about the Envi-
ronment." *Earthkeeper*
(December/January
1992/93) p. 16

This is a two-
page guide to current
books about the envi-
ronment for children.
The author makes
several recommenda-
tions and points out
features to consider
when selecting titles. A
useful update for your
personal or school
library.

Notes & News

Save those
Christmas and other
greeting cards!
OALT/ABO wel-
comes donations of
greeting cards as part
of a charitable project
the Association is
undertaking. Take
your cards to *Reflec-
tions '93* in Ottawa,
where they will be
collected. For more
information, contact
Marsha Hunt, PR
Co-ordinator.

The Ottawa
Regional Branch of
OALT/ABO reminds
readers of the Jean
Desilets Memorial
Fund which assists a
library technician
student to attend the
annual conference.
Donations to this
worthy cause are
welcome. Send con-
tributions to the

Ottawa Regional
Branch, P.O. Box
5182, Station F,
Ottawa, Ontario,
K2C 3H4.

Statistics
Canada is offering an
informative publica-
tion called *The Quar-
terly* to clients who
are interested in the
1991 Census releases.
Two issues have been
published so far,
providing a quick
reference to the status
of those eagerly
awaited Census
reports. To receive
future issues of *The
Quarterly*, contact
Statistics Canada, 25
St. Clair Avenue East,
10th Floor, Toronto,
Ontario, M4T 1M4.
Phone (416) 973-6586
or 1-800-263-1136, or
fax (416) 973-7475.

Is It Time For Executive MLSSs?

Should the University of Toronto's Faculty of Library and Information Science adopt an Executive program similar to the one offered by the Faculty of Management?

The Executive MBA program offered by the Faculty of Management is now celebrating its 10th Anniversary. Although it is suggested that applicants should have an undergraduate degree to enter this program, it is not mandatory. Exceptions are made for those applicants who have the required work experience and score high on the GMAT (Graduate Management Admission Test). Is it that unreasonable to suggest FLIS consider a similar program to provide a direct avenue for library technicians to obtain an MLS?

First of all, not all library technicians would be qualified or would want to enter this program. Obviously, technicians have vastly different work experiences, educational backgrounds, abilities, and career goals.

Since a standardized test (GMAT) has no relevance here, an alternative evaluatory measure could be used such as

an interview and essay.

As with the Executive MBA program, work experience would be a key factor. I'm suggesting a minimum of 8 years of progressive library experience involving all aspects of what would be considered a "librarian's job."

Interestingly enough, FLIS does not take previous library experience into consideration when application is made to an MLS program. In fact, only 41% of the students entering the program in 1991 had at least 3 months work experience in a library. Although the average from 1987 to 1991 is higher at 63%.

Information technology is constantly changing and the work experience of people in the profession cannot be underestimated. This experience combined with a Library Techniques Diploma should be seen as an alternative to a BA. Hiding behind the facade that a person without a BA would not be intellectually capable of comprehending the MLS program is absolutely absurd. With their experience, Executive MLS students could only be of benefit to the other students.

I am not suggesting that non-MLS persons currently working in the profession should be seen as equivalent to librarians with MLSSs. That is simply not the case. The issue here is that there are qualified and deserving library technicians who should be allowed entrance into the MLS program. After all, I'm only suggesting that 2 or 3 seats a year be made available. Executive MLS students would still have to complete and pass the program as any other MLS graduate has done.

Let's face it, allowing a few students a year into the MLS program is not going to jeopardize the long-standing academic integrity of the University of Toronto or the Faculty of Library and Information Science. Nor will it threaten the professional standards of librarians. Thus, Executive MLSSs should be given some serious consideration.

Brady Leyser
TALTA

Statistics supplied by the University of Toronto, Faculty of Library and Information Science.

(Brady is employed with Young and Rubicam in Toronto.)

OALT/ABO 1993 Presidential Award

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 1993 award will be presented at the annual banquet in May at *Reflections '93* in Ottawa.

Previous Presidential Award recipients are:

- 1984: Danielle Amat
Ottawa
- 1985: Liz Aldrey
Lohania
- 1986: Sue Weaver
Halton-Peel
- 1987: Paulette Burton
Sudbury
- 1988: LaRea Moody
Thunder Bay
- 1989: Pat Graham
Ottawa
- 1990: Bette Gore
Sudbury
- 1991: Janet Iles
Huron
- 1992: Linda Davis
Sudbury

Additional nomination forms are available from members of the Executive and Board of Directors or Linda Davis, Chairperson of the Presidential Award Committee.

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

Linda Davis
1267 Cardinal Court
Sudbury, Ontario
P3A 3C2

Deadline for submissions is February 28, 1993



Dear Editor:

Our library is in the process of converting our automated catalogue from Sydney to SydneyPLUS. I would be interested in speaking to someone who has had experience in any type of database conversion. Specifically, what change-over activities did your library perform prior to converting? What types of user acceptance testing did your library perform afterwards? Anyone with comments or suggestions can drop me a line at (416) 869-1130 or fax (416) 863-0926.

Angela Carito
TALTA Region

Information to Contributors

The editor welcomes any articles or news items of interest to the Library Technicians of Ontario. Contributions should be typed on one side of the paper only. Include your full name, telephone number, and regional affiliation. French translation of official executive business is provided. Otherwise, publication will be in the language of submission.

NEWSLETTER/NOUVELLES
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P3A 3C2

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(613) 225-9504
Sudbury: Linda Davis
(705) 566-9374
Thunder Bay: Joyce Torma
(807) 345-5008
TALTA: Grace Lofters
(416) 239-5646

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Section régionale

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Work Telephone /
Téléphone bureau

Date

Signature

Please complete and mail to: Membership Chairperson, OALT/ABO, Abbey Market P.O. Box 76010, 1500 Upper Middle Road West, Oakville, Ontario, L6M 3H5
Veuillez remplir ce formulaire et le faire parvenir à la: Présidente, Comité d'adhésion, OALT/ABO, Bureau de poste Abbey Market C.P. 76010, 1500 Upper Middle Road West, Oakville (Ontario) L6M 3H5