

APROPOS

vol. 1 no. 2

Our newsletter APROPOS was born on a Saturday in March of 1979. Three people sat around a kitchen table and threw words at each other, hoping one would chance upon a name that would be exciting, cosmopolitan and out-of-the-ordinary. APROPOS was decided on when the three agreed it filled the requirements and could also be acceptable in English, as in French. Then they determined the frequency. APROPOS was to be a quarterly, going out to the members in April, June, September and December.

That was four months ago and APROPOS is now two issues old. It was created to keep you informed. It is for you.

If you wish to submit articles for printing or have some suggestions, please send them to Judy Laplante or Denise Denomme one month before distribution date.

ELECTIONS '79

The Sudbury region of OALT/ABO held its elections April 24, 1979, for the year 1979/80. Those present voted in:

- Denise Denomme - President
Address: 3057 Lina St.
Box 906
Val Caron, Ont.
POM 3A0
Phone: 897-6784 (home)
675-1151 (work)
ext. 334
- Madeleine Landry - Secretary/Treasurer
Address: 2 - 608 Barrydowne Rd.
Sudbury, Ont.
P3B 3T5
Phone: 560-6174 (home)
- Judy Laplante - Information Co-ordinator
Address: Site 27, Box 15
R. R. # 1
Lively, Ontario
POM 2E0

Phone: 692-9471 (home)
566-8101 (work)

Faulette Thibault - Director
Address: 517 - 1601 rue Paris
Sudbury, Ont.
P3E 5N3
Phone: 522-3649 (home)
566-5510 (work)

Here are the duties and responsibilities of each of those positions:

- President - calls all meetings
- presides over meetings
- co-ordinates the activities of the executive
- is the liaison person between provincial and regional executives
- reports to the membership

Secretary-Treasurer

- maintains the minutes of all meetings, both executive and general, for distribution to members
- is responsible for keeping all financial records up-to-date and carrying out all financial transactions for the region
- reports to the president

Information Co-ordinator

- responsible for the collection of newsletter articles
- sees to the distribution of information within the regional association as well as within the community
- responsible for publicity
- arranges seminars and workshops for professional development
- organizes yearly membership drives
- chairs the meetings when the president is absent
- reports to the president

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- Director - appointed position by the regional executive
- represents the region at Board of Directors' and provincial executive meetings
- reports to the regional executive as well as the membership, both in written reports and verbally at meetings

when it actually comes to facing management and stating your case, don't let it startle you too much to realize that you don't have the foggiest idea what to do!

Does this pique your interest? Then you'll be interested in reading more about what was discovered regarding negotiating procedures as they were presented by a panel April 24, 1979 to OALT/ABC - SRB members.

OH BOY!

AN EXTRA DOLLAR ON MY PAYCHECK!

So you had an increase in your paycheck recently! That must help with some of the bills, luxuries or necessities at home, even if it was only \$1 per pay.

Presenting their views on the panel were Grant Boyce, Sudbury Board of Education representing management; Evelyn Ham, Laurentian University Support Staff Union representing unions; Audrey Mark, North Central Regional Library System Staff Association representing non-union groups; and Bob Unger, Employment Standards Officer with the Ministry of Labour.

What was the reason for your increase? Who obtained it for you? Have there been any changes in your fringe benefits lately (CHIP, dental coverage, life insurance, retirement plans, sick leave etc.)? Oh, I see. That's somebody else's job. The facts don't concern you, only the outcome when you need to be aware of what's available.

The entire discussion was extremely interesting. From Grant Boyce we learnt that a discussion of problems or concerns clearly and simply stated to management, MAY be a preferred style of negotiating than a playing of games to see who can dupe the other the most. Mutual trust and respect, preferably with an informal as opposed to legalistic approach, with good advance notice of meetings and clearly stated changes in an agreement go a long way to encouraging a positive attitude from management.

Above is shown the all-too-popular attitude of many employees today. Talk about Negotiations, Bargaining, Contracts Settlements and Agreements and many will automatically think you a rabble-rousing unionist. But let's look at to what these terms really do relate.

Evelyn Ham taught us a lot about unions, and the fact that almost any group can legally form their own union, instead of feeling they must join a larger union in order to obtain union benefits. The greatest benefit in being unionized is that you then have legal backing for your agreement with management.

Whether you are a union member, part of an organized, non-union group, or an individual all alone with your employer, somebody, somewhere, sets your salary scale, vacation schedule and fringe benefits. If you aren't concerned enough to involve yourself, either as an active negotiator or as a member giving input to your committee, then you must simply accept whatever your committee and management agree on. And when the time comes that you must go on the committee or negotiate for yourself, don't be too surprised at the number of benefits available to you all along, but of which you were ignorant because you didn't study the agreement. Then,

Audrey Mark was able to give some information pertaining to the ease of negotiating for non-union groups. In this particular case, negotiating relations between the employees and management seemed quite informal and relatively

good. Time is made available by management for meetings with the negotiating committee. In this amicable type of atmosphere business is generally completed swiftly and with few problems.

Bob Unger made us aware of our legal rights as decreed by government legislation. The minimum working standards stated in the Employment Standards Act must be followed by all employers. Anything over and above these minimum standards is entirely up to the employer and negotiating committees to work out. The minimum standards are not negotiable, nor can they be reduced by either employer or employee. Individual cases can be taken to an Employment Standards Officer, and any complaints pertaining to the Act will be handled by this person.

Actual information on how to negotiate, what materials are necessary and a training session for negotiators was not available. General concensus was that you learn by doing, and in some cases by viewing. For anyone who may wish to pursue this idea of a training session, it is possible that some of the larger unions (CUPE or CPSEU, Teacher's Federations) may be willing to pass on literature along this line. If there isn't enough time for this, it has been suggested that all application forms, contracts and agreements be checked against the Human Rights Act and the Employment Standards Act. Depending on your particular job situation there may be other governmental acts of great interest, if not actual usefulness, to you as well - i.e. Industrial Disputes Investigations Act or the Education Act. Happy hunting, and successful negotiating!

by:

Bette Heard

CONFERENCE 1979

The Sixth Annual OALT/AEO Conference is now a thing of the past. Those of us who attended the meeting were left with strong views and emotions on the 1979 Toronto Conference.

It was great to renew old friendships and to begin new ones, to see how library technicians have become diversified and entered a wide range of fields. It was frustrating because of the parking, the room, the food and the weather. But frustrations dim with time while friendships continue to grow and change.

Four Sudbury Region technicians attended the Conference, and I believe this is the best representation we have ever had at the annual gathering.

The theme of the Conference was "Dimensions" and it did explore many aspects of a library technician's work. Workshops were varied and very informative, covering a wide range of topics including cataloguing, government documents, audio-visual materials as well as a whole realm of workshops on the interaction of individuals in a work situation.

There was some free time but not enough to really enjoy yourself. We did visit a disco, Yorkdale Shopping Mall, the Eaton's Centre and the Spaghetti Factory. I even managed a quick visit to the top of the CN Tower.

The best part of any conference is the opportunity to interact with people doing jobs similar to your own. It is a unique experience to discuss job possibilities with others and it is eye-opening to hear of people working in embassies, industrial libraries and a large variety of special libraries as well as those working in public and academic institutions. It is interesting to see the many fields library technicians are entering and how successful they have become.

On the last night of the Conference (around midnight) I wandered into the first planning meeting of the 1980 Conference. I'm sure everyone will be glad to hear the Conference is set for early May, 1980 and will be in Ottawa. I'm sure that the enthusiasm shown by the Ottawa Region on that Sunday morning will continue and make the 1980 Confer-

ence the best of all.

by:
Judy Laplante

Denise is married and lives in Val Caron.

Heather Willgos (Curry) Cambrian 1970
Heather works for the Sudbury Separate School Board as a library technician. She is married, has a little boy and lives in Lively.

Linda Davis Cambrian 1978
Linda, a new graduate, has a temporary position with the Ministry of Education.

Anita Larocque Cambrian 1975
Anita works at a branch library at Sheridan Seneca College. She lives in Mississauga and has a baby girl.

DIRECTOR'S REPORT

Meetings held May 24 & 25
at the Annual Conference

*** We have been incorporated as of February 1, 1979. Fee for incorporation was \$512.00.

*** Proceedings of 1978 Conference are available from provincial vice-president: Dorothy Kew
5273 Joel Avenue
Burlington, Ont.
L7L 3Y8

Also available from V-P is
"The Library Technician - Les
Bibliotechnicien(ne)s" Booklet
for \$1.00.

*** As of May 17, 1979 OALT/ABC has approximately 607 members!!!

*** At the end of each month our regional secretary/treasurer, Madeleine Landry will send membership forms for new members along with cheque for provincial fees to Samm Brockhurst, (Provincial Treasurer) plus a reconciliation statement.

*** New Provincial Executive for 1979

President - Sue Williamson
Vice-President - Dorothy Kew
P. R. Coordinator - Nancy Mack
Secretary - La Rea Moody
Treasurer - Samm Brockhurst

*** Next Board of Directors Meeting is on September 8, 1979. If there is anything that you would like me to bring up at this meeting, please feel free to contact me.

Paulette Thibault
Director

WHO'S WHERE!

Denise Denomme (Chretien) Cambrian 1975
Denise works in government documents at Laurentian University. She is President of our OALT/ABC local.

Do you want information on any of your old classmates, or do you have some information we could use? Drop me a line and I'll see what I can do.

Judy Laplante
Site 27 Box 15 RR #1
Lively, Ontario
POM 2E0
692-9471



"No, I don't intend to buy this book!
What's it to you?"

Eye for now!

We hope you enjoyed our second edition of AFROFCS. It's a challenge to work for the OALT/ABC and we hope all techs will come out to our meetings and submit articles for the newsletter and suggestions. We hope you have a good summer.

Judy, Denise, Faulette, Bette