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APROPOS

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EDITORIAL ELOQUENCE (?)/ PRESIDENTIAL FONDERINGS

We are unique!

Sudbury Regional Branch is, in my opinion, the most determined and unusual branch of the entire OALT/AEO family. Consider the following:

Back in the mid-seventies, the OALT/AEO was formed. One of the original regions was Northern Regional Branch (NRB), covering the geographical area between Sault Ste Marie and Thunder Bay. Today, NRB has been non-existent for so long, most of our members are completely unfamiliar with it.

HRE and LRB, Hamilton and London Regional Branches respectively, have also become mere memories of the past. Although Niagara (now LCHANIA) and Halton-Feel have joined us since, the loss of HRB and LRB is still felt amongst those of us who remember their struggles to stay viable.

Sudbury Regional Branch was founded at the same time as the Provincial 'parent' association. Since then, we have fluctuated between 2 and 32 members from the Sudbury area and reaching out to Timmins, North Bay and Sault Ste

Marie. One of the original members is still actively involved, despite such 'conflicts' as marriage, children, and job change. Over the years, Sudbury has had to cope with a lack of all the essentials - money, members, and workers, yet we have been able to host a successful conference, keep AFROPOS alive for 8 years, and provide excellent workshops both centrally and in out-lying areas.

SRB's existence is only possible due to your support, and for that support I wish to extend a thank you to each and every one of you. Perhaps you will be able to attend our Christmas dinner at Mahy's on Nov. 28th, so I can make this expression of thanks more personal. In the meantime, pat yourself on the back. We ARE unique!

Bette Heard
President/Newsletter
Editor
OALT/AEO - SRB

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BOY, DID WE GOOF!

In the last issue of AFROPOS, many of the names and positions of the incoming Provincial Executive were wrong. The proper holders of OALT/AEO executive positions are as follows:

- | | |
|-------------------------|-------------------------------|
| Roberta Tripp | President |
| Pat Petruqa | Vice-Pres. |
| Janna Munkittrick | Secretary |
| Kathy Grein | Treasurer |
| Carolyn Boardman | Public Rel. |
| Janet Scheibler | Archivist |
| Ginette Desormeaux | } Newsletter Ed. |
| Danielle Amat | |
| Alan Devine | |
| Vice-Pres. (P. Petruqa) | Supervising
Newsletter Ed. |

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Sudbury Regional Branch

OALT/AEO

SEVEN CAUSES OF MISFILES

(from LTBC Networker, Vol. 12, No. 4,
p. 8, July 1986)

One of the things paperwork consultant Robert A. Shiff discovered while surveying hundreds of offices is that we spend 20 to 30 percent of our time just looking for information.

Management engineers have put a dollar value on that lost time. Their estimates of the cost of a single misfile range from \$61 to \$73! Check your file drawers for these seven common causes of lost information:

- Guide headings are too complex. Keep them simple!
- Headings aren't clearly legible. Type labels clearly in all caps (ACCOUNTING).
- Guides are too many or too few. There should be no less than five and no more than fifteen per drawer.
- File folders are overcrowded. Papers shouldn't ride up, covering the guide.
- Cross references aren't used often enough. Use a standard cross reference form on colored stock showing the subject of the document, the date, and where it's located in the files.
- Papers aren't indexed correctly. Before filing anything, write the correct file heading in the upper righthand corner of each document, or underline it in colored pencil if it appears in the text.

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PART OF THE WHOLE

As Sudbury's non-so-new regional director, I have attended two Provincial executive and Board of Directors' meetings on September 20th and October 18th, both at the Metro Toronto Library.

It's great to get back in touch with OALT/ABO on a grander scale.

Your Association is faced with some very important projects this year. Listed below, in order of priority, are the business items which were discussed at the meetings to date.

- A. CLA Task Force on the Role of Librarians and Library Technicians
OALT/ABO is very concerned about the last

two words of that title because:

1) sitting on a 20 member committee is only one library technician, and 2) OALT/ABO was not invited to submit a draft report to this project. If CLA writes this report and publishes it without input from more library technicians, we, as a group, could be very disappointed. Employers of library technicians would be using this report as a basis in hiring, in determining what jobs techs can or cannot do (according to librarians) and, ultimately, how much they are worth.

This is why OALT/ABO has decided to request that CLA accept more library techs on the task force, and write its own report to be submitted to CLA. Roberta Tripp (OALT/ABO President) will be making an appeal in Newsletter/Nouvelles to organize a Task Force to collect submissions from all regions and write a final report to CLA. To find out how you can help prepare Sudbury's submission, please contact me (Monique Fuchs) at 897-5506 (home) or 897-6250 (work).

B. Lean Budget This Year - Members Offered Less

For the first time ever a draft budget has been drawn up for the provincial association and has been cut to strictly limit expenses. Listed below are the items cut:

- a) one issue of Newsletter/Nouvelles (only 2 will be published)
- b) travelling expenses for one newsletter editor (there are two editors)
- c) financial assistance for an executive member to represent OALT/ABO at the CLA conference
- d) provincially-assisted workshops (Sudbury and Thunder Bay are the two regions requesting assistance)
- e) Auditor (a less expensive audit firm is being sought for the annual verification of the treasurer's books)

Every precaution is being taken to limit all expenses.

C. Projects envisioned for the future

Suggestions, ideas, and a committee are being sought from the regions to undertake a salary survey, the first ever, from the membership. If you would like to become involved in this project, please call me.

**D. Journal Wanted rather than Newsletter/
Nouvelles**

Halton-Peel has proposed "that all regions consider discontinuation of their regional newsletters and submit the funds used to publish them to the Provincial newsletter editors to enable them to produce a better newsletter (periodical)".

A rationale was also given and a long discussion ensued. The consensus appeared to be that money required for a "journal" is not available and that the newsletter editors jobs would be phenomenal. Directors of most regions felt their regions would agree to discontinue their newsletter and send out only bulletins.

What would you like to see done with the provincial newsletter? Is a Task Force required?

(** Editors Note: Based on the number of complaints we have received from our members regarding translation of all newsletter articles (none are translated and no complaints have been received), a Journal fully translated at the Provincial level will definitely exceed Sudbury's needs and means. SRB members would also lose the quarterly contact which AFROFCS presently provides if reduced to only a two-page bulletin or eliminated entirely for a less frequent provincial publication. We have also been able to keep mailing costs down to a bare minimum by using personal delivery and delivery services offered by our various places of employment. These reductions will no longer be available by going provincial - to say nothing of the loss of a newsletter we have been able to keep active for the past eight years.)

E. Audio-Visual Presentation Sold As Is

Despite the criticism of the slide-tape presentation at the Annual Business Meeting, the Board of Directors' and Provincial Executive have decided not to sink any more money in making changes. Title slides, The Library Technician; your first choice and Le Bibliotechnicien; a vous de choisir and credit slides to the Ministry of Citizenship & Culture who paid for the presentation have been made.

During OLA's conference, the slide-tape presentation will be shown at a workshop entitled The Library Technician in Charge. This is the first time that CALT/ABO has been asked to do a workshop at OLA.

Copies of the presentation will be sold for \$150.00 each, or the production can be rented at a cost of \$35.00 plus postage and shipping charges. (The Sudbury Region has a copy of its own for Public Relations purposes.)

F. Other News

- CALT/ABO has its own line with CLA's job hotline. If you know of any jobs being posted, send them to CLA who will in turn give them to CALT/ABO.

- the Provincial Executive has asked all regions to consider offering the Provincial body a financial loan.

- winners of CALT/ABO's Essay Contest, 1983-1986, will finally see their entries published. The Essay Contest committee has proposed the least expensive method of publishing and the Board has approved.

- raising funds is the only way for non-profit organizations to survive these days (without raising membership fees, that is). What should CALT/ABO do to make money? Sell something? Have a lottery?

The next meeting will be held on Sat. November 22. If you would like to sit in on this or any other meeting (see Calendar of Events, Vol. 8, No. 1) in Toronto, let me know. Accomodations will be arranged.

Monique Fuchs
Director
CALT/ABO - SRB

(** Editor's Note: The CLA task force on the role of Librarians and Library Technicians is a very real concern. Your job description will be very useful, and any other assistance you may wish to provide will be greatly appreciated. This is an excellent example of how CALT/ABO tries to protect its members from possible harm.)

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FORUM: "EXPLORING CERTIFICATION"
Report from Sudbury of the Teleconference hosted by
OLA/CFLAC held on Oct. 1, 1986 at Sudbury Public Library.

The audience of approximately 46 persons participating at this forum were mostly public library workers with little or no formal training in library work. There were some library technicians and librarians present.

The forum in Sudbury was organized by employees of the Ontario Library Service - Voyageur, in particular Diane Delorme and Robert Hubsher. The agenda proposed for the forum was cut short because Toronto was late getting started in the morning and because the teleconference line was faulty in the afternoon.

The first thing Sudbury did was view the videotape of Jerry W. Gilley, the keynote speaker, followed by Dr. Roper of the Medical Library Association via teleconferencing. Most questions arising from previous group discussions directed to Dr. Roper were asked by the Sudbury audience.

After lunch, and an hour of attempting to get the teleconference line to Toronto re-established, handouts of the two other models of certification (Ontario Society of Training and Development and the Association of Municipal Clerks and Treasurers of Ontario) were distributed. Discussion of these models were held in small groups without hearing any addresses from the respective representatives of these associations. Many people left the forum because of this, but a core group of possibly 30 people remained.

Robert Hubsher described briefly the Alberta Rural Libraries Certification Program which he clearly indicated the Ontario Library Service was going to purchase and adapt for its public library workers. A correspondence program would best be suited to serve the needs of individuals in northern communities, he thought.

Reflected in discussions and comments regarding certification was the obvious lack of college and university programs in the north from which unqualified library staff could obtain formal training. A large group from Sudbury Public Library who wanted to see the library technician program resurrected in Sudbury were instructed to write to the Ministry of Colleges and Universities and make their wishes known to the Ontario Library Services administration.

Based on a show of hands, two-thirds of the participants thought they would like to follow a certification program if OLA developed one that would suit their needs. Very few (if any) were totally opposed to the idea. Even though some thought they would not enroll in a certification program, they could see its value to the association.

The assembly then proceeded to write down what it thought certification should bring them. The group wished to meet again once OLA had compiled the participants' reactions to the forum. OLA agreed to arrange another meeting.

Comments made at the Forum that made the Most Impression on Me

A certification program offers an individual recognition by an association for having achieved the necessary competencies to work in that profession. It is not recognized by employers, fellow workers, etc. for many, many years. According to Dr. Gilley, certification: a) is an individual choice; b) is only taken by 1/3 of any members in associations he has studied; c) takes many years to develop; d) programs should be revamped every 5-10 years; e) is extremely costly.

Item I Missed on the Agenda

A speaker from CLA should have briefly told the forum what led them to look at certification and for whom they thought it might be intended.

Monique Fuchs
Director
CALT/ABC - SRB

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LASTING IMPRESSIONS

We will all remember the Ottawa Conference of 1986 as one of the best so far. It was easy to see the results of Ottawa's long hours and as the week progressed you could see Ottawa members gradually relaxing.

SRB had a good turnout for the conference and it gave us an opportunity to renew our acquaintance with our own members as well as those of the other regions.

Ursula Skowronski, Denise Denomme, Sue Brunet and myself were all complete conference participants. This meant that we left home on Monday May 26th and didn't return until Sunday June 2 1986. During that week we had a full, enjoyable and tiring week.

It began with a hot drive to Ottawa and ended with a rainy drive back home.

On May 27/86 we all enjoyed the day trip to Montreal and learned a lot about the Centrale and visited a couple of the city's attractions.

Wednesday was our day to tour Ottawa and do a bit of shipping. We visited the Governor General's House, the Agricultural Farm and the new Rideau Shopping Center.

Thursday was the beginning of the actual workshops. I began with a tour of the reference sections of the National Library. I have been on NLC tours before but each time I attend one I learn about new services. It was very nice that Miss Scott, the new National Librarian, was able to meet with us. She seems like a dynamic lady who realizes the importance of her staff.

Perhaps the workshop I enjoyed most was the one I tried to get out of, and that was Concepts of Management.

The entertainment planned was excellent, the food was terrific and the workshops were all worthwhile.

All of us came back home tired, but glad we had attended. Ottawa is a beautiful city!

Judy Laplante
Public Relations
OALT/ABO - SRB

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DID YOU KNOW...

- ...the National Ballet of Canada was founded in 1951 (Source: Canadian Encyclopedia, Hurtig Press, 1985, p. 132, vol. 1)
- ...the Statute Citator will provide the legal interpretations or decisions on a law (Statutes)

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CHILDREN'S PROGRAMMING

On Saturday, Nov. 1, 1986, a small group of SRB members met in the Ministry of Education offices in Sudbury. Mary Woboditsch, a librarian with the Walden Public Library and co-author of You Asked For It, was our very experienced workshop leader. She told us what transpires at story hours (some of us hadn't a clue!), and showed us all samples of the crafts her groups make and some of her favourite books for children. Some of the criteria for choosing a book which will be popular with children were discussed, and although it was generally agreed that stories should be short with large, colourful pictures, Mary stressed that there are always exceptions.

Much of what we actually learnt through lecture, example and hands-on cannot be described in a report. Her vocal inflections when reading a story, which are most important, cannot be read for understanding but must be heard. Her simplistic crafts for the children are best seen to fully understand the level of skill children in story hours generally possess. And her attention retaining tricks - finger plays, puppets, songs, games, are also to be seen and heard.

Mary did hand out a sheet of recommended aids for story hours on children's crafts etc., and this list will definitely be of use to anyone working in this field. But her book, You Asked For It, will be well used by every harried adult having to deal with pre-schoolers and to whom this book is available. It is well worth the \$18 price, and can be obtained through the Walden Public Library, Lively Branch, 227 10th Ave., Lively, Ont. PCM 2EO.

Bette Heard

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PROFILES

(From Tech Talk, Vol. 12, No. 2,
October 1986 - Thunder Bay)

Not everyone who graduates from the programme goes to work in "traditional" library settings. Carol Christie decided that the job market was not flourishing for the usual application of her diploma so instead of looking for an employer, she created her own job. Carol and a fellow classmate, Margie Clarke, registered their partnership with the Ontario Government and set to work designing brochures to advertise their new business: a freelance library service. They have applied their skills of organization and cataloguing in various settings. Can Car, Professor John Hanna's library, a forestry library, law office, and nursing homes, to list a few. They have found value not only in their Library Technology diplomas, but also in Margie's business background and Carol's liberal arts degree. Carol's message is a valuable one, a Library Tech diploma does not have firm boundaries that must be adhered to, it can be used to accomplish what you want it to.

This is echoed in the careers of the other two speakers for the evening. Karrie Labbe works for LU (** Ed. Note: Lakehead University). She is a grad of the programme but decided after graduating in 1975 to continue her education and received her BA. Karrie worked for the public library system as a member of their summer and Sunday staff, and in contract positions. She also did some freelancing and landed her first full-time job with the Ministry of the Environment. Karrie's present job is actually two jobs, with six months in the Registrar's office and six months in Admissions. In these positions, she acts as a liaison person between the University and high schools, does counselling, provides help with student codes, financial assistance, etc. Karrie stressed that her library skills are valuable in many areas of her endeavours.

Debbie Kruppa also graduated from the programme and started out in the public system. Her work in Children's departments gave her lots of practice in displays, newsletters, and general public relations work. Debbie also pursued publicity related tasks as a volunteer for local theatre. She has also worked for Abitibi Price, the Canada Games, City of Thunder Bay, and the Community Auditorium as a very prominent and successful PR person. Debbie is currently the Manager of Marketing and Sales for the Airlane Hotel and has found her diploma of use to her through all the growth of her career. She stresses the importance of information being both available and correct.

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NEW MEMBERS

Judy Falkins
19 Argyle Road
SAULT STE MARIE, Ontario
P6A 3K9

Lynn Imbeau
1365 Felix St.
General Delivery
VAL CARON, Ontario
POM 3A0
897-4848

Work Address: Valley East Public Library
Hammer Branch
Box 700
VAL CARON, Ont.
POM 3AC
969-5823

Lorrie Roberts
4070 Roma St.
HAMMER, Ontario
POM 1Y0
969-5480

Work Address: Valley East Public Library
Val Caron Branch
Box 700
VAL CARON, Ont.
POM 3A0
897-6250

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REMINDER!!
OALT/ABO -
SRB
XMAS DINNER

NOV. 28, 1986, 6:30

MAHY'S
257 LARCH ST., SUDBURY

RSVP (BY NOV. 27 IF ABLE
TO ATTEND)

JUDY 566-8101, EXT. 320