

# APROPOS

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### EDITORIAL ELOQUENCE (?)/ PRESIDENTIAL PONDERINGS

While attempting to write these words, I thought of various methods which may attract and hold your interest. A short story, a lengthy poem, or a variety of poems written by others, published in a sequence to portray my thoughts and intent to you. But as each idea was presented, it was quickly rejected in favour of a letter to you, SRB members, coming straight from my heart. So...  
 Dear Members:

For those of you who may not be aware, I have watched our Provincial Association grow from Lakehead University's earliest attempts in 1971/72, to the Constitution meeting in Schreiber, Ontario, in November 1973. From this session a few of OALT/ABO die-hards still exist - Doug Wilford, Liz Aldrey, Pat Grahame, and yours truly. Many of the others have dropped out of sight for various reasons. But since that 1973 meeting of approximately 12 individuals, we have managed to grow to a Provincial body of 400-500 members, with regional branches throughout Ontario and recognized amongst the profession as one of, if not the, strongest group of 'non-professional' library workers.

Am I proud to be connected with this Association? You bet I am! I have made more friends, gained more varied experience, and grown more professionally through OALT/ABO's conferences and workshops than

would ever have been possible on my own, or as a member of such library groups as CLA or CIA. Now, don't get me wrong. I think highly of what these two organizations have done and are capable of doing for libraries and library workers. I have often regretted the impossibility of my attending their conferences and workshops, for I know they are, indeed, excellent. But I have never seen a complete conference other than OALT/ABO's geared directly to my personal and professional interests. Ask for all OALT/ABO members to raise their hands, and mine will rise, straight and proud.

The Sudbury Region is just one of OALT/ABO's many branches. Sudbury Regional Branch grew out of the first annual conference held in the spring of 1974. We have worked hard to stay alive, struggling like all groups must for members, fees, executive personnel, etc. We really started to move locally when Denise Denommé started APROPOS as our main method of communication with our members - a method which I am sure has been appreciated by all, and is highly touted at the Provincial level as the best regional newsletter in the Association. Then Monique Fuchs made another monumental advance for us when she co-ordinated us through the hosting of OALT/ABO's 10th Annual Conference in 1983 at Laurentian University. We outdid ourselves, our small group of approximately 15 workers. We not only gave a conference to remember, we also gave delegates something to talk about when they returned home to the southern climes - snowfall in May! (Thunder Bay delegates are accustomed to this sort of thing.) When the question is asked, to what region do you belong, my voice rings out loud and clear - "SUDBURY". What satisfaction there is in having been a part of our region's history! And what hopes for our future!  
 In spite of the decrease in graduate

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Sudbury Regional Branch OALT/ABO

library technicians; in spite of the demise of Cambrian College's Library Technician program; in spite of the difficulty finding jobs in our chosen career, I am still proud to say that I am a library technician. Resentment wells up when someone calls us non-professional, for it is in their opinion that we lack 'professional' status. A professional "is expert at his or her work", and I feel as devoted and expert at my job as any doctor, lawyer, or teacher is at theirs. (In keeping with this train of thought, I will argue that 'professional' is attitudes moreso than academics; thereby allowing for the existence of professional secretaries, miners, garbage collectors, etc.)

Although the pride exists in my chosen career and my occupational affiliations, the time has come to make room for more fresh blood in our Regional Branch. Somewhere amongst our members is another 'Denise' or 'Monique' - someone who's skills have yet to be fully tested, and this organization is the way it can be done. SATURDAY, FEBRUARY 28, 1987 is the day we have established for a luncheon meeting, guest speaker, and elections. The Saturday may be unusual, but we are hoping to entice as many local and out of town members as possible to this meeting, and we realize week days are almost impossible for many of you due to distance. So please, do make that extra effort to attend. Billeting is available if you wish to contact us. Call Linda Davis at the Ministry of Education Library, toll free 1-800-461-0183. We look forward to seeing you there!

Sincerely,

*Bette*

Bette Heard  
President/Newsletter  
Editor  
OALT/ABC - SRB

<sup>1</sup>Random House Dictionary. Pallantine  
Books, New York. 1978. p. 714.

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Ed. Note: Apologies are extended for the typewriter. It tends to skip periodically. This will hopefully be corrected in the near future.

FREE...FOR THE ASKING

Write to: Consumer Information Center  
Dept. Z  
Attn: S. James  
P.O. Box 100  
Fueblo, Colorado  
U.S.A. 81002

Ask for: How to Choose & Use a Lawyer  
(#592F)

Write to: Communications Branch  
Correctional Service of  
Canada  
340 Laurier Ave. W.  
Ottawa, Ont.  
K1A 0P9

Ask for: How to Eliminate Tension in  
Communications

Write to: National Institute for Burn  
Medicine  
909 East Ann St.  
Ann Arbor, Michigan  
U.S.A. 48104

Ask for: Teaching Burn Safety to Kids  
Burn Prevention for Older  
Adults  
You Can Help!

Write to: American Association of  
Orthodontists  
Dept. E2  
460 North Lindbergh Blvd.  
St. Louis, MO  
U.S.A. 63141

Ask for: More than Beautiful Smiles  
(color pamphlet)

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\*\*N.B. - DATE CHANGE \*\*

April workshop now April 25

North Bay Public Library

Guest Speaker: Paul Walker,  
Chief Librarian, North  
Bay Public

This Participatory Discussion  
will be of general interest  
to all library workers,  
helping us to do more with  
less money, improve staff  
relations, and a variety of  
other useful topics.

SAVE APRIL 25 FOR THIS GREAT  
OPPORTUNITY!

## THE FIGHT FOR EQUALITY

We have all heard the term "equal pay for work of equal value" and all of us have wished this were the case. In many instances women are paid less than men. We have always done "traditional" jobs which have always been undervalued. This was the case for Library Technicians in Ontario community colleges until December 1986, at which time we gained wage parity with our male counterparts.

I have worked in the college system since 1975, 2 years at Confederation College in Thunder Bay and 8 years at Cambrian College here in Sudbury. My first hourly rate was \$4.25/hour, working a 37½ hour week, under the classification of Library Technician II. Back in '75 I was just glad to have a job, totally unaware of wage discrepancies between technicians and library technicians. But other library techs saw these problems and were beginning to fight for equal pay. The technicians primarily worked with machines whereas library techs worked primarily with people. Machines were valued more highly.

The first major hurdle for library technicians was crossed in the late 70's when the Library Tech classifications began to change. The three levels of library techs became two and library tech I's gained wage parity with the technician II classification. It was a good start, but did not carry through for the Library Tech II's. College managers continued to undervalue the work of library tech II's and refused to give us wage parity with tech III's. At every new bargaining session library technicians argued to be considered a special case, but each time management refused our wish.

About 4 or 5 years ago our Union (the Ontario Public Service Employees Union) finally convinced college management that there were serious problems with the support staff classification system. A study began to try and remedy the situation. Once again library tech II's lobbied for special consideration, and hoped that with improvement to the whole classification system we would finally have our work valued properly. The new system is a point rated one where each position is evaluated and graded, points are assigned and each position falls into a payband.

We felt great and finally believed we may end up in the proper area. Unfortunately this wasn't what happened. Our contract came into effect September 1, 1985 and the new classification system was to be implemented June 1, 1986. The Tech C's ended up in payband 9 and the Library Tech B's ended up in payband 8. We were surprised because we had hoped the point rating system would end wage discrepancies and it didn't. Our fight wasn't over.

Our Union believed there were a number of classifications that were misplaced and fought to have these decided by an arbitrator. It was not decided until early December 1986, but finally, with the help of the arbitrator, we ended up in payband 9 and had finally gained parity with our male counterparts.

I have not presented all the finer details of the situation because they would fill a book, but it's enough to say hard work and determination finally paid off.

Judy Laplante

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## EQUAL OPPORTUNITY MANAGEMENT

Cambrian College and the Women's Programs Advisory Committee has developed an instructional program called Equal Opportunity Management. The program will provide instruction in program analysis, development and coordination of Affirmative Action/Employment Equity programs for women, ethnic, and racial minorities and people with disabilities in the public and private sector. For more information about this extension course, contact Cambrian College, 1400 Barrydowne Rd., Sudbury P3A 3V8.

## ELECTIONS '87

**President:** calls all meetings  
 presides over meetings  
 co-ordinates activities of executive  
 liaison between Provincial and Regional executives  
 reports to membership

**Secretary-Treasurer:** maintains minutes of all meetings  
 responsible for keeping all financial records up-to-date and carrying out all financial transactions for the region  
 reports to the president

**Public Relations:** distributes information within regional assoc. and community pertaining to assoc. business  
 responsible for publicity  
 arranges seminars and workshops for professional development  
 chairs meetings when pres. is absent  
 reports to president

**Director:** appointed position by regional executive  
 represents region at Board of Directors' and Provincial executive meetings

**Membership:** keeps all membership records for the region  
 sends information and monies as required to Prov. assoc.  
 handles all requests for membership information

**Newsletter Editor:** collects Newsletter articles  
 produces and distributes Newsletter quarterly

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## OALT/ABO - SRB MEMBERSHIP LIST

## New Members:

Lynn Imbeau  
 1365 Felix St.  
 General Delivery  
 Val Caron, Ont.  
 PCM 3A0

Doreen Veilleux  
 RR3  
 Riverview Dr.  
 Farry Sound  
 P2A 2W9

## Address Changes:

Debbie Conway  
 110 Follock Ave.  
 Kirkland Lake  
 P2N 1Y9

Julie Rancourt  
 69 Gerald St.  
 Sudbury, Ont.  
 P3B 3R3

Lorrie Roberts  
 4070 Roma St.  
 Hammer  
 P0M 1Y0

Louise Willcock  
 11 Gauthier Place  
 Elliot Lake  
 P5A 2E7

## No change:

Paulette Burton  
 Millie Cayen  
 Elise Charron  
 Kim Critchley  
 Lori-Jean Cudmore  
 Maysel Dag  
 Linda Davis  
 Denis e Denomme  
 Judy Elston  
 Monique Fuchs  
 Bette Heard  
 Yvette Joyal  
 William Land  
 Judy Laplante  
 Barbara Lewis  
 Debbie Ranger  
 Maire Leigh Sheppard  
 Ursula Skowronski  
 Joanne Turple  
 Sharon Wigney

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ANNUAL MEETING FEB. 1987

**LUNCH, SPEAKER,  
ELECTIONS**

**SAT., FEB. 28, 11:30**

**CEDAR HUT  
BOARDROOM**

(CORNER OF BARRYDOWNE AND HAWTHORNE)

LUNCH & WINE COURTESY  
OF OALT/ABO - SRB  
SPEAKER TO BE ANNOUNCED

CHOICE OF SOUP OR SALAD  
6 ENTREES  
TEA, COFFEE & DESSERT