

PRESIDENT'S MESSAGE:

THE TORONTO AREA LIBRARY TECHNICIANS ASSOCIATION NEEDS YOU!!

- Needs you to: renew your membership for 1976 (form on page 3).
- Needs you to: fill out the survey form (page 4), and return it to the treasurer, so that when an employer asks us what a LT should be earning we can at least give them a rough idea of salary ranges and job responsibilities in the Toronto area.
- Needs you to: help us locate your old classmates or the other LTs you are working with now and encourage them to join us.
- Needs you to: tell you employers and friends in the Library World about TALTA.
- Needs you to: become active and involved, so that we can hold more workshops and programs.

Samm Brockhurst

FROM YOUR EDITOR:

The Ryerson scholarship winners were Bev O'Leary and Joan Cunningham (it was a tie vote). Statement prepared at the President's Meeting in Ottawa on February 1st.

On February 1st, 1976 the Presidents of the Regional Branches of the OALT/ABO met in Ottawa and reviewed the following questions; structure and function of our organization, constitution, voting at the convention, Certification and Standards Committee, membership, Employment Service, affiliation with COLT, CLA, and OLA and the possible formation of a national library technicians organization, and resolved to ask the Board of Directors to issue a clarification of the definition of student membership as contained in the constitution to the effect that student memberships shall apply to full term students and that fees payable for student membership shall also be the senior citizens fees. The group would also ask the Board to forward copies of all briefs of the association to the Regional Branches and that the OALT/ABO use its resources in backing regional membership drives.

TENTATIVE CONFERENCE PLANS

- FEES - Conference fees if paid before April 10th are \$30.00 per member, \$20.00 per student, and \$40.00 per non-member. After April 10th add \$5.00 to the above figures.
- TRAVEL - Air travel to Thunder Bay - leaving Toronto Airport Thursday May 13th at 7:00 p.m. and arriving in Thunder Bay at 8:40 p.m. Leaving Thunder Bay Sunday May 16th at 4:45 p.m. and arriving in Toronto at 6:55 p.m. This is a group flight so that all must travel to Thunder Bay together but may return separately. The cost is \$114.00 (less if there are more than 24 people) and is payable in full by May 1st.
- ACCOMMODATION - 3 nights, single room \$9.63 per night (1 night \$10.70). 3 nights, double room \$7.22 per person per night (1 night, \$8.03 per person).
- AGENDA - Thursday May 13th, Registration and Wine and Cheese Party; Friday May 14th - Registration, workshops, lunch, workshops, cash bar, dinner; Saturday May 15th - Time to view displays, lunch, Annual Meeting and Elections.
- WORKSHOPS - Library Technicians and Unions; Periodicals; Library Technicians in Community Colleges; Children's programming; CODOC - government documents retrieval system; Video-tape.

FOR ANY FURTHER INFORMATION YOU REQUIRE ABOUT THE OALT/ABO CONFERENCE IN THUNDER BAY ON MAY 14th AND 15th - PLEASE CONTACT GAIL DARBY - Telephone: Home 630-3038 or Business 596-3123.

COMMUNITY COLLEGE LIBRARY TECHNICIANS (Reported by Doug Willford)

Library Technicians employed in the Ontario Community Colleges took a step towards forming an association for themselves during a weekend meeting at Humber College.

The meeting, organized and chaired by Doug Willford was called to discuss the problems encountered by Library Technicians in the Colleges, especially the problem of classification, as it now exists. After some discussion it was decided the "an organized group has the power" and thus the idea of forming an association was seriously discussed. Initially, the founding meeting has been set for April 24, 1976, at George Brown College in Toronto and plans are already underway to invite Library Technicians employed in Community Colleges from across the province.

Some of the possible objectives the association could work for were discussed and are outlined below:

- a) To act as a voice for representing the Library Technicians of the Colleges of Applied Arts & Technology.
- b) To advance the status of the Library Technician as a needed and valuable member of the Community College Library support staff and provide wide understanding and acceptance of this status.
- c) To co-operate usefully with the Ontario Association of Library Technicians/ Association Bibliotechnicien d'Ontario (OALT/ABO) and other Library Technician associations whose purposes and objectives are similar to and consistent with those of this association.
- d) To facilitate communication between Library Technicians in the Colleges by arranging meetings, workshops, seminars, etc. necessary to discuss common problems.
- e) To work in conjunction with the Ontario Public Service Employees Union (O.P.S.E.U.) to initiate, promote and support research projects beneficial to the employment and status of Library Technicians employed in Community College Libraries.
- f) To be receptive and aware of the constant changes and needs in the field of library technology and in the Community Colleges.

NIGHT SCHOOL FOR LIBRARY TECHNICIANS - by Angela Hildebrand

This past fall and winter Ryerson offered, for the first time, a course on Government Documents and Records for Library Technicians. Originally the same course was to be held on two consecutive nights but demand was lower than anticipated so there was only one class. Students were, interestingly enough, mainly government employed. Their motives for taking it were numerous. Some wanted a concise summation of government as a whole, not just their small unit, others wanted refreshers, still others saw this as a way to meet people in the field and develop contacts. My own reason was that I hoped this course might be treated as a possible credit toward any future degree program in the Library Arts Department.

The course outline, as stated in the calendar, included definition of coverage; place of government publications in research; role of government dissemination of information; access to tools; bibliographics; selection devices etc. We started the course by reviewing the overall legislative system in Canada. (I'd forgotten everything I had learned in Grade 10 Civics!) Emphasis was given to Canadian government materials but Ontario, the U.S., Great Britain, the U.N. and other selected international organizations such as OECD were covered.

Class participation, discussion, exchange of helpful hints and problems kept us informed and aware of the varying types of library work that others are engaged in. If you are interested in night school to keep you abreast and involved call Ryerson's Library Arts Department at 595-5285. Be prepared to work hard on assignments and to learn a lot. Have fun meeting new people in your own profession.

TORONTO AREA LIBRARY TECHNICIANS ASSOCIATION

(TALTA)

A P P L I C A T I O N F O R M

NAME: _____ DATE: _____

ADDRESS: _____ PHONE NUMBER: _____

_____ POSTAL CODE: _____

GRADUATE - Name of College: _____ Graduation Year: _____

STUDENT - Name of College: _____ Year: _____

Part-time: _____ Full-time _____

ASSOCIATE: _____

Place of Employment: _____ Job Title: _____

_____ Phone Number: _____
(If you can be called at work.)

Enclosed is \$5.00 (\$2.00 for Students) Membership Fee for TALTA: _____

Enclosed is \$10.00 (\$1.00 for Students) Membership Fee for OALT/ABO: _____

TOTAL: \$ _____

For further information, please call - Angela Hildebrand, Home telephone 247-8198

Please make all cheques payable to the "Toronto Area Library Technicians Association".

Please remit Membership Fees to: Ms. Sue Pope,
Treasurer - TALTA,
259 Eglinton Avenue East,
Apt. A,
Toronto, Ontario.
M4P 1L2

W A G E A N D J O B S U R V E Y

Purposes: To establish average common pay scales in the Toronto Area
To establish average job descriptions for those salaries and
To establish average pay scales within certain groups - i.e. public libraries.

Payscale: 1. What is the range of the salary you are currently on? _____
2. What is your current salary? _____
3. How long have you worked in years? _____
How long have you worked as a library technician? _____

Job Description:

4. What kind of library do you work in? Check more than one if they are applicable.
SCHOOL: Public _____ High _____ CAAT _____
University _____ Special _____
SPECIAL: Business _____ Industrial _____ Law _____
Medical _____ Other (please specify) _____
PUBLIC: _____ (please specify Board) _____
OTHER: _____ (please specify area) _____

5. Are library technicians allowed to supervise in your library? _____

6. Are you in a supervisory position? _____
How many people do you supervise? Library Technicians _____ Others _____

7. Please check off as few of the following as possible.
DO YOU: catalogue books _____ manage circulation _____
do reference work _____ produce a.v.material _____
do ordering _____ manage a.v.material _____
do book selection _____ catalogue a.v.material _____
file _____ other (please specify) _____
type _____

8. If you work alone or in a small library:
Number of staff - Librarians _____ Library Technicians _____ Other _____
Are you in charge? _____

9. If you work in a large library:
Number of staff in Dept. Librarians _____ Library Technicians _____
Other _____
Are you in charge of Dept. _____

10. Your opinion please. Do you feel you are using your training? Do you feel librarians should be educated in the use of library technicians?

Do you know or believe you are filling a position a librarian would formerly have held?

Nonpro library supervisors: COLT takes a stand (Library Journal, May 15, 1975).

The Council on Library Technical Assistants, the national LTA association headquartered at the University of Mississippi, urges more libraries to assign supervisory duties to LTAs; it also warns the LTA of the greater responsibilities he must learn as a boss. Backing such promotions, COLT noted that even the American Library Association now recognizes that paraprofessionals are equipped to supervise the work of other nonpros, and it feels that such career ladders are desirable.

COLT notes, however, in a recent issue of its newsletter, that some libraries have promoted competent nonpros to "fake" supervisory positions — with no real supervisory responsibility. But any LTA offered such a promotion, says COLT, in a curious bit of advice, should accept it — pulling ahead in salary level and status, while being faced with few of the burdens of a supervisor.

Noting that some LTAs, who are proficient in their present jobs, may not be suited to the supervisory role, COLT urged libraries to allow nonpros to take on supervisory responsibility on a trial basis. If a nonpro cannot handle supervisory duties effectively, he should be allowed "to revert to his former position without being stigmatized". Such flexibility, said COLT, "would help in personnel development ... and upward mobility ... while removing some of the pressure involved in filling supervisory positions".

And COLT urged the nonpro to consider the different kinds of responsibility involved in supervisory work before accepting such a promotion. Besides carrying a heavier work load, said COLT, the supervisor must learn to handle different kinds of interpersonal relationships — the management of one's subordinates and relating to one's own superiors.

BOARD OF DIRECTOR'S REPRESENTATIVE:

Jennifer Singh,
Apt. 703, 1010 Broadview Avenue,
Toronto, Ontario.
M4K 2R8
Telephone: 425-3019

Seneca College Library,
Finch Campus.
Telephone: 481-5050 - Ext. 381

MEMBERSHIP CHAIRPERSON:

Angela Hildebrand,
59 West Hampton Drive,
Weston, Ontario.
M9R 1X8
Telephone: 247-8198

West Humber Collegiate Institute.
Telephone: 741-6143

TELEPHONE CHAIRPERSON:

Maribel Armour,
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Don Mills, Ontario.
M3B 2H3
Telephone: 445-6873

Scarborough Public Library
Telephone: 698-1194 - Ext. 3

PROGRAM CHAIRPERSON:

Doris Hird,
11 Strandhill Road,
Scarborough, Ontario.
M1J 3A8
Telephone: 431-7886

Scarborough Board of Education
Telephone: 499-1235

EMPLOYMENT CONTACT PERSON:

Doug Willford,
35 Duncanwoods Drive, Apt. 709,
Weston, Ontario.
M9L 2C6
Telephone: 749-9427

Humber College Library.
Telephone: 676-1200 - Ext. 331 or 247

T A L T A D I R E C T O R Y

PRESIDENT:	Samm Brockhurst, Apt. A-5, 608 Church Street, Toronto, Ontario. M4Y 2E7	Faculty of Law Library, U of T Telephone: 978-8580 (as of March 22, 1976)
Telephone:	921-3841	
VICE-PRESIDENT:	Ian Mann, 112 Haileybury Drive, Scarborough, Ontario. MLK 4X5	Ministry of Natural Resources Library Telephone: 965-6310
Telephone:	261-5244	
SECRETARY:	Gail Darby, Apt. 711, 35 Cedarcroft Blvd., Willowdale, Ontario. M2R 2Z4	Toronton Institute of Medical Technology Library Telephone: 596-3123
Telephone:	630-3038	
TREASURER:	Susan Pope, Apt. A, 259 Eglinton Avenue East, Toronto, Ontario. M4P 1L2	
Telephone:	483-8403	

IF UNDELIVERED, PLEASE RETURN TO:

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M4Y 2E7