

... in touch with ...  
**TALTA**

\*\* For details on upcoming meetings see page 3 as well as the coloured insert.

OLD BUSINESS

Fiscal Calendar

Correction to Sept. 1982 issue: OALT/ABO did not change their calendar year.

September Meeting

Three technicians, P. Kee, K. Dennis, & N. Hall, spoke for about 30 minutes each to a crowd of 34 members. Two of them run special libraries. One works in a cancer research and treatment centre, and the other a mining engineers and geologists consulting company. The third speaker is a cataloguer for a large academic law library. Touches of humour, a display of rocks, and a few handouts added to the speeches that were full of interesting facts about their respective libraries.

October Meeting

M. Ridley, a systems analyst in the library at the University of Guelph, put together a cohesive 3 hour lecture for the 31 people who attended. He covered the history of videotext in England and North America while defining numerous terms associated with this relatively new technology. The current status of various videotext systems was followed by ideas about the effects on society that this mode of communication is now having and may have in time.

NEW BUSINESS

Current Membership

Six new members bring the total to 168. Welcome to: C. Bolin, E. Hageman, J. Langille, M. Parkes, H. Simpson, & E. Towers.

Executive Positions Open for Nominations

On Mar. 18, 1983 we will be voting to fill the following positions:

President	Board of Directors Representative
Vice-president	Newsletter Editor
Secretary	Publicity Coordinator
Treasurer	

The new officers will take over April 1, 1983. Please call the members of the current executive if you have any questions about the work involved.

I nominate the following member \_\_\_\_\_  
for the position of \_\_\_\_\_, and/or  
I, \_\_\_\_\_, am willing to accept nomination  
for the position of \_\_\_\_\_.

Fill in the above form and send it to the address below:

Nominations - TALTA  
45 Woodbine Avenue, Apt. C  
Toronto, Ont.  
M4L 3P1

TALTA Members Working for You

The following is an autobiography by Peta Shelton / Placement:

Although I was completely inexperienced in association matters, I came to TALTA in 1977 as an enthusiastic beginner - holding the president's office for one two year term and then chaired the conference committee for Dimensions 1979.

These days my role is relatively passive, but most interesting as I see the positions that come available and then have the satisfaction of helping to fill these jobs with TALTA members.

My work experience has included the establishment of a business and systems library for Honeywell Ltd., a six month stint with the editorial department's library at the Northern Miner and 8 years (!) with Canadian Imperial Bank of Commerce, Information Centre.

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Thankyou Sue Medhurst for representing TALTA at past meetings of TALG. A volunteer is needed to take her place. The next meeting is not until April 1983. Meetings are held during weekday afternoons for half a day at the Univ. of Toronto, Faculty of Library & Information Science. Sue described TALG for us.

The Toronto Area Librarians' Group has been meeting since the fall of 1980 on a twice yearly basis. This group is composed of representatives from Toronto based library associations, e.g., TALTA (the Toronto area branch of OALTA/BO), the Toronto chapters of OLA, SLA, CASLIS; schools e.g., Seneca, Ryerson, University of Toronto's Faculty of Library & Information Science; and library related groups e.g., Sheridan Park Association's Library and Information Science Committee. The group was called into being by members of the Faculty of Library Science Alumni Association who felt it was desirable to have informal get-togethers at which information such as meeting schedules and topics, publications, and matters of mutual concern (credentialism, continuing education credit units, etc.) could be shared and discussed. This group has proven to be a good contact for TALTA.

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"...in touch with... TALTA" is published four times a year by TALTA. Copies are available to all OALT/ABO TALTA members. Enquiries and articles should be forwarded to the address at the bottom of page one. Advertising space is available @ \$10 per 1/2 page and \$20 per full page.

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## \*\* Future Meetings

### TALTA:

Tentative fee hike to be voted on at Nov. 30 meeting to increase the TALTA fee of \$10 to \$15. This fee along with that of OALT/ABO (\$25) will make your total fee for 1983/84 equal \$40. TALTA has not raised their share since 1977.

Dec. - none

Jan. 26 - Tentative Wednesday meeting

Feb. 26 - Tentative Saturday meeting

Mar. 18 - Confirmed Friday Annual Meeting at the Chelsea Inn

Apr. - Tour

### OALT/ABO:

(Press Release)

Although it may seem that we just got through our annual conference it is time to start thinking and planning about next year's conference. It promises to be a big one as it will be our 10th anniversary! The date is May 5 - 7, 1983 and it will be held at Laurentian University in Sudbury. The theme, of course, will be "DECADE ONE". Sudbury promises to be a lively city as they will be celebrating their centennial. Start planning to attend by collecting any pictures you may have of past conferences as there will be lots of nostalgia.

For further information please contact:

Sudbury Conference Committee  
P.O. Box 2351  
Postal Station A  
Sudbury, Ontario  
P3A 4S8

### Other library related associations:

Dec. 7 - CASLIS (Canadian Association of Special Libraries and Information Services) is holding their Christmas dinner meeting at the Chelsea Inn. At 5:30 the bar will open. Dinner will be served at 6:30. Dr. Richard Earle of the Canadian Institute of Stress will speak on Stress Management. Cost for members and nonmembers is \$19.95. For more information call Stephen Abram at 366-1921.

### Continuing Education Courses

Seneca will be offering these courses starting on Jan. 17, 1983 at the Newnham (formerly Finch) Campus:

210 Book cataloguing and subject analysis

212 Fiction collections in public & school libraries

213 Order work

412 Reference II

413 Children's work

414 Special libraries

416 Basic business skills (preliminary draft - introduction

*New* → to library procedures including word processing, bookkeeping, and physical counting systems)

417 Paraprofessional management

418 Senior seminar

### Newsletter Deadline

Input for the next issue is due by Feb. 14, 1983.

Salary Survey 1982

1. Job title:

Library technician and Library assistant are the most common job titles. Job titles are usually composed of a job description plus the word technician, ie. Kardex technician and Reference technician. A full list of job titles is available on request.

2. Type of library:

- (a) Corporate (for profit) 28.4
- (b) Corporate (non-profit) 4.9
- (c) Public 20.6
- (d) Academic e.g. public school, college, university 19.6
- (e) Government 19.6
- (f) Other e.g. vendors, consultants 2.9

3. Educational level attained:

- (a) Library Technician Certificate 90.2
- (b) Degree/B.A. or other 24.5
- (c) No degree or certificate 2.9

4. Employment status as of April 1, 1982:

- (a) Fulltime 84.3
- (b) Part-time 7.8
- (c) Contract/temporary 4.9
- (d) Other e.g. student, retired 2.0

5. Total years of library experience:

- (a) Less than one 2.9
- (b) One to three 26.5
- (c) Three to five 19.6
- (d) Five to ten 37.2
- (e) Ten plus 10.8

6. Number of persons supervised:

(a) Technician/paraprofessional

- 1 - 10.8
- 2 - 5.9
- 4 - 3.9
- 5 - 1.0

(b) Clerical

- 1 - 19.7
- 2 - 3.9
- 3 - 2.9
- 4 - 1.9
- 6 - 1.9
- 10 - 1.0
- 11 - 1.0
- 12 - 1.0

7. To whom to you report:

- Supervisor - other than librarian 18.6
- Librarian 71.5
- Library Technician 3.9

8. Work responsibilities:

- (a) Administrative:
  - Budget analysis 3.9
  - Controlling work flow 2.9
  - Interviewing and hiring 1.9
  - Policy planning 3.9
  - Supervises:
    - Cataloguing 1.9
    - Technical Services 2.9
    - Input to database 1.9
- (b) General (one or two person library) 28.4
- (c) Acquisitions:
  - Policy and selection 17.6
  - Verification and ordering 22.5
  - Processing 27.4
- (d) Cataloguing:
  - Manual and/or automated 22.5
  - Original 20.5
  - Processing 28.4
  - Filing 34.3
  - Inventory 23.5
  - Indexing 20.6
- (e) Public Services:
  - Circulation 33.3
  - Publicity and promotion 19.6
  - Reference (manual) 58.9
  - Reference (computerized) 20.6
  - Orientation 31.4
  - Shelving 25.5
  - Vertical file 26.5
  - Interlibrary Loan 32.3
  - Periodicals (Manual and/or automated) 29.4
- Other:
  - AV equipment 2.9
  - Bindery 2.9
  - Books on tape .9
  - Large print 1.9
  - Programming 2.9

9. Salary negotiated by:

(a) Union 43.1                      Neither 10.8  
 (b) Self 41.0

10. Basic annual salary:

(a) \$8,000 and under 2.9  
 (b) \$8,000 - \$10,000 2.9  
 (c) \$10,000 - \$12,000 2.9  
 (d) \$12,000 - \$14,000 16.7  
 (e) \$14,000 - \$16,000 21.6  
 (f) \$16,000 - \$18,000 25.6  
 (g) \$18,000 - \$20,000 11.8  
 (h) \$20,000 - \$22,000 5.9  
 (i) \$22,000 + 3.9

11. Hours in standard workweek:

40 - 5.9                      32 - 1.0  
 38 - 1.0  
 37 - 14.0  
 36 - 10.7  
 35 - 51.9                      14 - 1.0

SALARY TABLES

Experience & Salary	Public Library & Experience				
	≤1	1-3	3-5	5-10	10+
8,000 & under	1	3	1	1	5.1
8,000 - 10,000	1	1	2	4.1	4.1
10,000 - 12,000		1	1	2	2
12,000 - 14,000	1	7.2	5.1	4.1	17.5
14,000 - 16,000	1	9.2	5.1	6.2	22.6
16,000 - 18,000	1	5.2	4.1	13.4	26.8
18,000 - 20,000		1	6.2	12.4	12.4
20,000 - 22,000	1	1	3.1	5.1	5.1
22,000 +	1	1	4.1	4.1	4.1
Total	2	26.8	21.3	38.1	11.2
					99.1

Corporate Libraries - Profit & Experience

Experience & Salary	Public Library & Experience				
	≤1	1-3	3-5	5-10	10+
8,000 & under			6.5		6.5
8,000 - 10,000			3.2		3.2
10,000 - 12,000			3.2	3.2	16.1
12,000 - 14,000	3.2	6.5	3.2		22.6
14,000 - 16,000	3.2	19.4			22.6
16,000 - 18,000		12.9	3.2	6.5	12.9
18,000 - 20,000		3.2	3.2	9.7	9.7
20,000 - 22,000		3.2		3.2	3.2
22,000 +		3.2		22.6	3.2
Total	6.4	45.2	22.5	22.6	3.2
					99.9

Corporate Libraries - Non-Profit & Experience

Experience & Salary	Public Library & Experience				
	≤1	1-3	3-5	5-10	10+
8,000 & under					
8,000 - 10,000				20	20
10,000 - 12,000					
12,000 - 14,000			20		20
14,000 - 16,000				40	40
16,000 - 18,000					20
18,000 - 20,000					
20,000 - 22,000			20	60	20
22,000 +					
Total					100

Public Library & Experience

Experience & Salary	Public Library & Experience				
	≤1	1-3	3-5	5-10	10+
8,000 & under					
8,000 - 10,000		4.8			4.8
10,000 - 12,000				4.8	4.8
12,000 - 14,000		14.3			14.3
14,000 - 16,000			14.3	4.8	4.8
16,000 - 18,000		4.8	14.3	9.5	4.8
18,000 - 20,000				9.5	4.8
20,000 - 22,000					14.3
22,000 +					
Total		23.9	28.6	33.4	14.4
					100.3

Academic Library & Experience

Experience & Salary	Academic Library & Experience				
	≤1	1-3	3-5	5-10	10+
8,000 & under					
8,000 - 10,000		5	5		10
10,000 - 12,000					10
12,000 - 14,000		5	20	5	30
14,000 - 16,000		10		10	20
16,000 - 18,000				20	20
18,000 - 20,000					5
20,000 - 22,000					5
22,000 +					
Total		20	30	40	10
					100

Government Library & Experience

Experience & Salary	Government Library & Experience				
	≤1	1-3	3-5	5-10	10+
8,000 & under					
8,000 - 10,000					
10,000 - 12,000				10	15
12,000 - 14,000		5			25
14,000 - 16,000		5	5	15	30
16,000 - 18,000		5		5	15
18,000 - 20,000				10	10
20,000 - 22,000				5	5
22,000 +					
Total		15	5	60	20
					100

Type of Library & Salary

	Corp Prof	Corp NonP	Pub.	Aca.	Govt	Other	Total
8,000 & under	2	1	1	2			5
8,000 - 10,000		1	1	2			4
10,000 - 12,000	1		1				2
12,000 - 14,000	5	3	6	3			17
14,000 - 16,000	7	1	5	4	5		22
16,000 - 18,000	7	2	7	4	6		26
18,000 - 20,000	4	1	3	1	3		12
20,000 - 22,000	3		2		2		5
22,000 +	2		1	1			4
Total	31	5	21	20	20		97

Note: All figures in tables are percentages

Many of the general comments received by the Salary Survey Committee were of a positive and encouraging nature and the Committee thanks you for them.

The survey was compiled from three surveys - British Columbia Association of Library Technicians, Manitoba Association of Library Technicians and the Special Libraries Association - with our own modifications. Regarding all of the surveys used, they are all set out in the same manner - they all look like one another. Comments about the Committee copying the SLA survey are therefore unjustified.

We would like to have come up with more comparative tables, but as we do not have access to a computer, we had to tabulate the responses manually.

All comments regarding additions or changes to the survey will be added to the minutes for the use of the next Salary Survey Committee.

The Committee would like to thank the 73% of the members who returned completed surveys. The response rate was very encouraging; it demonstrates that we have a committed membership who want action. Help TALTA more by joining other committees to express your views, or run for an executive position in the new year.

Note: All completed surveys were destroyed after tabulating.

- K. Gallant, M. Hotchkiss, P. Petruca,  
R. Piazza and V. Walton

"A circulating library in a town is an evergreen tree of diabolical knowledge." Sheridan, The Rivals, Act. 1, sc. 2.  
Taken from The Home Book of Quotations Classical and Modern, Burton Stevenson, 10th ed., 1967, p. 1109.

\* \* \*

"A library is not worth anything without a catalogue -- it is a Polyphemus without any eye in his head." Thomas Carlyle, Testimony before the Commissioners Appointed to Inquire Into the Constitution and Government of the British Museum, Feb. 1849.

Taken from A New Dictionary of Quotations on Historical Principle from Ancient and Modern Sources, H.L. Mencken, 1962, p. 686.

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"Hammers and tongs instead of library cards would have been needed in medieval times to 'borrow' a library book. In the 15th century library books were laid on the desk and chained to a horizontal bar. Chains were still in use for this purpose in church libraries in England down to the early part of the 18th century."

Taken from Speakers Desk Book of Quips, Quotes and Anecdotes, Jacob M. Braude, c1963, p. 181, #1550.

'T' A L 'T' A

B A S E

Tuesday - Nov. 30, 1982

7 p.m.

Northern District Public Library

40 Orchard View

(1 block north of Eglinton and Yonge)

members - free

nonmembers - \$5

COME MEET FELLOW MEMBERS

REFRESHMENTS WILL BE SERVED