

... In touch with TALTA

THE OFFICIAL PUBLICATION OF THE TORONTO AREA LIBRARY TECHNICIANS ASSOCIATION - OALT/ABO, Toronto Region

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IN THIS ISSUE

From the Editor
President's Message
Student Members Welcome!
Job Placement Update
New Members
The Advisory Committee
Getting It Write/Who's The Boss
Workshops
Socializing
Trends, Techs Technology
Political Issues
Books Abroad
The Alchuk Award
Networking in Health Sciences
CLA Role Report
Did You Know?
Salary Surveys
Tips
Yes Stats Can
Committees
Technicians on the Move
Talpa Membership
Answers to Queries
Skills Available
Corrections

From the Editor

Many of the items that appeared in the last issue have received some follow up in this issue. We have excerpted some of the report Pat Graham (OALT/ABO, Publicity Coordinator) delivered to the OALT/ABO Board of Directors after returning from the Halifax conference, Kelly Walsh has supplied more info on the job placement service, Sharon Seldon has started a 'Tips' column and answered the "Queries" that were in our last issue, we have more news on Mr. Alchuk's committee and we have an update on the progress of Alan Devine's article. We have also received another contribution from Catherine Allan from Statistics Canada and Rosemary Ulyot has given us a report on the Toronto health libraries scene.

In addition to following-up, we have also included info on upcoming workshops and reviews of TALTA's September and October workshops. Some explanation of the committees that we form is given in this issue since December erupts in a flurry of committee work each year as we scramble to gather data for our directories and surveys and also gear up for the elections in March.

This is the last newsletter before Christmas. The next issue will come out in the first week of February. When next we meet, it will be in person - probably at the Christmas social. See you there.

Linda Yarema, Editor

Views expressed in this newsletter are those of the individual contributors, and do not necessarily reflect those of the Ontario Association of Library Technicians/Association des Bibliothéchniciens de l'Ontario

President's Message

I have an update on some of the things I mentioned in the last newsletter. After some discussion with Kelly Walsh, our job placement contact, it was decided not to pursue the job hotline project. Kelly will try to work with the present format. She will report to the Executive in December with proposals for improvement.

The Executive members have set the criteria for the TALTA Achievement Award to Seneca students. The Seneca College Promotions Committee will select the eligible student on the following criteria: 1) The student must be a full time Library Techniques student 2) the student must attain a grade point average of B or higher 3) congeniality. The purpose of the award is to promote quality Library Technicians and to encourage active participation in TALTA. The award will be presented annually. A letter promoting the award will be distributed to students annually. I will be contacting the Seneca Student Awards Office to work out the final details.

I am pleased to announce that Lynne Genova is our Seneca Student Representative for 1988-9. Lynne will be our liaison between TALTA and Seneca. She will sit in on Executive meetings and provide feedback from a student viewpoint.

Sally Clark-Mills (TALTA) is OALT/ABO's representative on the Seneca College Library Techniques Advisory Committee. This is the first year a Library Technician has been invited to sit on the Committee that is involved in the development of The Library Techniques program at Seneca.

Over the summer, a TALTA sub-committee investigated producing a brochure to hand out at conferences and other professional gatherings. The sub-committee is now working with the OALT/ABO Publicity representative as OALT/ABO would like to produce some pamphlets and fact sheets also.

Catherine Honkawa, President.

Student Members Always Welcome!

To encourage students in Seneca's LT program to join our growing membership and benefit from the interaction of Technicians all over Ontario, Kathryn Kern, V.P. of TALTA delivered talks to first and second year students on Friday, September 23rd. The talks were very well received and the student memberships continue to come in.

JOB PLACEMENT UPDATE

Since the last newsletter, Kelly Walsh, has been receiving more resumes but she would like to encourage more Technicians to list with her. Employers often contact Kelly before they list with the job hot-line and if she doesn't have resumes to send, she refers the employer to the hotline.

There is no fee to list with Kelly. Technicians are encouraged to send her six copies of their resume with all pertinent information. This includes any notes to Kelly regarding specific desirables such as salary expectations, full or part-time preferences, ability to work nights/week-ends and particular locations the job search is restricted to.

There has been some confusion as to how the placement service works and as a result, some Technicians have been using Kelly as their personal job hot-line. The placement service is for TALTA members who list with Kelly. (Technicians who are not members of TALTA should speak to Grace Lofters Treasurer/Membership about membership before contacting Kelly about jobs.) TALTA members interested in finding out more about how the placement service works can call Kelly at (H)485-3860, (W)667-2662 and she will explain what she does, but if you are not listed with Kelly and are wanting to periodically hear about jobs, call the OLA job hot-line at 363-3380. (It runs 24 hrs a day. Kelly does not.)

TALTA WELCOMES THESE NEW MEMBERS

Agnes Alcantara	Elizabeth Gibbon
Catherine Allan	Yolanda Lefort
Joan Barnes	Elizabeth MacLaurin
Lynda Bond	Anne Macleod
Marion Cole	Marilyn Meyer
Fern Deramix	Karen Newman
Seema DeZwirek	Marina Ross
Diane Fazekas	Thomas Simpson
Phillip Gooding	Susanne Summers
Elsie Jennings	Caroline Werle

Seneca's Library Techniques Advisory Committee

Sally Clark-Mills, has now attended two meetings of the Advisory Committee as TALTA's representative. Subjects of discussion include enrolment, and programming for graduates as well as for students.

Overall enrolment rate at Seneca decreased by 25%, however, the LT program applications did not have a significant decrease. Second career people continue to be the greater number of applicants to the program.

The job market continues to be healthy for Technicians and the starting salary for graduates is recommended by the program coordinator to be \$20,000.00.

Wendy Wheeler, a Seneca student was the 2nd runner up in the Canadian Library Journal Student article contest. This contest is open to library and library techniques students. Wendy's article, "The Funeral Home Library - Alive-ly Place to Work" appeared in the CLJ Feb.'88 issue, page 29.

Anyone wishing to talk to Sally about the work of the advisory committee, can reach her at 638-5030 (H).

Getting it Write

On **November 19th** at the Metro Reference Library, Room D, 10:15 a.m to lunchtime, **Judith Defren of Defren Consulting** is going to tell us how to be more effective in our written communications. Along with outlining helpful **strategies in our business writing**, we hope to persuade Judith to critique this newsletter and give us some constructive criticism on TALTA's and OALT/ABO's flyers etc. If you have any memo's, letters etc that you'd like to strengthen, please bring them to this session.

Who's the Boss

On the **same day, same place** from 1:30 - 3:00 p.m., **Caroline Werle of Records and Information Management (RIM)** will be telling us who's the boss. Caroline is going to answer the intriguing question "**Who Hires Library Technicians and What are They Looking For?**"

Because this promises to be an extremely interesting day, please **RSVP ASAP**. To reserve your place, please call Kathryn Kern, Vice President, or Mary Alice White, Publicity Co-ordinator. Their numbers are in the listing of TALTA executives in every issue of the newsletter. The charge for the day is \$15.00 for TALTA members and \$22.50 for non-members. Please make cheques out to TALTA and bring them to the workshop.

Workshops:

FLIS is offering:

"Cataloguing with a microcomputer" on Fri. Nov. 25, 1988.

Fee: \$101 before Nov. 11th, \$115 after

Leader: Lynne Howarth

"The Performing Arts in Canada: Preservation, Collection and Use of Resources" on Fri. Dec. 2, 1988

Fee: same as above

Leader: Heather McCallum

"More Skills in Online Searching using Microcomputers for Accessing Online Files, Downloading and Editing Search Results" on Fri. Dec. 9th, 1988

Fee: \$101 before Nov. 24, \$115 after

Leader: Ellen Jones

For more information contact: Marcia Chen 978-7111

Seneca in conjunction with TALTA is offering these Continuing Education workshops for Graduate Technicians:

"AACRII with the 1988 revisions" on Sat. Jan. 28, 1989

Leader: Jean Weiss

"Care of Collections (Print Materials); An Introduction to Preservation and Conservation Methods, Including Repair and Binding" on Sat. Feb. 4th, 1989

Leader: Johanna Wellheiser

"The Young Adult in the Library - Literature and Services" on Sat. Feb. 11th, 1989

Leader: Adele Ashby

"The Problem Patron - Techniques for Prevention and Response" on Feb. 25, 1989

Leader: Sue Giles

The workshops are being held at Seneca's Newnham campus, each workshop is \$50.00. For registration information write to: Seneca Continuing Education, Library Technicians' Workshops, 1750 Finch Ave. East., North York M2J 2X5.

Socializing

TALTA is hosting its holiday social on **December 12th from 6-8:30 p.m., at the Central Library, North York**. This is not a business meeting.

Refreshments: cold buffet supplied **Fee:** none

Dress: while it is recommended that you do come dressed, it is not a black tie affair, be comfortable

Address: 5120 Yonge Street

NEXT MEETING will be the **PANEL DISCUSSION** in January. Watch for the flyers.

Trends, Techs, Technology What happens in the future?

The talk given by Frances Davidson-Arnott on Sept. 13th was a very well attended event. The topic "The Role of Technicians in the Information Industry, Present and Future" was given good treatment by Ms. Davidson-Arnott.

Among the many interesting tidbits Ms. Davidson-Arnott intrigued us with were her profile of people entering the LT Program and her predictions for information workers in the future. I have excerpted some of this and list them here.

Who Enters the LT Program and WHY?

- 1) People who are aspiring librarians
- 2) People who want to enter the work-force quickly
- 3) People who want to have a brief career before settling down
- 4) People who want to have a brief career after having settled down for many years
- 5) People who want to avoid the stress of a more demanding position
- 6) People who want a "nice" job
- 7) People who want to avoid being management
- 8) People who want to be intellectually stimulated without having to worry about being involved in decision-making

Predictions for the Future:

- 1) Labour costs will rise due to pay equity legislation. This will help spur the growth of small businesses and contribute to the demise of mid-size companies.
- 2) Continuing education will become more accessible.
- 3) There will be a growth in de-credentializing jobs - i.e. experience and training will mean more than degrees and diplomas.
- 4) Greater occurrence of dramatic job changes.
- 5) Librarians will continue to have less direct involvement with patrons, while Technicians continue to have more.
- 6) More individuals will be doing their own research more often.
- 7) Cataloguing will be something you buy. Indexing will become very specialized as it aims to meet local and diverse needs.
- 8) Library Technicians will continue to carve out technical areas and there will be a growth in skills needed to supply services such as: materials preservation, records management, forms control, services for the aged.
- 9) Upgrading will occur to permit the transition from Library Technician to Librarian.

10) Untrained Assistants and Teacher/Librarians will disappear as the need for technical skills increase and these positions are filled by trained clerical staff and Library Technicians.

Ms. Davidson-Arnott presented her talk with intelligence and humour making it fun as well as informative.

Political Issues Affecting our Libraries

On Oct. 19th, Vivienne Monty, President of CLA delivered an extremely interesting talk. The issues she touched upon included copyright legislation, censorship, pornography, free trade, technology, the Privacy Act, Professional Ethics and Image.

We learned that CLA is very active in defending the rights of libraries and library workers and has contributed the value of approximately \$100,000 in fighting copyright infringements alone and is prepared to take a strong stand on censorship.

Bill C-54, the pornography bill is a major issue in public libraries where access to material is not restricted. If some of the material is called into question by the legislation there will be serious implications for the staff - the collections development and acquisitions areas will be affected, as will circulation.

The Privacy Act necessitates care in the treatment of and access to patron information. The Free Trade deal is not expected to impact directly on libraries, but may have a positive effect on library people involved in consulting work. Liability and professional ethics question the degree and direction of responsibility in cases of misinformation or wrong information.

Managing our image is something library workers are particularly good at neglecting. Ms. Monty pointed this out to us as she acquainted us with the term 'Lolits', (little old ladies in tennis shoes). Library workers do not know how to market themselves and it is becoming another needed skill. In recognition that our image may be a problem, SLA is doing a survey on the image of librarians.

Networking is also an important issue in libraries. Joining associations as part of an on-going effort to keep up and enhance skills is a necessity. It is particularly important for the library workers in special libraries to join professional organizations. Special libraries often breed isolation and many times the only chance for contact with people in your profession is through memberships to library organizations.

Ms. Monty at all times, invited discussion and the exchange resulted in much valuable information and insights.

Books Abroad

In the summer of 1987, Nicaragua hosted its first international book festival in Managua. As a result of the festival, materials were made available to the Nicaraguan people to which otherwise they would have had little or no access.

The Canadian delegation formed a small but enthusiastic part of the festival in 1987. In 1989 there will be another festival and Canadians will bring the same enthusiasm and a larger contingent of participants. The aims of the 1987 festival remain true for the 1989 festival and preliminary organization for the summer of '89 has already begun in order to ensure that Canada will be represented by a broad spectrum of materials reflecting our regional, cultural, social and ethnic diversity.

For more information concerning the Book Festival Organizing Committee's activities, or to donate towards their fundraising efforts, write to : Mary Bissell, BFOC, P.O. Box 177 Station G, Toronto, Ont. M4M 3G7.

THE ALCHUK AWARD

The committee headed by Bernadette Shmid that was set up to arrange a scholarship in Mr. Alchuk's name has decided to give the award annually to the 2nd year student in Seneca's Library Techniques program who shows greatest positive personal growth.

In addition to setting up a scholarship, Bernadette's committee has arranged a tribute to be hosted by Seneca College on December 8th. The tribute will be held in the Faculty dining room, Newnham campus, from 7-10 pm.

All friends, family and students are welcome to share in this evening. Light refreshments will be provided and there will be a cash bar.

Anyone interested in saying a few words in memory of Mr. Alchuk or in contributing a written message to be read at the tribute should call Bernadette Shmid at 960-5577. Donations towards the Alchuk Award will also be gratefully accepted.

Networking In Health Sciences

It looks like the libraries in Toronto's Health Sciences Community will be talking to each other electronically sometime in the future. Members of what has been for many years, an informal resources sharing network, have been investigating the creation of a formal "on-line" network to facilitate and direct interlibrary loans and possibly collection development and cataloguing functions as well. The final report of the consultants of Campbell Consulting Ltd., was completed in August this year. It is entitled "Linking Libraries". The outcome is yet to be seen but according to Campbell Consulting, there is a definite need for a more formal network. The consultative committee comprised of 14 library managers in the Toronto health sciences community, that sought the expertise of Campbell Consulting, is now investigating implementation of a formal consortium.

CLA's Task Force

The final report of the task force on roles and responsibilities of Librarians and Library Technicians is due to come out before Christmas. Pat Graham, publicity co-ordinator for OALT/ABO who attended the Halifax conference was quite disappointed with the document and the little time given its discussion at the conference in June. Pat and other technicians in OALT/ABO as well as the Atlantic provinces Technicians felt that in the report, Technicians were given "short-shrift". It was felt also that the short time given for "discussion" made it less a discussion and more a presentation of a final report, a "fait accompli" giving our in-put the air of a formality. Fortunately, the report is not written in stone and Pat hopes to organize a response to the report that will address the inaccuracies as felt by Technicians and as not perceived by the CLA.

Did You Know?

Anybody can borrow from FLIS all you need is proof of address like a driver's license. The subjects covered are Library and information science related and include library and office automation.

The Metro Reference library has a picture collection that can be borrowed from using your library card. Pictures can be borrowed for up to 6 weeks and the number taken is not fixed but is related to the topic, no. of pictures left in the file etc. The collection is 70 years old and is on the library's second floor.

Salary Surveys

Each year Seneca does a Library Technician's salary survey. Every second year TALTA does a salary survey. Every second year, OALT/ABO does a salary survey (TALTA and OALT/ABO do alternating years). What does this mean? Why 3 surveys?

Seneca's survey gives a good picture of what the starting salaries for Technicians tend to be. The survey is only sent out to Seneca graduates and does not restrict itself to any particular area.

TALTA's last survey came out early this year. It was produced by the 1987/88 Salary Survey Committee and covered the 1986/87 year. TALTA's survey covers technicians who are members of TALTA and gives us a fairly good picture of the Toronto area scene. The next TALTA survey is due to come out towards the end of 1989 and is to cover the 1988/89 membership year (i.e. this year).

OALT/ABO's survey was published in the fall issue of the provincial Newsletter. It covered the 87/88 membership year. OALT/ABO's survey is sent to members all over the province and is a reflection of salary trends throughout Ontario.

Yes Stats Can!

The staff at Statistics Canada are the recipients of thousands of questions daily. In this issue of *In Touch*, Catherine Allan has provided some examples of the types of questions Stats Can answers - and yes, Catherine has provided the answers:

1. Does Statistics Canada produce population projections? Where?

Yes. Several sets of projections for the provinces and Territories up to the year 2006 and for the country as a whole up to 2031 are contained in "Population Projections for Canada, Provinces and Territories, 1984-2006" (Cat. No. 91-520). Population projections are made by combining alternative hypotheses regarding fertility, mortality and migration. For household and family projections, look in "Household and Family Projections: Canada, Provinces and Territories to 2006" (Cat. No. 91-522).

2. What is the "inflation/cost of living" rate?

This is actually the percentage change in the Consumer Price Index (CPI) which is an indicator of the rate of price change and purchasing power. Rising prices are associated with declining purchasing power of money and conversely, falling prices are associated with increasing purchasing power. In order to maintain the purchasing power in times of changing prices, a general indicator of the rate of price change is used to adjust incomes, wages, rental agreements, alimony and child support payments etc.

3. What is and where can I find the "GDP" deflator?

The "GDP" is the gross domestic product also referred to as the gross national product or "GNP". The "GDP" deflator is a measure of inflation in the economy. While the CPI is used to indicate inflation rates, the "Implicit Price Index" (IPI) is used to indicate the "GDP" deflator. The CPI measures price changes for a fixed group of commodities. The IPI indicates price changes and also changes in the mix of goods and services being purchased. The IPI is found in the System of National Accounts data, which is located in these publications:

"National Income and Expenditure Accounts" (Cat. No. 13-001, Quarterly).

"National Income and Expenditure Accounts, Annual Estimates, 1926-1986" (Cat. No. 13-531).

"Canadian Economic Observer", (Cat. No. 11-010, Monthly).

Next issue Catherine will explain the terms "federal deficit", "seasonally adjusted" and "public debt" and tell us where to find information on them.

TIPS FOR TECHS

1. For information from within the Ontario Provincial government, phone "Citizens Enquiry" (416) 965-3535.
2. Continuing education calendars for most institutions are now available. Many public libraries keep them. In some cases you can enroll over the phone and pay by giving your credit card number.
3. For information on federal government matters, call "Reference Canada" in Toronto at (416) 973-1993
4. There is a very good article on stress in Personnel Journal "What you don't know about stress". July 1988 67(7):53-9 Cavanagh, M.
5. The "Topical", the Ontario government job ad listing is available at all Employment and Immigration Centre - to look at only.
6. Scarecrow Press has a software program called Librarian's Helper which prompts you with AACR II catalogue rules and can be used for making catalogue cards and labels using continuous forms.

Do you have a tip? Help us inform others. Send your tips to: TALTA, P.O. Box 441, Don Mills, Ontario M3C 2T2, or call Linda Yarema Monday - Friday at 364-1241 ext. 5080.

Committees

The In-touch Committee is formed each year to contact TALTA members about meetings and to do follow up on queries about membership. This year's committee is headed by Grace Lofters Membership/Treasurer. Members' of the committee are: Donna Ladouceur, Charmaine Sommerfeldt, Marina Ross, Patricia Gunn.

The Membership/Directory Committee forms every 2nd year to produce a TALTA directory. The committee will be forming this December to produce the TALTA directory for 1989/90. The years we do not produce a TALTA directory, the Provincial body produces the OALT/ABO directory encompassing all seven regions.

The Salary Survey Committee also forms every second year, alternating with the provincial body to produce reports annually. This is another committee that will be forming in December to produce the 1988/89 survey due to come out in September 1989.

The Nominations Committee forms annually - again in December. The committee is made up of executive members and former executive members. Its mandate is to canvass for candidates to run in the March election.

Anyone interested in committee work can contact TALTA's executive. Your interest and support (and efforts and time) are happily accepted.

TALTA EXECUTIVE 1988/89

PRESIDENT: Catherine Honkawa ... (W) 244-1761
 VICE PRESIDENT: Kathryn Kern (W) 598-5290
 SECRETARY: Gayle Ford (W) 979-2870
 TREASURER/MEMBERSHIP: .. Grace Lofters (W) 252-7254
 PUBLICITY COORDINATOR: .. Mary Alice White (W) 965-2300
 BOARD. OF DIRECTORS REP: . Kathy Major (H) 438-6477
 NEWSLETTER EDITOR: Linda Yarema (W) 364-1241

Technicians On the Move

In work on his article thus far, Alan Devine has found that technicians leave jobs for reasons both positive and negative. On the one hand, Techs have found that assets such as research and organizational skills and a sound base of general knowledge can provide opportunities to explore non-library environments; environments that are often more rewarding both personally and financially than traditional library work. On the other hand, some Technicians, decide to leave a job due to lack of advancement and the sense of being undervalued. Alan notes that at the base of these symptoms often lay structural problems within the organization and/or management problems within the library.

The article is currently being edited and will be printed in its entirety in the next issue.

TALTA Membership

A membership in TALTA (or any region) includes membership in OALT/ABO, our provincial body. Your membership fee buys you entry to all TALTA or OALT/ABO sponsored events at either a nominal fee or no fee at all. You receive all publications produced by TALTA as well as the provincial body and this includes all flyers, brochures and newsletters. The membership year runs from April to March. Membership fees for the 1988-89 year will be accepted until December 1988.

Membership to the provincial body alone can be purchased, but unlike a regional membership, provincial membership only entitles you to provincial events and publications. To attend regional workshops, provincial membership means you pay a non-members fee. Provincial membership can be entered at any time and its good for 12 months from date of payment of dues.

A graduate membership to TALTA is \$40.00, Associate members pay \$40.00, students pay \$15.00. The institutional membership is \$70.00 and the seniors rate is \$15.00. Provincial membership is \$30.00.

Request for Change in Membership Record

Name of Member: _____ Phone: Home Work
Requested Changes _____ New #: _____
 Name: _____
 Address: Home Work _____ Other: _____

Mail To: TALTA, 9 Rollins Place, Islington, Ont. M9B 3Y4

Answers To Queries

In the last issue we presented three sample questions that technicians might be interested in. In this issue we have the answers:

1. **How can Technicians get jobs outside Toronto?**

Employment and Immigration has a National job bank binder that you can look in if you are registered at your local employment centre. The job bank binder lists jobs available across Canada. The job bank binder does not restrict itself to library jobs. To locate library jobs across the country, you might look in the major newspapers in the provinces, or contact library associations across Canada - these are listed in The Directory of Associations in Canada.

2. **Where can I find/buy good computer books?**

Almost anywhere. That is not the problem. The problem is deciding what to look for. The Reader's Advisor 13th ed. 5 vol. set is a lay person's guide to publications in various subjects. Volume 5, chapter 6 contains the information and computer science material. The book makes recommendations and reviews books and magazines. This is a good selection tool for acquisition staff.

3. **Where can I take an Information Technology course in Toronto?**

Ryerson's Information Studies program covers this topic thoroughly. However, if you are interested in specifics, you can go outside the city to Oakville and enrol in Sheridan College's Information Technology program. This program is oriented more to training on specific software.

Corrections

Our goal is to see this section shrink with every issue. This time we have only a few corrections. Our last issue was given the incorrect volume and issue number. It should have been volume 16, no. 1, not volume 15 no. 5. We also apologized to Dale Peters when we should have apologized to Irene Ennis as it was she and not Dale, who was the Publicity Coordinator whose name was left off her report in volume 15, no. 4. Lastly, we misspelled gaffes.

... In touch with
TALTA

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