

... *In touch with* **TALTA**

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

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From the Editor

There are a number of items in this issue I would like to draw attention to. 1990 is International Literacy Year and Canada is the host country. Libraries have a role in literacy and some of you may even be involved in some literacy activities. Pay equity is another topic of interest since company pay equity plans are being posted. There are mechanisms in place to allow for concerns to be addressed and we should all be aware of these.

Included in this issue is a look at TALTA's financial picture. More than 50% of our membership fees go to the provincial body. In the 1988-89 fiscal year when OALT/ABO increased regional contributions, TALTA chose not to pass this increase onto its members. Partly as a result of this decision, some of the 1988-89 expenses had to be paid with the 1989-90 budget. This year a strenuous effort was made to work with limited finances. Fund raising strategies may be a top priority in the 1990-91 fiscal year.

Programming is very important to our organization. The programming survey included with this issue is a

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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

means of examining the assorted interests of our membership and getting ideas for future events. I urge you all to fill in the surveys and bring them to TALTA's Annual Business Meeting (ABM) on March 31st or mail them to our Post Office Box. Results of the survey will appear in an upcoming issue of In Touch...

Two inserts with job ads outlined are included with this newsletter. These positions came to the attention of our job placement liaison. We decided to let the membership see them and make contact with the employers themselves since the deadlines for resumes fit into our publishing schedule.

The next issue of "In Touch with TALTA" ... comes out in May. If you have ideas for columns, I'd like to hear them. See you at the ABM!

Linda Yarema, Editor.

President's Message

Time flies when you're having fun, also when you're kept busy. It is with surprise that I see my calendar open to March already. This means that the TALTA year is drawing to a close.

In reviewing minutes from the executive meetings of this past year it is obvious that everyone on the executive has been kept busy — planning and publishing programs, keeping track of what we say and do, reporting the news and keeping track of our expenses. This last task has been a concern which has dominated all of our executive meetings. All our plans, schedules and programs must be weighed against our limited supply of funds. While your executive has worked extra hard to keep all costs to a minimum, we refuse to scrimp on quality. We all want to be proud of our professional association, its publications and the speakers we invite to address our meetings. In the time remaining for this year, your executive will continue to explore ways of keeping your organization on the healthy side of the ledger while providing interesting programming.

The last meeting of the year will be held on March 31st in the big meeting room at Metro Reference Library. It promises to be a fun afternoon as we intend to have a short business meeting, a lively and entertaining speaker and a wonderful assortment of decadent desserts to nibble on at this "afternoon tea" meeting.

Kathryn Kern, President.

Job Placement Update

Grace Lofters, our placement liaison, does not have enough people listed with her to respond to the jobs that are available. To assist Grace in her efforts to match people and jobs and to generate more interest in the placement service, we included a few job ads with this issue. Contact persons and numbers are listed for you to get in touch with.

If anyone has suggestions about economical ways of meeting employer demand for resumes, please contact Grace Lofters at (H) 239-5646 or (W) 252-7254.

Pathways/Sentiers, May 13 - 16, 1990

You will have received your conference packages by now. You will have noticed that in addition to workshops on strategic planning, working overseas, storytelling, outreach services for multicultural groups etc., there is a tour to Ste. Marie Among the Hurons, a cruise, a barbecue, beach party and cabaret.

To book your workshops and receive confirmation, the conference organizers need your registration in before April 25, 1990. For more information contact Elaine Wallis 383 Highland Ave., Orillia, Ont. L3V 4E5 (705) 327-1696 (h) or (705) 325-2705 ext.292 (w)

Kathryn Kern is trying to organize a car pool for all those who are looking for a way to get to Orillia. Give her a call at 769-7917 and leave your name and number.

1991 Conference Committee

TALTA's conference Committee met to draw up some program specifications. These have been submitted to the Metro Convention Association and the Committee has started receiving bids for meeting space. Dates suggested for the 1991 Conference in Toronto are May 22-25 or June 5-8. Anyone with suggestions for the Committee should contact Kathryn Kern at 865-2240 (w), 769-7917 (h). The next meeting is March 5th, Metro Reference, meeting room D.

Report From the OALT/ABO Board of Directors

The regular bimonthly meeting was held on Saturday, Feb. 3rd at the Albion Public Library in Rexdale. TALTA was represented by its President, Kathryn Kern. Highlights from this marathon 9 hour meeting include:

Salary Survey - The results of the survey are pouring in. Betty Gore, OALT/ABO Vice President, prepared a preliminary report. 58% of the membership responded. TALTA can be congratulated for a 55% response rate from its members. (TALTA will be receiving the data collected for our region to produce a Toronto area survey.)

Public Relations Efforts - OALT/ABO has declared March as Membership Month and urge all regions to continue to push to increase their memberships. (TALTA's membership is 186)

Publications - OALT/ABO is investigating the possibility of marketing a leadership training guide on dealing with problem patrons currently being written by Liz Bayley and Valerie Parke of McMaster University. Results of the investigation will be presented at the ABM during the annual conference in Geneva Park this May.

Translation Policy - OALT/ABO has contracted a translation firm to do all translation work. As a bilingual non-profit organization, we may be eligible to receive a federal grant to cover these costs.

Honoraria - A pin, similar to the one TALTA presents to outgoing executives, is being considered by the provincial body as a standard honoraria for outgoing provincial executive members.

Funding - Thunder Bay region's request for funding for a provincially sponsored workshop was granted. TALTA's request for funding was deferred until the April meeting.

Expenses/Fees - Items to be discussed at the April 7th meeting include increasing allowable expenses for out-of-town directors and the raising of membership fees.

Statistics Canada News

1991 Census

Work is now underway in the Ontario Regional Office of Statistics Canada to promote public awareness of the 1991 Census. Our specific aim is to provide information of the Census process and of its benefits to all Ontario residents to encourage cooperation in accurately completing and returning their questionnaires.

We will be contacting associations and organizations covering a wide range of interests for assistance in communication with their membership and clients.

You can help us reach our target of more than 10 million households in Canada by giving us suggestions or becoming an active Census sponsor. For more information, contact Sandra McIntyre, Census Communications Officer 973-6192.

The Target Groups Project

In the early 80's, Statistics Canada anticipated that requests for data arising from activities such as follow-ups from the United Nations Decade for Women, and from such federal initiatives as the Abella commission on Employment Equity, would keep growing. To meet this demand for information on various groups, the Target Groups Project (TGP) was established in 1985-86.

The TGP has published material on Canada's youth, families, women and aboriginal peoples using integrated data from diverse Statistics Canada information sources. The TGP has plans to address other groups including the disabled, immigrants, the elderly and low-income populations.

This integrated approach provides improved access to data. Data is pulled together from reference

products, inventories, existing fact books, databases and special requests completed on a cost-recovery basis.

For more information on products and services provided by the TGP, write to Jack Scott, Statistics Canada Housing, Family and Social Statistics Division, R/H. Coats Building, Section 17-P, Ottawa, Ontario, K1A 0T6, or phone (613) 951-2556.

Immigrants in Canada (Cat. 89-510)

This report is one of a series of chart books prepared by the Target Groups Project of the Housing, Family and Social Statistics Division. The report integrates data on immigration from Statistics Canada, Employment and Immigration Canada and Secretary of State Canada and includes major changes in the Immigration Act. The information provided is for the most part, at the national level.

A bibliography of the sources of data appears at the end of this publication. It is advisable to consult these sources if you need more detailed information as well as other related data not depicted in the report.

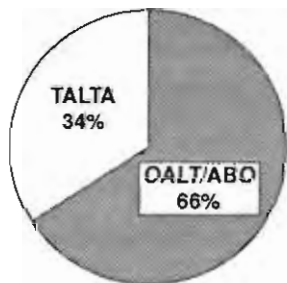
Highlights:

- the highest level of immigration in Canadian history took place in the last year before WWI. During the calendar year 1913, 400,870 immigrants landed in Canada.
- Today, more than 20% of the Ontario and British Columbia population are first generation immigrants. Immigrants living in Quebec represent 8.2% of the provincial population
- Though more immigrants than Canadian-born have not completed high school, it is also true that more immigrants are university graduates.
- In general, immigrant households are much smaller than non-immigrant households. Almost 80% of immigrant households are represented by either a person living alone or two persons sharing a dwelling.
- The major source of income for most immigrants is employment income. Once immigrants have established themselves in the labour force, their average and median employment incomes are higher than the national average.

Where Your Membership \$'s Go

Marina Ross is TALTA's Treasurer/Membership representative of the Executive. Here she provides us with a look at TALTA's finances.

OALT/ABO BREAKDOWN



Sixty-six percent of all TALTA membership fees for to the provincial organization OALT/ABO.

The 34% that TALTA retains is spent as follows:

Newsletter	54%
Postal expenses	26%
Meeting expenses	13%
Office supplies	7%

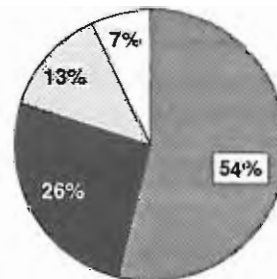
The majority of the money is spent on our newsletter. This is what reaches all members. Not all members attend meetings, but all members want to be "In Touch with TALTA".

Postal expenses are high because of the number of mailings we do. We have four newsletters a year, seven meeting notices, membership renewal forms, etc. All of these items

require address labels and stamps. We tried to get a bulk mailing rate through Canada Post, and found it was not available to us.

Meeting expenses entail speakers' fees, honorariums, coffee and cookies.

TALTA BREAKDOWN



Office expenses vary from year to year. Some years we need letterhead, envelopes, cheques. Every year we have those pesky bank service charges to pay each month.

We are managing to keep our heads above water now by charging meeting fees. These small fees help to defray the meeting expenses. The more money we bring in the better the chances we'll have of getting more interesting speakers, a greater variety of programs and a better selection of cookies!

If anyone has any ideas or suggestions as to how to raise money or how to spend it better, please contact me. I am open to any and all suggestions.

Pay Equity has Arrived! or has it?

Your Involvement:

Up until the posting date, your involvement in pay equity may be limited. Once the plan is posted, your involvement is a must.

You have the right to see the pay equity plan for your workplace and to ask your employer questions or to file a complaint with the Pay Equity Commission. If you are not convinced that your job has been fairly compared make a complaint!

Action Timetable:

(This table applies to organizations that are required to have their plans posted January 1, 1990)

Time Period	Action
Jan. 1 - April 1, 1990	you can speak to your employer about any concerns or complaints about your pay equity plan
April 2 - April 8, 1990	your employer can make changes to the pay equity plan
April 9 - May 9, 1990	You can contact the Pay Equity Commission if you are not satisfied with your pay equity plan. You can approach the Pay Equity Commission even if you haven't already spoken to your employer.

Table of Pay Equity Plan Deadlines for Organizations:

Type of Organization	Date of Posting	Date of First Adjustment
Public sector	January 1, 1990	January 1, 1990
Private sector (over 500)	January 1, 1990	January 1, 1991
Private sector (100-499)	January 1, 1991	January 1, 1992
Private sector (50-99)*	January 1, 1992	January 1, 1993
Private sector (10-49)*	January 1, 1993	January 1, 1994
* Private sector companies with less than 100 employees may choose not to post pay equity plans. If a company does not post a plan, pay equity must be achieved by the first adjustment date.		

The Pay Equity office organizes seminars, operates a hotline and distributes information sheets. For more information or advice call the Pay Equity Commission. The Ontario toll free number is 1-800-387-8813. In Toronto, call 481-3314.

International Literacy Year

This information is extracted from Nation Library News, the January and February 1990 issues.

Unesco, the United Nations Educational, Scientific and Cultural Organization, has made the struggle against illiteracy one of its priorities. It helps governments and non-governmental organizations in planning and implementing strategies for combatting illiteracy by expanding and improving schooling and organizing literacy classes for out-of-school youth and adults.

Unesco estimates that in 1985 there were about 889 million adult (15 years +) illiterates in the world. 60% were women. Even in industrialized countries there are large numbers of "functional illiterates", i.e. people who have limited ability to read, write and handle numbers, but need more education in order to participate effectively in the economic, social and cultural life of their societies. In all regions, the rate of illiteracy is higher among women than men.

In 1987 the United Nations General Assembly adopted the resolution proclaiming 1990 as International Literacy Year and inviting Unesco to assume the role of lead organization for its preparation and observance.

The proclamation of an International Literacy Year is linked to the formulation of a Plan of Action to assist member states in all regions of the world to eradicate illiteracy by the year 2000.

The objectives for International Literacy Year are:

- increasing action by the governments of member states afflicted by illiteracy or functional illiteracy to eliminate these problems
- increasing public awareness of the scope, nature and implications of illiteracy as well of the means and conditions for combatting it
- increasing popular participation within and among countries in combatting illiteracy
- increasing cooperation and solidarity among member states in the struggle against illiteracy
- using International Literacy Year for launching the Plan of Action for the eradication of illiteracy by the year 2000 and for addressing issues relevant to literacy, such as inadequate primary schooling

Literacy Promotions; The National Library's Role

The National Library will be working with groups at the national and regional levels to promote the value and importance of reading, to increase awareness of literacy issues and

to do its part in improving access to information for all Canadians.

The National Library has been represented at meetings with the Government Publishing Centre and the National Literacy Secretariat to develop guidelines for assessing publications against the needs and attributes of the intended audience. They have also participated in meetings with community college and adult education agency representatives. Topics of discussion include sharing of literacy collections and production of a Union catalogue of literacy materials.

During the CLA Conference in June this year, a gala auction will be held as a fund raising event for a national literacy organization.

The National Library's *Read Up On It* program promotes Canadian books and encourages reading. More than 100 libraries have requested promotional bookmarks, posters and buttons.

The library is working with agencies to promote awareness of the needs of print-handicapped individuals.

Accessibility of information and documentation is fundamental to all literacy concerns and all library concerns. For more information contact Wendy Scott, Library Development Centre National Library of Canada, 395 Wellington Street, Ottawa K1A 0N4.

Local Programs:

The Toronto Public Libraries are involved in literacy promotions with programs like the "Born To Read" program aimed at promoting reading to new mothers. Focus is on low literacy parents with the intention of making them aware of the value of reading. TPL funded and put together the literacy kits that are distributed through Toronto's eight public health districts via public health nurses. The kits contain various pamphlets outlining library services for young children, a baby board book, T-shirt etc.

North York has a similar program but with a broader distribution and most libraries in Toronto are involved in some form of adult education with programs offering help with English skills - both spoken and written, and with reading.

To become actively involved in literacy tutoring and other programs, contact Metro Toronto Movement for Literacy at 961-4013. They have a list of literacy programs within the Metro area including Etobicoke and Peel and can point you to a program in your area.

Continuing Education

FLIS is offering:

Keeping Archives and Manuscripts. (Preservation awareness and management)

Speakers: Barbara Craig and Linda Sutherland
March 30th

\$120 before March 9, \$140 after

How to Automate Your Records Management Program

Speakers: Caroline Werle and Brenda Brooks
April 19th and 20th 1990

\$120 before March 29th, \$140 after

Planning and Evaluating Programs and Services

Speakers: Lynne Howarth and Janet MacDougall
May 10th-11th

\$200 before April 19th, \$240 after

Contact person: Marcia Chen, 978-7111

Statistics Canada is offering:

Free Demonstration of their **CD-ROM products**, the StatCan: Reference Disc and the StatCan: Selected Data Disc, on March 29th Contact: Lorna Wright, 973-7475 (on or before March 16) to hold a place in either the morning or afternoon session.

From the TCEG calendar:

Online Support Services

Information Technology Certificate Program
March 24th, 1990

Sponsor: Sheridan College, Cost: \$80

Contact: Sheridan College CE, 842-8800

Electronic Records Management

March 28th, 1990,

Sponsor: CASLIS, Cost: \$10 for CLA members, \$12 for non-members

Contact: Mary Hanson 965-4545 (w) 535-3369 (h) (on or before March 23)

Mainstreaming the Special Library

March 30th, 1990

Sponsor: SLA, Cost: \$125 (member) \$150 (non-member)

Contact: Professional Development Section, SLA, 202-234-4700

Did You Know?

OALT/ABO has a fact sheet. Marsha Hunt, the provincial Public Relations Co-ordinator has copies available. Anyone interested in obtaining a copy can reach Marsha at (h) 388-3092, (w) 890-1099 x 2583.

Political Awareness

The committee is reviewing job descriptions in order to draft a standard for employers to follow in setting up technician positions, writing job descriptions and posting job ads.

At present the committee has representatives from all regions except Ottawa (O) and Sudbury (S). The committee requires that these regions be represented and is waiting for word from them.

If you are interested in the work of the committee, please contact Ron Cheney (w) 863-1133 ext. 5257.

TALTA EXECUTIVE 1989/90

PRESIDENT: Kathryn Kern..... (W) 865-2240
 VICE PRESIDENT:..... Mary Alice White (H) 767-7787
 SECRETARY: Barbara Cayley (W) 364-4242
 TREASURER/MEMBERSHIP: ... Marina Ross (W) 480-7674
 PUBLICITY COORDINATOR: ... Margaret Bryan (W) 362-1812
 BOARD OF DIRECTORS REP:... Currently Vacant
 NEWSLETTER EDITOR: Linda Yarema (W) 364-1241

Request for Change in Membership Record

Name of Member: _____

Phone: Home Work

REQUESTED CHANGES

New #: _____

Name: _____

Address: Home Work

Other: _____

Mail To: TALTA, 66 Bonniewood Rd., Scarborough, Ont. M1K 2M1

Marketing Our Organization

Susan Morley, OALT/ABO President will be making a promotional visit to the Seneca graduates on May 10th. Earlier this year, Marina Ross visited Seneca to promote TALTA and her visit was quite successful. These visits are important because they are often the only means by which the students learn that there is an association specifically for library technicians.

Attention Online Searchers! **New Program Developed by CADAPSO**

CADAPSO (Canadian Association of Data and Professional Service Organizations) has established a new program for online searchers. The program will consist of courses in information technology, general and advanced online search techniques, and discipline-specific online courses. The first (evening) courses are planned to be offered at Ryerson Polytechnical Institute in the Fall of 1990. For more detailed information about this program, write to: CADAPSO 280 Albert St., Ste 804, Ottawa, Ontario, K1P 5G8, Attn: Monique Wheeler. (Information will be sent out in April 1990)

Attention 1980 Seneca Graduates!

It's Been Ten Years - Lets Get Together!

All Seneca technicians who graduated in 1980 who are interested in having a reunion, please get in touch with me:

Nancy Bathgate (nee Deas), (w) 590-2299, or
(h) 886-0548

Corrections

In the last issue once again we misspelled the name of one of our members: Lisa H. Cho. I'd like to take this opportunity to blame the spell check feature of the word processing package that is used to produce this newsletter. (Originally, I was going to pin the blame on Marina, our money and membership person, but she just would not let me.) Apologies to Lisa. We won't do it again. Ask Toni Ariganello.

Ed.

... In touch with
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P.O. BOX 441, DON MILLS, ONT. M3C 2T2