

... In touch with TALTA

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

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DATE: May 1991

From the Editor

Well another membership year has come and gone. This is the final newsletter for the 1990/91 fiscal year. This issue features the annual reports from members on the Executive. Our Treasurer, Marina Ross, reports that although we are making ends meet, TALTA is in the black financially. In the past year we have been severely hurt by increased costs (not to mention GST), and low turn-out to our meetings.

This issue also includes highlights of the Annual Business Meeting held in March. Topics discussed at the ABM include; membership fees, the provincial conference, and programming. The Ad-Hoc Committee on Programming was formed as a result of the discussion. They will conduct surveys and make recommendations on programs that reflect the needs of the general membership. If you have any suggestions or ideas on workshops, please feel free to contact any member of the Ad-Hoc Committee.

TALTA's ABM also brought changes to the Executive. We have three new faces — Sue Craig (Treasurer), Lynn Norval (Publicity), and Vicky Breech (Secretary). Mary Alice White has completed her term as President. We hope that you will continue your involvement with TALTA and not disappear into the "Black Hole".

Our February meeting on Pay Equity with Kim Malcolmson was very successful. The Provincial government is in the process of introducing amendments to the Pay Equity Act, indicating that it is not a dead issue.

TALTA is currently looking for someone to represent the Association on the Seneca College Library Techniques Advisory Committee. This is a volunteer position, requiring the candidate to attend two meetings per year. If you have

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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

some time to spare and would like to be more involved, check the advertisement included in this newsletter.

The next issue of the newsletter comes out in August. It will feature reviews of the OALT/ABO Conference, upcoming workshops, and much more. Please send me any information you would like to share with other TALTA members by June 28. Send your submissions to me care of our P.O. Box number or fax 863-0926.

Have a good summer!

Angela Carito

TALTA Welcomes These New Members

Judy Bahadoorsingh
Anna Barath
Dena Castro
Barbara Edwards
David Guran
Lisa Homer
Insurance Bureau of Canada Library
Christine Kearnes
Bette Kowalczyk
Sue Marchese
Victoria McPherson
Lynda Morris
May Mui
Marilena Natale
Cindy Ng
William C. Pearcey
Judy Theoret
Ontario Ministry of Agriculture and
Food
Ontario Ministry of Communications
& Social Services Library

Congratulations

Congratulations to TALTA member Sally Clark-Mills on the birth of her daughter Tara Audrey born on Valentines Day. Sally has been a member of TALTA for over ten years and has served in various executive positions, including Newsletter Editor, Library Techniques Advisory Committee, and Memberships/Treasurer.

President's Message

I really feel I need to take some space in this message to thank the members of the 1990/91 Executive. All of you have worked hard to meet the commitments of your positions. You have worked together for TALTA. Thank you.

Next, I want to welcome the 1991/92 Executive. Returning Executive members bring experience and continuity, while new Executive bring fresh approaches and ideas. Good luck. I look forward to the direction you will provide.

On behalf of the Executive I want to thank Rita, Pat and the Conference Committee for putting together a wonderful program list for the Conference. It is a lot of work. We are very lucky to have such able and dedicated people organizing it. Great work!

And finally, don't forget to renew your membership.

See you at the Conference!

Mary Alice White

Job Placement Update

Grace Lofters, our Job Placement Liaison, reports that there has been an increase in the number of employers using the service. There are more full-time job openings. Employers who have used the service in the past three months include: Johnson & Higgins Ltd., Deloitte & Touche, Microchip Human Services, Association of Municipalities of Ontario, Ontario Ministry of Transportation, and the City of Toronto-Management Services Department.

How to List With the Service

Send a minimum of 6 copies of your resume and a cover letter stating your job and salary expectations to:

Grace Lofters
TALTA Job Placement
9 Rollins Place
Islington, Ontario
M9B 3Y4
394-5351 (w)
239-5646 (h)

Please call Grace when you have found a job or no longer wish to be listed with the service. Due to increasing costs, Grace cannot photocopy resumes. Send her as many copies as you wish to have distributed.

Seneca College Library Techniques Advisory Committee

A meeting of the Library Techniques Advisory Committee was held on Monday February 25, 1991 at Seneca College. TALTA was represented by Catherine Toyonaga.

Program Name Change

Province-wide name change of the program to Library and Information Technician is underway. The new name may be in effect by September.

Enrolment

Approximately 30-35 of the 83 full load students will graduate this spring. Enrolment is at the same level as last year.

TALTA's Annual Business Meeting

The ABM took place on Saturday March 23 1991 at Metro Reference Library. Unfortunately, our guest speaker Gerald McAuliffe was unable to attend.

President Mary Alice White opened the meeting by introducing the 1990/91 executive. Minutes of the 1990 Annual Business Meetings were read by Secretary, Barbara Cayley. Marina Ross presented her Treasurer's Report. TALTA is now in the black financially.

Rita Piazza and Pat Petruca spoke to the group about INFOWAVE, the annual conference. They described some of the workshops and events that would take place.

As there were no new nominations from the floor, Mary Alice White declared that 1991/92 Executive positions filled by acclamation. TALTA pins were distributed to Toni Ariganello, Linda Yarema, Angela Carito, and Barbara Cayley. Honorariums were given to Mary Alice White, Margaret Bryan and Marina Ross.

New business included; fees increases and the number of TALTA meetings to be held per year. TALTA has not had a fee increase for more than three years. Beginning April 1, 1992 our membership fees will be: Graduates and associates \$60, students and retired members \$30, and Institutions \$100. It was also decided that there will be three social meetings and two workshop meetings per membership year. The Constitution will be amended to reflect these changes.

A discussion on programming and low turn-out to meetings ensued. The Ad-Hoc Committee on Programming was formed as a result of this discussion.

1990 Salary Survey of Graduates

Ms. Frances Davidson-Arnott notes that there is an increase in salary this year despite the recession. Students who were already working in the industry tended to make a higher salary. Employment equity has had an impact on wages and an even greater effect is expected next year. An increase in salaries should have a positive effect on enrolment.

Program/Curriculum Review

Seneca LT instructors are currently involved in program review. Input is required concerning the skills and knowledge needed for graduating students. The Canadian Library Association guidelines will be followed.

Job Situation

The job market has slowed down since Christmas. Students are concerned about job scarcity. Please contact Frances Davidson-Arnott if you know of any full-time, part-time, or summer jobs (491-5050 or fax 491-3732).

Election Results - New Executive

At our Annual Business Meeting, there were several changes to the Executive. As there were no new nominations, the positions were filled by acclamation. Mary Alice White completed her term as President. Our new President is Toni Ariganello. Marina Ross withdrew as Treasurer/Memberships to fill the role of Vice-President. Linda Yarema will continue her term as OALT/ABO Board of Directors Representative. Angela Carito will remain as Editor for the coming year. TALTA has three new faces on the Executive.

Our new Publicity Coordinator is Lynn Norval. She has been a TALTA member since graduating from Seneca in 1989. She is currently employed at the National Library Division of the Canadian National Institute for the Blind. Lynn looks forward to reviving the In-Touch Committee. She is also a member of the new Ad-Hoc Committee on Programming.

Vicky Breech replaces Barbara Cayley as Secretary. Vicky has been a TALTA member for over five years. She is currently employed at the Business Library at Scotia McLeod.

Our new Treasurer is Sue Craig. Sue works at the Mitchner Institute library. For the past year, she has been working on the Conference Committee as Head of Entertainment.

Newsletter Deadline

The deadline for the August newsletter is June 28. Please send your submissions to: Angela Carito, TALTA, P.O. Box 441, Don Mills, Ontario, M3C 2T2, of fax 863-0926.

A N N U A L

President, Mary Alice White

Goals and objectives: I really wanted to see the Executive work together as a team. It would allow more personal growth for each Executive member while ensuring the broadest possible input into the planning and implementation of meetings. Along with the other Executive members, I was concerned about low attendance at meetings. Together we looked at ways of addressing the situation.

Keeping TALTA's finances in the black was also important. We all worked with the Treasurer to keep costs in line.

Finally, planning for the May Conference was a priority. Rita Piazza and Pat Petruca, Conference Co-chairs, have worked very hard. We can all be proud of the Conference package they put together.

Achievements: Goals were generally achieved except for the attendance at meetings. During the year we discussed and tried various strategies. However, meeting attendance is still in a sad state. At the ABM we took the issue to the membership. We voted to reduce the number of meetings from 7 to 5 per year. The Ad-Hoc Committee was also set up to get a good response from members and to look at updating and improving our meetings.

Further comments: If I have any comments to make that might be helpful to the incoming Executive, especially the President, it would be to take time to enjoy doing the job. You can't always be as organized as you would like to be. You have to depend on others. It is a balancing act and a team effort.

Vice-President, Toni Ariganello

Goals and objectives: I tried to increase the level of participation of TALTA members at our regular meetings. I also tried to become more familiar with the Association, its members and programs that might appeal to them.

Achievements: It is difficult to gauge how close I came. If you look at the attendance figures, then I failed. But looking at the programs, I believe there were top quality speakers.

Further comments: This position can be improved by

having more participation on behalf of all TALTA members on what they want at our regular meetings. This has already started with the Ad Hoc Committee on Programming which was set up at our Annual Business Meeting.

OALT/ABO Board of Director's Representative, Linda Yarema

Goals and objectives: To keep the provincial body abreast of TALTA's activities; to report board decisions to TALTA executive; to network with other regions.

Achievements: The provincial body received copies of our newsletter which contain our programming plans and reviews, as well as announcements/reports from Provincial Board Representatives.

Further comments: My objectives for 1991/92 are to have TALTA be more active in the shaping of provincial policies and procedures. I will also strive to make the Board meetings more productive.

Secretary, Barbara Cayley

Goals and objectives: To produce concise, correct minutes (a chronology of events) of the executive and member meetings.

Achievements: I produced accurate minutes of each meeting.

Further Comments: I will not be staying on in this position. The Executive may want expand the duties of the Secretary by involving him/her in more planning of activities.

Publicity Coordinator, Margaret Bryan

Goals and objectives: To produce and distribute meeting notices in a timely fashion. I attempted to revise the In-Touch Committee.

Further comments: As I will not be staying on in this position, I recommend that the new Publicity Coordinator continues with the implementation of the In-Touch Committee.

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

TALTA NEWSLETTER SUBMISSION FORM

18th Annual OALT/ABO Conference Review

If you attended an interesting workshop/tour, and would like to share your comments with other TALTA members, please complete this form and return it to **Angela Carito** c/o TALTA or Fax (416) 863-0926. (Deadline for submissions is June 15, 1991)

Title of Workshop/Tour:

Speaker/Instructor:

Day/Time/Location:

COMMENTS:

Submitted by: _____ Telephone #: _____

R E P O R T

TALTA Financial Report 1989/90 Statement of Income and Expenditures April 1, 1990 - March 21, 1991

Income

Deposits - Membership fees and Meeting fees	<u>\$9710.05</u>	
Total	\$9710.05	\$9710.05

Expenditures

Fees to OALT/ABO	\$4908.00	
Newsletters	\$1658.87	
Workshop expenses (including room rental, speaker's honourariums, and refreshments)	\$ 869.36	
Postage	\$ 663.75	
Miscellaneous (bank service charges, office supply expenses, printing other than newsletter)	\$ 415.58	
Mailing labels, membership lists	<u>\$ 385.93</u>	
Total	\$8901.49	<u>8901.49</u>

Total Balances \$808.56

Respectfully submitted,

Marina Ross
Treasurer/Memberships

Newsletter Editor, Angela Carito

Goals and objectives: My major goal in the past year was to assume the editorship from my predecessor as smoothly as possible. I also tried to reduce costs by having bulk mailings.

Achievements: I produced and mailed out four quarterly newsletters on schedule. We were able to reduced costs by having a bulk mailing in February. Despite our financial situation, we have been able to publish a quality newsletter.

Further comments: My goals for next year are to revise the Newsletter Procedures Manual and to establish an Advertising Policy for the newsletter. There is the potential to make money and cover mailing costs by encouraging employers to submit ads with the newsletter when they meet our mailing deadline. I would like to encourage more TALTA members to send in submissions.

Treasurer/Memberships, Marina Ross

Goals and objectives: To put TALTA on a sound financial footing. To reconcile membership lists with OALT/ABO.

Achievements: TALTA is making ends meet and is in the black financially. Although we are not a rich organization, we can afford to have interesting and varied speakers at our monthly meetings and we can afford to have a professional newsletter. OALT/ABO's membership list now matches TALTA's list.

Further comments: A strict eye must be kept on the finances. Some attention will have to be given to GST. At the OALT/ABO Conference there will be a meeting with the Provincial Treasurer and guidance will be received from the top. Try to increase memberships by contacting lapsed TALTA members. Try to increase attendance at monthly meetings by contacting non-participating TALTA members.

Pay Equity and You

TALTA's February meeting was on Pay Equity. Kim Malcolmson, Education Officer with the Pay Equity Commission addressed our questions and concerns regarding this timely subject. Prior to working at the Commission, Kim worked for the City of Toronto's Equal Opportunity Division. Using overheads and handouts, she helped to clear up some of the confusion surrounding pay equity. The following are excerpts from her talk and handouts.

What is Pay Equity?

The Pay Equity Act requires that employers pay people doing jobs usually done by women the same as people doing jobs usually done by men if those jobs are of equal or comparable value.

Who is Covered by the Act

You are covered by the act if you are a full-time, part-time or seasonal employee in the public sector or in a private sector company with ten or more employees. You are not covered by this law if you are an employee of the federal government or if you work in an industry regulated by the federal government, such as post offices, banks, radio and television stations, etc.

Posting of Plans

If you work for an employer with 100 or more employees in Ontario, your employer must prepare a pay equity plan and post it in an area where all workers who may be affected by the plan can see it.

This plan gives you information on the jobs that were compared and the way that they were compared. It also shows if there will be any pay equity raises, how much they will be and when they will be paid.

If you work for a private sector employer with at least 10 but fewer than 100 employees, your employer is not required to write down and post a plan. However, your employer must still reach pay equity, and must be able to show that pay equity exists in that workplace.

Plans must be posted by the following dates:

Public Sector	Jan. 1, 1990
Private Sector	
with 500 + employees	Jan. 1, 1990
with 100-499 employees	Jan. 1, 1991
with 50-99 employees*	Jan. 1, 1992
with 10-49 employees*	Jan. 1, 1993

* Posting is optional

If You are Represented by a Union

Your employer and your union must negotiate the pay equity plan which covers you and other unionized employees. Once they have agreed to a plan, it is considered approved. However, your employer must still post it so that all unionized employees can see it.

Complaint Procedure

Your employer must post the pay equity plan on January 1 of the scheduled year. During the 90 days following posting, you and other workers have the right to talk about your concerns with your employer, and with your union if you have one.

You can also call the pay equity Hotline during that 90 day period to get advice and information to help you understand the plan.

Your employer must put up a notice during the 7 days after the 90 day period that explains any changes he or she is willing to make to the plan. If the plan is changed, it will be posted again.

If you are not satisfied with the plan, you have another 30 days after this reposting to file an objection with the Pay Equity Commission. A review officer will investigate any complaints about a pay equity plan. You can also complain to the Commission if your employer has not posted the plan on time.

Wage Adjustments

Employers can begin to make pay equity adjustments on or before the mandatory dates. These adjustments can be phased in over time. Organizations that post plans must devote at least one percent of their previous year's total payroll to make pay adjustments.

<u>Employer</u>	<u>Posting</u>	<u>Wage Adjustments Begin</u>
Public Sector	Jan. 1, 1990	Jan. 1, 1990
Private Sector		
500+ employees	Jan. 1, 1990	Jan. 1, 1991
100-499 employees	Jan. 1, 1991	Jan. 1, 1992
50-99 employees	Jan. 1, 1992	Jan. 1, 1993
10-49 employees	Jan. 1, 1993	Jan. 1, 1994

For more information contact:

The Pay Equity Commission
150 Eglinton Avenue East
5th Floor
Toronto, Ontario
M4P 1E8
(416) 481-3314

* Reprinted with the permission of K. Malcolmson

From Statistics Canada

Employment Equity

In 1986, employment equity legislation was implemented in order to achieve fairness and equity in the workplace by eliminating employment barriers and instituting special measures to open up opportunities for women, aboriginal peoples, persons with disabilities and visible minorities.

The long-term objective of employment equity is the achievement of representative workforces, with the census providing the framework for obtaining comprehensive socio-economic data for women, aboriginal peoples and visible minorities while the 1986 Health and Activity Limitation Survey (HALS) provided information on persons with disabilities.

Under the Employment Equity Act, corporations with 100 or more employees must identify and eliminate employment barriers, implement employment equity plans and programs, achieve a representative workforce and report their results annually to Employment and Immigration Canada. By combining employment equity information with details on their own internal work forces, employers can assess their own performance and develop realistic goals and timetables for accomplishing employment equity.

Canadian businesses use these data to better understand their potential clients and to design products and services that meet their client's particular needs. Census ethnocultural data can also help businesses find the best possible location for their establishments.

To date, some 50 reports have been produced by or under the auspices of the Employment Equity Data Program at Statistics Canada.

For the 1991 Census, Statistics Canada has devoted much attention to reaching out to the employment equity designated groups. For an accurate portrait of Canada on June 4, 1991 everyone matters, including aboriginal persons, persons in a visible minority and persons with disabilities. The census message is very simple - COUNT YOURSELF IN!

In addition, the information from the 1991 Census, data on aboriginal peoples and persons with disabilities will be obtained from 1991 post-census surveys.

Ad-Hoc Committee on Programming

At our Annual Business Meeting on March 23, 1991 it was decided that TALTA would form an Ad Hoc Committee on Programming. This committee has been established in order to investigate the low turnout at our meetings. They will be conducting a survey of TALTA members to determine what type of meetings are of interest to the general membership. The committee needs your input. Please feel free to contact any one of the committee members with your suggestions/comments. Committee members are:

Lynn Norval (Publicity Coordinator)
 Marina Ross (Vice-President)
 Sue Craig (Treasurer/Memberships)
 Sue Callaway Brenda Holz
 Brady Lyser Jacqueline Peacock

Their next meeting will be held on June 12th, Metro Reference Library, at 5:30 pm.

HOW TO REACH US.....

1991/1992 Executive

President

Toni Ariganello 325-3901 (w) 531-2258 (h)

Vice-President

Marina Ross 480-7674 (w) 755-8030 (h)

Memberships/Treasurer

Sue Craig 596-3102 (w)

Newsletter Editor

Angela Carito 869-1130 (w) 398-8461 (h)

Publicity Coordinator

Lynn Norval 480-7526 (w) 699-0563 (h)

Secretary

Vicky Breech 863-7737 (w) 867-8810 (h)

OALT/ABO Representative

Linda Yarema 978-5851 (w) 259-0480 (h)

Job Placement

Grace Lofters 394-5351 (w) 239-5646 (h)

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

Seneca Reunion

On the afternoon of Sunday, December 9, 1990 a ten year reunion of the 1980 Seneca LT graduates was held at the home of Nancy Bathgate in Thornhill. Nancy and Sally Clark-Mills organized the get-together. Memories, news of jobs and family life were shared over food and refreshments.

Sally Clark-Mills would like your help in locating the address and telephone numbers of the following graduates. Please contact Sally at 49 Dewlane Drive, Willowdale, Ont., M2R 2P9 638-5030. They are needed for possible future events.

Ethel Armstrong
Cheryl Assance
Musette Barker
Ann Bean
Sandra Beech
Janice Bozana
Barbara Brooks
Glenna Busch
Nancy Byers
Linda Cavanaugh
Sandra Christensen

Lorna Churchill
Cheryl Cober
Rosa Cook
Judith Crooke
Astrid Dekker
Cordelia Dobson
Ariene Fishman
Margaret Harrison
John Kunjamamma
Murial Murray
Susan Petch

Cindy Tsoi
Anna Valerio
Adele Wagner
Marlene Watkins
Suzanne Buxton
Margerie Gibson
Faye Graham
Meriko Liliefeldt
Barbara KcKenzie-Gray
Shankatula Mulasi
Gwen Teasdale

DEVELOPMENT OPPORTUNITY

TALTA is looking for an individual who will represent the Association and technicians on the Seneca Library Techniques Advisory Committee. The Committee is made up of representatives from the college, the information industry, and library associations.

Responsibilities: The selected candidate will attend two meetings per year. It is an advantage to have some knowledge of relevant issues in the library field. You will have the opportunity to address issues concerning technicians and influence the training of future technicians. Minutes of the meetings must be submitted to TALTA's Newsletter Editor twice a year.

Qualifications: The successful candidate must be a Seneca graduate. You should also be currently employed as a Library Technician and be a TALTA member in good standing.

This is an excellent opportunity to meet other library professionals and to get firsthand information on topics concerning the information industry. If you are interested in broadening your scope, please contact Catherine Toyonaga at: 604-1655 (h) or 927-3661 (w).

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