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NEWS *letter* NOUV *elles*

ASSOCIATION DES BIBLIOTECHNICIENS DE L'ONTARIO

From the Editor

Happy New Year and welcome to 1994. This promises to be a very busy year, both professionally and personally for me. Thus, I once again ask that all OALT/ABO members contribute to the newsletter in his/her own way. Take the time to get involved, it's well worth it.

On that note I would like to introduce the newest member of the newsletter staff. Brahm Gilman is Assistant Manager of Information Services at Young & Rubicam Toronto. Y&R is one of the world's largest advertising agencies. Brahm has just recently joined OALT/ABO. It is certainly refreshing to see a new member with such enthusiasm and dedication towards our association. Look for "Review Corner" by Brahm Gilman in this and future issues of the newsletter.

In this issue of Newsletter/Nouvelles, Jan Koster provides us with a feature article entitled "Copyright and Electronic Text". Jan is the Resource Assistant for the Long Term Care Inservice Resource Centre in Calgary, Alberta. Jan is also a member of the Alberta Association of

Library Technicians (AALT). Her article is well researched, insightful and timely for all library staff. I want to thank Jan for allowing us to reprint her article and the AALT for their co-operation.

Also, in this issue we welcome new members to OALT/ABO, bring you up-to-date on Revolution/Evolution '94, regional workshops, FLIS courses, and other notable news.

The next Executive meeting has been rescheduled for Saturday, February, 26, 1994. Therefore, the deadline for entries in the "Name the Newsletter Contest" has been extended until Friday, February 18, 1994. So far, the response rate to the contest has been extremely poor.

The next newsletter will be published in late March. Anyone who wishes to submit copy for issue no. 3 should do so by **March 15, 1994.**

Enjoy your first issue of Newsletter/Nouvelles for 1994 and have a happy New Year.

Brady Leyser, Editor

Information to Contributors

The editor welcomes any articles or news items of interest to the Library Technicians of Ontario. Contributions should be sent on disk when possible, (Mac or DOS, please indicate which format, program and version number your article was created in) and a hardcopy printout should also be provided. Include your full name, telephone number, and regional affiliation. French translation of official executive business is provided. Otherwise, publication will be in the language of submission.

Newsletter/Nouvelles, Editor, Brady Leyser, 29 Flanders Rd., Toronto, ON M6C 3K5



President's Message

Welcome to the New Year. I really don't know where 1993 went, it just went by me in a blur of speed. With the beginning of 1994 I have made a resolution to occasionally "stop and smell the roses" as the old saying goes.

One thing I won't leave out though is my enjoyment of OALT/ABO events. Absolutely every one of our seven Regional Directors reported the same problem at our November meeting, that is low attendance at all types of functions. It doesn't seem to matter whether the event is social or workshops, members just aren't taking the time to attend. I know we all lead busy lives, however most of the regions only host five to six meetings per year. Even if each person went to three to four of those meetings, the attendance counts would be up significantly from what they are now.

The value of attending workshops organised by OALT/ABO is immeasurable. The technology we all use day by day is advancing at an alarming rate and to maintain our value as an employee in the current workforce we have to keep current. I've looked at the

types of workshops the various regions are putting on and all are up-to-date and on-topic for today's needs.

Whether attending a workshop or a social function the networking these events afford you makes them well worth attending. At the Halton/Peel Holiday social there was a lot of discussion about the contract work available through the school boards in the area. Some people attending may end up with work because they were there to hear about the positions open. General discussions of current trends in the workplace leave members aware of what is happening with technology and even how in some cases the careers of library technicians are advancing due to the economy (after all, we are still lower on the pay scale than librarians and that will help keep many of us employed during this recession).

The Executive members of each region are putting in a lot of time and energy to bring in speakers and organize meetings. The best way you can show your appreciation and support is by attending these functions.

Suzanne Orlando, President



The 1993/94 OALT/ABO Executive

(L to R, Brady Leyser - Newsletter Editor, Barbara Cope - ex Vice-President, Theresa Kennedy - Treasurer, Penni Lee - Secretary, Janet Scheibler - Archivist, Suzanne Orlando - President, Susan Morley - Ex-Officio, absent, Mike Mortimer - Public Relations Co-ordinator).

Corrections

The editor apologizes for any inconvenience due to the following errors in the Fall 1993 issue of Newsletter\Nouvelles.

In the "From the Editor" column, the **annual conference** was incorrectly identified as being held in Sudbury. This obviously should have been listed as **Ottawa**.

Marsha Hunt, LaRea Moody, and Maire Leigh Sheppard names were misspelled.

The **OALT/ABO logo** was not accurate. It has now been corrected for future issues.

1993/94 OALT/ABO Executive

Suzanne Orlando, President

Suzanne is a graduate of Sheridan College. She works for the Peel Board of Education as a Library Automation Technician troubleshooting UTLAS database and software problems, automating new school libraries, training library staff for automation, and organizing professional development for library technicians within the board. Suzanne is also busy with an active family, has a sewing business, is a collector of "neat" stuff, and reads in her spare time.

Penni Lee, Secretary

Penni is a graduate of Seneca College. She is currently the Senior Library Technician with the Ontario Ministry of Finance Library in Oshawa. Penni has been an active community volunteer and is now ready to turn her attention to OALT/ABO.

Theresa Kennedy, Treasurer

Theresa holds a B.A. from the University of Western Ontario and a Library Technician diploma from Lakehead University. She is currently the Assistant Librarian at Weir and Folds, a Toronto law firm. Theresa also does community volunteer work and is an active member of the Toronto Association of Law Librarians (TALL).

Mike Mortimer, Public Relations Co-ordinator

Mike is a recent graduate of Sheridan College. He is the volunteer Public Relations Co-ordinator for the Umberto Ricci Art Foundation in Hamilton. Mike's background is in print and broadcast journalism.

Vice-President Vacancy

At the November 27, 1993 OALT/ABO Executive meeting Barbara Cope respectfully submitted her resignation as Vice-President. We are sad to see Barbara leave and we wish her all the best in her future endeavors.

Unfortunately, this leaves the Vice-President position vacant. This is a very important position within the OALT/ABO Executive and must be filled. If you are interested in this position please contact Suzanne Orlando with any questions you may have. A complete job description is also available.

COPYRIGHT and ELECTRONIC TEXT

by Jan Koster

[Reprinted from *AALT Technician*, v. 20, no. 1 (Sept. 1993): p. 4. Published by the Alberta Association of Library Technicians]

(Note: While I am identifying with the Canadian Copyright Law and Canadian copyright difficulties, I have included much discussion from American sources. This for two reasons: the first is quite pedantic, there is much more American information available than Canadian; the second is that while the two countries' copyright laws are different, they are similar enough in this area to be considered together).

Bill C-60, an amendment to the Canadian Copyright Act of 1924, was given Royal Assent in 1988. Electronic text was not specifically mentioned (other than protection for computer software). This has since created much controversy. Some commentators suggest that a whole revamping of the Act (and even the whole concept) is necessary. What these changes might be and how they would be implemented is also under discussion.

To understand the unique differences between paper text and electronic text that create difficulties in the application of copyright law, the concept of "fixation" must be understood.

Article two in the Berne Convention (which is often used to interpret the Canadian Copyright Act) addresses this concept. It says for a work to be copyright protected it must be fixed in a material form, be identifiable, and have "more or less permanent endurance." For example, an image on a computer screen may not be considered fixed because it is not in a permanent form; but electronic text on a ROM chip may be considered fixed because it is not easily changed. The problem with fixation was brought up at the Canadian Health Libraries Association (CHLA) Convention. During general discussion one of the members related the following incident. A friend had written an article and published it on an electronic network. After some time, he searched out and retrieved copies of the electronic text. What he discovered was alarming. He was able to retrieve quite a number of what purported to be his article, but some were the same as he had written. Some had minor changes, some had been added to, while one had been considerably rewritten. All still had his name and original title on them and gave no indication that the article had been tampered with. Clearly electronic text is not as "fixed" as paper text; it is easily altered.

The Library of Congress' Networking Advisory Committee (NAC) set up five working groups to consider whether or not the Copyright Act was applicable with the advent of electronic media. Each of the independent groups came to the conclusion that the Copyright Act did not need to be revamped, that with a bit of clarification, the old one was adequate.

John R. Garrett of the Copyright Clearance Center (CCC) believes the fair use provisions of the current copyright law are quit workable in the electronic field; that the basic regulations set out, though they do not mention electronic data, can be used to determine infringement and fair usage in this field, as well as in the more traditional paper area.

The Canadian Copyright Act states that copyright subsists "in every original literary, dramatic, musical and artistic work ... every original production in the literary, scientific or artistic domain, **whatever may be the mode or form of its expression ...**" Those that believe, as the NAC and John Garrett do, that copyright law is adequate for today's needs, look to this phrase as being all inclusive and able to work even in today's electronic era.



Those that suggest the copyright law needs to be reworked (or done away with) similarly have good reason for saying so.

Ann Okerson gives several reasons for this viewpoint. These include: the impossibility of distinguishing between the idea and the expression of that idea in electronic communication (the idea is not copyright protected, but the expression of it is); the necessity of copying electronic data every time it is read (the International Federation of Reproduction Rights Organization's Working Groups of Electrocopying states that "storage, display, manipulation, dissemination, and reproduction of an electronically stored work would constitute copying", therefore, any reading of it would incur a charge); copying electronic text can only be metered the first time it is copied (after that it is impossible to determine if the text has been printed, altered, or forwarded to others); and, works can be altered without the knowledge of the original creator.

Reva Basch of Aubergine Information Services similarly states that "electronic text is too easily mutable, too subject to unauthorized change and redistribution, to be governed by the same laws that apply to print publications."

Dr. Edward J. Huth, editor of "The Online Journal of Current Clinical Trials" was a speaker at the recent CHLA convention. He surprised his audience by answering a question about copyright with the statement, "The notion of copyright is going to collapse." The main reasons he gave were that there is no way to ensure royalty payments; and electronic text does not behave in a manner that can be regulated.

... continued page 6, see *Copyright*

Brahm Gilman is Assistant Manager of Information Services at Young & Rubicam Toronto, and is the newest member of the OALT/ABO Newsletter staff (see cover photo). Look for "Review Corner" in future issues of the newsletter.



Budd, John M., and Karen A. Williams. "CD-ROMs in Academic Libraries: A Survey." *College and Research Libraries* 54, no. 6 (Nov. 1993): 529-535.

This article is about a survey, though mild in scope, that asks some relevant questions as to who uses CD-ROM products and to lesser extent, how much use is there for CD-ROM products in general. Most of the data has been collected from the 1989-1990 fiscal year. There is an added dimension to the survey in that, where comparative information of any sort is sought, questions are based on the 1984-1985 fiscal year as well. The two authors of this survey, John M. Budd and Karen A. Williams intended the survey to yield primarily descriptive results, since there is very little baseline data in which to compare responses. Toward that end, two tables are used to show descriptive data regarding numbers of products purchased or subscribed to, numbers of workstations available, expenditures on products and specific titles held. The findings detail the responses of academic libraries, who were able to take advantage of this survey. The overall consideration which came out of the survey is probably that the most important issue for librarians to grapple with is the cost of CD-ROM products, yet at the same time be able to keep up with growing demand for information services, which are available from a maze of new technology. The article includes a bibliography. Even though it shows how little amount of information has been accumulated in this area, the quality of the material written is excellent.



Cochran, Elissa M., and Alice Staples. "Those Bothersome Betas: One Library's Solution to Business Reference Questions." *RQ* 33, no. 1 (Fall 1993): 90-98.

This in-depth article deals directly with ready reference files and the many unique aspects of these files, as well as their relation to LCSH. These files are usually of an in-house nature, derived from materials specific to the business and targeted to a segment of a library's total clientele. An offshoot of these files is that it makes reference work more efficient by providing quick answers to difficult queries. The authors cite other sources, which have done some work in this area, as well as explaining the results of a survey they conducted, which began in January 1990 on the use and satisfaction with the ready reference file. The authors also give an explanation of the process used in assigning subject headings. The subject headings used in the business reference file were purposely not taken from LCSH. They go on to say that, "Much has been written concerning the inadequacies of LCSH." In addition, once all existing files had been classified and entered into the file, subject headings used in the file were compared with LCSH, as well as with the thesaurus from the ABI/Inform business database. The project described involved only minimal training of staff, because the use and content of the file are self-evident. In many instances, technological advances have changed the format of these files. However, the purpose of the files, whether automated or manual, remains the same. Making use of space and time and delivering optimum service to library clientele was achieved by using this process according to the authors. Graphs and tables illustrate what the study found. The authors also provide an appendix and bibliography.

Kranich, Nancy C. "The Selling of Cyberspace: Can Public Libraries Protect Public Access." *Library Journal* 118, no. 19 (Nov. 15, 1993): 34-37.

This article deals squarely with what is now perceived as the information superhighway. That is, the rapid proliferation of as many as 500 or more television channels, which would directly impact on our society through the sheer amount of unregulated airwaves. To this end, Ms. Kranich sees the National Information Infrastructure in the United States as a key player in grappling with the many issues that arise from such a complicated set of matters. Yet, with having the Clinton administration in the US actively engaged in this area, the author sees a glimmer of hope down the road. She claims that, "An infrastructure geared to mass markets will not provide such a full range of services." She goes on to say, "The evolution of NII has a great potential for addressing societal and government goals such as research, education, lifelong learning, government service delivery and information dissemination." This seems like a fair bit of control over the industry as a whole, though Ms. Kranich believes that the real challenge is to incorporate some sort of public goals into an innovative system, which will likely be primarily market-driven. Also, from a librarians' point of view in developing policy, there is an unbiased and neutral position politically, as well as need for ensuring in-depth and equitable public access to a wide range of information sources and viewpoints, regardless of what format is used. Having access is provided regardless of the user's economic status. Therefore, a coming together of the principal industry giants and government with public input is likely to formulate some sort of policy regarding the use of airwaves to transmit information in the future.



Oberg, Dianne. "Guidelines for Effective School Library Programs: The School Library Program." *School Libraries in Canada* (Fall 1993): 20-21.

This informative article about the school library program seems to address the fundamental aspects of education, which are lacking in the contemporary educational system. It also includes some basic features associated with any library school program. By focusing on the student as an independent learner and decision maker, as well as providing the necessary components, i.e. retrieval, evaluation, analysis and organization, students can share and apply information effectively. As well, the school library program is integrated into the educational program of the school allowing students to be involved actively in the use of a wide range of print, non print and human resources in order that they develop understandings, skills and strategies essential to independent learning. This understanding of the development of learning for today's children of tomorrow, revolves around the focus of the school library program in developing students understanding, appreciation and participation in the world of information. The content of the program, therefore centres on how the creators and consumers of information affect meaning and how information is created, organized and shared. This seems the ideal way to grasp the ability to decipher and condense huge amounts of information available to students today.



Petit, Michael J. "The Evaluation, Selection, and Acquisition of Legal Looseleaf Publications." *Library Acquisitions: Practice & Theory* 17, (1993): 417-426.

This article by Michael J. Petit is excellent. He takes great pains to include just about everything you might need to know in respect to legal looseleaf publications. The evaluation criteria used in this article is vital to anyone who is in a position of acquiring these very expensive materials. In his introduction, Mr. Petit outlines what looseleaf materials are and in what form they come in. Replacement policies, the number one consideration when purchasing this sort of material is discussed, as well as any cancellation policies the publisher may have. Secondly, cost is very important, not only in regards to the original purchase of the material, but also the cost incurred by including a filer's time, as well as the time needed to order missing pages and replacement binders. Mr. Petit outlines some cost-cutting options, which must be looked at very carefully. The library must keep detailed records to carry out cost-reduction effectively. Another difficulty with looseleaf is that materials are not kept, once an update is filed the old material is discarded. Therefore, "The idea of keeping out-of-date sets of looseleaf treatises as earlier editions has some merit." To be of any real value, a service must be constantly updated, as well as easy to use. Mr. Petit goes on and on about the importance of editorial staff and the publisher when dealing with looseleaf services. Another important element to consider in choosing looseleaf material is the physical quality. The author acknowledges several ways to evaluate how well a set will stand up to heavy usage. The final consideration in acquiring this material (and possible the most important) is the real need of this material in the library's collection. The author also gives a detailed source of looseleaf services and list of bibliographical references.

Rooks, Dana C. "Electronic Serials: Administrative Angst or Answer." *Library Acquisitions: Practice & Theory* 17, (1993): 449-454.

"Is the electronic serial the answer or does it merely create a new set of problems we must address?" This question lies front and centre in this article written by Dana C. Rooks. She illustrates this theme by focusing on five areas. Firstly, budgeting considerations are addressed in a clear and defined way. "The escalating costs of serials presents one of the most serious challenges libraries have faced in many decades." Ms. Rooks reinforces this position with, "And what about the intangible costs?" Her comparisons are extremely accurate. She brings into play the basic concept of electronic journals versus print journals in such a way, as to involve the reader with an openness and an understanding of the real issue, i.e. money. As for staff considerations, Ms. Rooks explains that, "We need to provide quality training in a non intimidating manner, but let us not once again underestimate our staff." The collection development implications of electronic serials seems endless in the authors' mind. From, "Text is fine, but what about graphics?" to "What about interlibrary loans?" Ms. Rooks makes you think every step of the way into this abyss of electronic gadgetry. This leads to the everpresent patron, who even though being computer literate must be provided with the tools necessary to access information, which revolves around cost in supplying hardware and software on an ongoing basis. Ms. Rooks goes on to say, "Patrons reaction to electronic serials will be positive if the library provides effective promotion and marketing, if training is provided, and when necessary, if the access tools are provided." This makes perfect sense given the fact that people are using libraries more and more for various reasons. Finally, the real questions emerge. That is, will change be accepted and will there be enough moneys in the budget, as well as what does staff have to do with it? Paper formats are not going to go away, but electronic serials will be an important aspect of a library's resources. The author sees a brighter future for electronic information in libraries, but she is quick to point out that, "This will not happen next week or next month."

... continued from page 3

CopyRight and **ELECTRONIC TEXT**



Several solutions to the problem of how to keep track of who owes whom for the use of copyright material have been suggested.

The CCC is negotiating agreements with publishers and issuing site licenses. This is a fixed-fee system rather than a per transaction one, with access being through the use of a password.

Many libraries now purchase electronic data packaged as CD-ROM. This is paid for by subscription for a license that restricts the distribution of that information. Another method of gathering information is through an on-line database. A fee is paid for time spent on-line as well as for information retrieved; this is a fee per transaction system.

These two systems are definitely not fool-proof and there is very little privacy guaranteed. David Chaum, in a recent issue of "Scientific American", describes a system whereby electronic data could be paid for, thereby paying the original creator for the work. Not only would this system, a "cryptographic invention known as a blind signature", ensure proper reimbursement, but it would keep it confidential.

Copyright law does not clearly state the conditions under which such electronic data is copyright protected. The question of whether or not the laws need overhauling is not a simple one; the nature of electronic data itself presents many problems. Much more discussion needs to be done before this issue can be clarified. Meanwhile, libraries need to be cautious in their use and copying of electronic data; no one wants to be a test case.

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REVOLUTION 94 EVOLUTION 94

**Wednesday, May 25th to
Sunday, May 29th, 1994**

Erindale College
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Mississauga, Ontario

Pricing available per workshop,
per day, or full conference,
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**Contact Marsha Hunt,
Conference Chair
(905) 687-7443**

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Around The Regions

■ Halton-Peel

Dec. 1, 1993

Wine and Cheese Reception.

Jan. 29, 1994

Super Saturday - Workshops confirmed are Internet and Marc Records.

Contact: Noreen McKechnie

(905) 844-1302 (h), (905) 274-2391 (w)

■ Huronia

Dec. 2, 1993

Christmas Social in Collingwood.

March 26, 1994

Annual Business Meeting.

Contact: Judy Koenig

(705) 444-1076 (h), (705) 445-1571 (w)

■ Lohania

Feb. 1994 (TBA)

Dress for Success presented by Bramaer.

Contact: Vicki Lisowyk

(519) 268-2160 (h), (519) 451-2500, ext 2172 (w)

■ Ottawa

Dec. 9, 1993

Christmas Social at the Museum of Science and Technology.

Contact: Susan Bourdeau

(613) 596-5798 (h), (613) 943-8940 (w)

■ Sudbury

Jan. 14, 1994

New Year Rendez-Vous at East Side Marios.

March 26, 1994

Annual Business Meeting.

April 1994 (TBA)

Spring Workshop.

Contact: Christine Davy

(705) 673-8767 (h), (705) 524-7333 (w)

■ Thunder Bay

Dec. 2, 1993

General Meeting with Lenora Aedy, retired Director, School of Library Technology, Lakehead University and LaRea Moody a longtime member of OALT/ABO.

Jan. 22, 1994

Censorship with Karen Harrison, Chief Librarian, Thunder Bay Public Library.

Feb. 22, 1994

Tour of the Northern Studies Library at Lakehead University with Louise Wuorinen.

Contact: Helen Hyvarinen

(807) 767-3679 (h), (807) 343-4351 (w)

■ TALTA

Dec. 15, 1993

Christmas Social at Lee Garden Chinese Restaurant and Karaoke Bar.

Jan. 26, 1994

Quality and Client Service with Brian Croft, Communications Consultant, Alexander Consulting Group.

March 1, 1994

Annual Business Meeting.

Contact: Toni Ariganello

(416) 531-2258 (h), (416) 325-3901 (w)



OALT/ABO Welcomes New Members

Halton-Peel

Lesley Bodimead
Christine Cuggy
Colleen Fay
Allyson Gelley
Alyson Henry
Christine Laszlo
Corrine McKernan
John McNamara
Giesela Sittman
Mary Grace Stewart
Brenda Trodden
Birgit Walch
Wing-Mun Wong

Huronia

Jo Jo S. F. Av
Jackie Marshall
Beaudoin
Penny Cameron
Patricia Heath
Kathy Hunt
Laura Johnston
Peggy Stewart
Stephanie Wanamaker

Lohania

Bonnie Baker
Juanita Carrier
Ineke Koster

Ottawa

Vivian Boisvert
Melanie Boyer
Allison Bryndza
Michelle Davidson
Rebecca Dukes
Tricia Everaent
Forestry Canada
(Institutional -
David Rogers)
Anna-Liisa Frantila
Charlyn Gibson
Michel Gougeon
Bonnie Gregoire
Grace Grimes
Ruth Kennedy
Liliane Reid Lafleur
Nathalie Lalonde
Lorraine Matte
Lorraine McKinnon
Alison McMullen
Lise Morin
Kathleen Nolan

Ottawa...continued

Avilla Ollivierre
Loius Roy
Debbie Shultz
Debra Simpson
Pierrette St. Germain
Neil Strickland
Caroline Strolenberg
Katherine Turner-Smy
Joann Wylie

Provincial

Kathleen Kissick Taylor

Sudbury

Names not available
at time of print

TALTA

Mara Arndt
Dora Chan
Joan Doyle
Brahm Gilman
Linda Lavigne
Carol MacDonald
Robert Marshall
Elizabeth Meyers
Glenn Pearson
Leonard Rexford
Leena Rosenberg
Patricia Stafford
Diane Tasker-Crimless

Thunder Bay

John Anderson
Betty Bailot
Jennifer Bellamy
Mary-Lynn Bragg
Suzanne Cox
Kathleen Crewdson
Crystal Hatfield
Adelle Kivari
Jill Kivari
Nadine Kumhyr
Colleen Makin
Rita Marchesin
Dawn Moggy
Laura Morden
Sheryl Palonen
Margot Ponder
Debbie Squier-Bernst
Sumiye Sugawara
David Taylor
L. K. Walkinshaw



The 1993/94 OALT/ABO Regional Directors

(L to R, Helen Hyvarinen - Thunder Bay, Judy Koenig - Huronia,
Christine Davy - Sudbury, Vicki Lisowyk - Lohania, Noreen McKechnie - Halton-Peel,
absent, Susan Bourdeau - Ottawa, Toni Ariganello - TALTA).

Professional Development

The following workshops are being offered by FLIS between January and March of 1994. Individual course brochures are available by writing Continuing Education, Faculty of Library and Information Science, University of Toronto, 140 St. George Street, Toronto, ON, M5S 1A1. Or for further information contact **Marcia Chen (416) 978-7111, Fax (416) 971-1399.**

Jan. 28, 9:00am - 12:30pm

The Art of Weeding in the 1990's

Instructors: Susan Caron, Doreen London, & Carolyn Murray

Jan. 29, 9:00am - 4:00pm

The Internet: Do You Cruise It, Surf It, Mine It, or All of the Above?

Instructors: Michael Gold & Laine Ruus
(Also offered on Feb. 19 and March 19)

Feb. 4, 9:00am - 4:30pm

Interpersonal Skills for Library Staff

Instructor: Joanne Marshall

Feb. 4, 9:00am - 4:30pm

Music Cataloguing for the Nonspecialist

Instructor: Jean Weihs

Feb. 11, 9:00am - 4:30pm

Descriptive Standards in Archives: Applying RAD

Instructor: Heather Haywood

Feb. 11, 9:00am - 4:30pm

Customer-Focused Service Business

Instructors: Jane Dysart & Rebecca Jones

Feb. 25, 9:30am - 2:00pm

Fifth Annual FLIS Research Forum

Chairperson: Charles Meadow

March 11, 9:00am - 4:30pm

Indexing Special Collections and Databases

Instructor: Michele Hudon

March 18, 9:00am - 12:30pm

Copyright

Instructor: Francoise Hebert

March 25, 9:00am - 4:30pm

Government Publishing: Policy and Process

Instructor: Bruno Gnassi

Job Liaison Contacts

- **Halton-Peel:**
Gisela Smithson (905) 279-9973
- **Huron:**
Judy Koenig (705) 444-1076
- **Lohania:**
Donna Fossum (519) 668-7823
- **Ottawa:**
Ian Leslie (613) 225-9504
- **Sudbury:**
Linda Davis (705) 566-9374
- **Thunder Bay:**
Joyce Torma (807) 345-5008
- **TALTA:**
Grace Lofters (416) 239-5646

Notes and News

Bibliography Available

The OALT/ABO has recently published *Library Technicians in Canada: A Select Bibliography*. This two page bibliography lists twenty-seven references about Library Technicians in Canada. All but one, were published in Canada between 1986 and 1992. The bibliography is not annotated.

If you would like a free copy of this bibliography please contact your OALT/ABO Regional Director.

Lottery Video

The Ontario Lottery Corporation has recently produced a 10 minute video entitled "*The Integrity of Ontario's Lotteries*". Available in English and French, this video deals with draw procedures, games development and other points of interest to the general public.

The OLC want to make this video easily accessible to the people of Ontario. If you would like to receive free copies of this video or would like more details, please contact their Consumer Affairs Department at 1-800-387-0098.

Other Free Publications

Words That Count Women Out/In. 2nd ed. 1993. Write to: Ontario Women's Directorate, 2 Carlton St. 12th floor, Toronto, ON. M5B 2M9

Your Rights & Responsibilities Under Ontario's Labour Relations Act: A Fact Book for Employees. 1993. Write to: Ministry of Labour, Information Centre, 400 University Ave. 1st floor, Toronto, ON. M7A 1T7

TALTA Seeks Newsletter Editor

The TALTA regional branch is currently looking for a **Newsletter Editor**. If you are a member of TALTA and would like to apply for this position, please contact **Jacqueline Peacock** at (416) 868-5760 (w) or (416) 787-8434 (h).

Name the Newsletter Contest

The OALT/ABO Newsletter/Nouvelles is looking for a new name. All members can have their input with an entry in the "Name the Newsletter Contest". We are looking for creativity, originality and a name that is most representative of our association and its goals and objectives. **Send your entries to: Brady Leyser, Editor**