



**MANITOBA
LIBRARY
ASSOCIATION
BULLETIN**

**VOLUME 7 NUMBER 3
JUNE 1977**

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INSIDE

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EDITORS
Hazel Fry
Donna McKillop

SECRETARY
Mrs. E. Macmillan

The Bulletin is published quarterly under the auspices of the Manitoba Library Association Public Relations Committee.

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Advertising rates are available on request. Address all advertisements and inquiries to the Editors.

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EDITORIAL

The recent Manitoba Library Association meeting held at Wasagaming in May was probably one of the best conferences in recent years. The MLA executive and planning committee for this event deserve congratulations. The keynote speaker, Dr. Jack Nesbitt, guided participants through an informative discussion on a topic of relevance to all library workers in this province: "how to get more bucks for libraries". Dr. Nesbitt proved to be a dynamic seminar leader: he sketched in the rough outline of the problem, provided time for participants to think about the issues and discuss them among themselves and then proceeded to shape a strategy to attain the goal of "more bucks for libraries". What emerged from the seminar was a well-defined blueprint for action which the Manitoba Library Association executive, working in conjunction with the other provincial library associations, can begin to implement.

The setting for the conference in Riding Mountain National Park was ideal: the atmosphere was relaxed and friendly and participants were able to meet during the weekend on an informal basis (and discuss non-library related matters as well!)

This issue presents the second of our two-part feature on working conditions in Manitoba libraries. We have selected three local library contracts to see whether they embody some of the provisions spelled out in the ILO guidelines which were presented in the last issue of the Bulletin. An article by Jean Carter looks at library technicians and how their training can make them a great asset in the library world. Tried in with our theme of working in libraries is an article by Patricia Schick who operates a privately-run information business. Her experiences will be useful to those who might be considering a career outside the traditional library setting. And finally, P.J. Fawcett has clarified some of the issues involved in the Canadian copyright law.

We have been deluged by "letters to the Editor". Keep them coming!

Hazel Fry
Donna McKillop

To the Editors:

I was most pleased to be able to attend the Spring Conference of the Manitoba Library Association at Clear Lake, May 27-29. The Saskatchewan Library Association hopes to follow the lead of L.A.A. and M.L.A. by having its conference in Waskegou National Park next year. Most Saskatchewan cities, other than Regina and Saskatoon, simply do not have the hotel facilities for 200 delegates, and a park setting certainly seems conducive to creative thinking and learning.

I was happy to see the enthusiasm with which your Association embarked on a campaign to encourage the Provincial Government to implement a system of regional libraries in Manitoba. On my return trip to Regina, it was encouraging to note that nearly every Saskatchewan town and village I drove through had a regional library branch or book-mobile stop. The Saskatchewan rural library service is not without serious problems, but at least the system for delivery of that service exists.

Mrs. Smart, representing the W.I. at your conference, mentioned the Saskatchewan Library system and gave some deserving credit to Premier Alan Blakeney. But the first regional library on the prairies was established in 1950 in Prince Albert, when Tommy Douglas was the Premier and Woodrow Lloyd was Minister of Education. In spite of that seemingly unbeatable combination, it was people like Mrs. Smart, the "little people" as she termed it, who were really responsible for the development of regional libraries in Saskatchewan. So please, don't ever lose sight of the "little people". You need each other.

I await the first Manitoba Library Week with great interest. My best wishes to that hard-working committee for a successful programme.

I thank the Manitoba Library Association for inviting me to attend this most interesting conference and allowing me the opportunity to bring greetings from Saskatchewan. I hope that the prairie Library Associations will continue to exchange delegates for conferences, since it is such a valuable experience.

Yours sincerely,

Patricia M. Cuts

Patricia M. Cuts
Vice-President
Saskatchewan Library Association

Dear Editors:

I was impressed at the general meeting in Clear Lake, with the vigour and enthusiasm of the participants in the seminar. However, it seemed to me that we were encountering a perennial problem--library development--without the benefit of the experience and advice of many of our senior members. I am aware that after years of Association work there is a tendency to let someone else do the work, to say: "I've served my time; now it's somebody else's turn." There is, also, to be fair, a reluctance to be a wet blanket, to be a reminder to everyone that our best efforts have produced only minimal results, and a desire to fade into the background.

Nevertheless, I would like to see the old guard back in the thick of the fray. Library development is going to be a challenge to us all for years to come, and the comradeship of our colleagues and their contagious enthusiasm will be an additional benefit to "the elders".

Yours sincerely,

Bob Park
Librarian
Pembina Crest School

To the Editors:

If Ms. Gavin does not think that professional librarians are worth their salt, then goodness knows what she must think of library technicians!

The arguments presented against "professionalization" in libraries are fallacious--they are akin to saying that because one is able to read a blueprint, the draftsman who drew the blueprint and the engineer who designed the specifications are superfluous.

There is no doubt that many library workers who have only received on the job training are perfectly competent--but there are many who are not. Very few people who have received such training would be able to do any kind of work in any type of library. If Ms. Gavin works in a library, and I must presume that she does, then her attitude does a great disservice to all libraries--it is no wonder that employers have the belief that any file clerk, or secretary, or volunteer, is capable of setting up and running a library, and that a professional librarian is not needed.

Your article, Ms. Gavin, smacks of sour grapes. Be honest and admit it--eight to sixteen months of training in a very specialized field must give the professional and the para-professional an expertise that an untrained assistant, no matter how well educated that person is, simply does not have.

Yours truly,

Doreen Mach...
2 Atkinson Road
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To the Editors:

As a library assistant, I should like to attempt to clarify some of the issues raised by Moira Gavin in her article, "Librarians and Library Assistants: A View from the Bottom II," in the March issue of the Manitoba Library Association Bulletin.

Firstly, library assistants are not the only non-professional library workers. Ms. Gavin's article would have been more appropriately subtitled "A View from the Upper Half". In terms of salary, junior clerks who earn about half as much as library assistants with degrees are the ones qualified to view matters from the bottom. In terms of job related interest and responsibility, assistants find themselves well above the bottom rung.

Ms. Gavin attempts to portray herself as the spokesman for the down-trodden degreed library assistants but, taking her article as a whole, it seems that, as one of those "below the salt" her greatest desire is to join the elite without taking the trouble to return to school for the requisite one or, more usually, two years. Unless she wants the salaries of librarians reduced to those of the library assistants, she must desire the same pay for both groups, either at the present level for librarians, or perhaps at some intermediate figure. One must assume that the salary ranges for other non-professional library workers will not change significantly. Presumably, the same reasoning would apply to fringe benefits enjoyed by librarians and library assistants.

Certainly there are problems in the library, as there are in any work-place. Wage differentials are excessive and library workers, as part of organized labour, should strive to reduce them. However, money is no substitute for job satisfaction, although it certainly helps to ease the pain. The greatest problems involve structure. I concur with Ms. Gavin in her opinion that people should help to make decisions that affect them directly. All employed in the library should have much more input with regard to the way the library is run. Policy is ultimately decided by politicians in conjunction with two or three people at the top of library management, but the mechanics of the implementation of policy are usually more important. The people on the shop floor who will have to carry out this policy in detail should have something to say about it, if only because those who actually do a job know more about it than anyone else. Again, I should stress that the majority of library workers have neither a library degree, nor even a Bachelor of Arts.

Ms. Gavin objects to the hierarchical "caste" system which exists in libraries. It is doubtful whether any workplace could ever be completely non-hierarchical, but even if it were, differences of function would still exist. Some people would be hired to do reference work, and some to run the circulation desk.

As one who has not attended library school, I am hardly qualified to comment on whether or not one learns much of value there. However, the fact that librarians and library assistants do the same work most of the time doesn't necessarily mean that the former do not possess any additional technical knowledge. It may mean that the powers-that-be in charge of policy are not making the best possible use of the librarians. Perhaps they should be spending more time on bibliographical and other projects and less time

answering phones, and helping the public to use the card catalogue. By the same token, better use could be made of the time and talents of library assistants than having them fetch microfilm.

In conclusion, I would like to reiterate that many of the problems of non-professional library workers at all levels would be solved by a more democratic organization of the workplace, and the more efficient use of the human resources available. Little would be solved by making instant librarians out of envious library assistants.

Yours truly,

Kenneth Bass

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✓ To the Editors:

I am writing concerning the article, "Manitoba Library Association Inter-Library Loan Survey: Total Results", compiled by Barbara Carstens, which appeared in the March 1977 issue of the MLA Bulletin. I feel that the author's comments concerning the Extension Library's inter-library loan borrowing and lending activity are misleading.

The statistics which we provided for the survey were:

Books loaned to other libraries	1974-75	1975-76
	<u>1822</u>	<u>2109</u>
Books borrowed from other libraries	240	375
TOTAL	2062	2484

In 1974-75 and 1975-76, the percentages of inter-library loans which we filled by borrowing from other libraries were 11.6% and 15% respectively. I do not feel that these figures justify the statements made by the author that, "In effect, this is a boost to the University of Manitoba libraries and to some extent to the Winnipeg Public Library, as much of Extension's lending is drawn from material located in these two collections", and that "The Extension Library is the most heavily used library by public libraries. But as their collection is drawn from: University of Manitoba; Winnipeg Public Library; and the University of Winnipeg, this really means a heavier demand on these libraries."

At present and during the years surveyed the great majority of inter-library loans which we processed were filled from our own collection. Our collection grew by almost 40% in 1976-77 to approximately 100,000 volumes and will enable us to provide a better inter-library loan service from our own collection.

We are grateful to those libraries (in particular, University of Manitoba and the Winnipeg Public Library) which co-operate with Public Library Services in providing inter-library loan service to rural public libraries and to those rural public libraries which contribute to the union catalogue and make their collections available to each other.

Sincerely,

Carolynne Scott

Carolynne Scott
Head,
Extension & Technical Services



Town of
BOISSEVAIN
Manitoba, Canada

On Friday, June 17, the Boissevain community will honor Miss Bernice Pettypiece on her retirement as librarian after eighteen years of dedicated service to Boissevain & Morton Regional Library. Tea will be served from 2:00 to 5:00 and 7:00 to 9:00 o'clock. The community extends a warm invitation to all "Library Friends" to join them on this happy occasion.

*GUIDELINES OF EMPLOYMENT AND WORKING CONDITIONS

HOW MANITOBA LIBRARY WORKERS MEASURE UP

In the last issue of the MLA Bulletin, we published the Guidelines of Employment and Working Conditions for Registered Professional Librarians as outlined by IPLO. In this issue, we are taking a look at the provisions of three contracts

"Agreement between the Treasury Board of Canada and the Public Service Alliance of Canada, Group: Library Science, Expiry Date: August 6, 1978"

and

"The City of Winnipeg and Canadian Union of Public Employees, Local 500, Agreement, April 1976"

and

"Collective Agreement between the University of Manitoba and the University of Manitoba Faculty Association, 1 April 1976 - 31 March 1977"

applicable to library workers in Manitoba, with regard to these guidelines. All contracts have many provisions; however, we have chosen four areas which are often contentious and quite frequently lacking in most library situations. They are: 1. Job descriptions; 2. evaluation; 3. continuing education and professional development; and, 4. channels of communication. Now, how do we measure up?

JOB DESCRIPTIONS

The IPLO guidelines state that "in order that the responsibilities and standards of performance required will be clear to both employer and employee, there shall be a job description, a position classification plan and a salary scale with provision for regular increments and possible promotions for all professional librarians within the library. To ensure accuracy job descriptions should be reviewed on a regular basis. Within the framework of the job requirements, the employer should strive to set goals and objectives which challenge and best utilize the professional librarian's abilities. Copies of all documents should be made available to employees." (Section B (4))

Treasury Board Agreement:

There is no statement in the contract requiring a job description for each position within the Civil Service; however, such descriptions do exist, although they are updated infrequently at best. The salary scale for LS 1 - 5 levels which provides regular increments is included in the contract.

CUPE Local 500 Agreement:

This agreement (which includes Librarians) does not require job descriptions for any positions but Article 38 - Technical Information notes that "the City shall make available to the Union, on request, information required by the Union such as job

descriptions...." A salary schedule for Librarians Grades I - II is include in the Wage Rates portion of the agreement.

University of Manitoba Agreement:

The collective agreement between the University of Manitoba and the University of Manitoba Faculty Association (which includes librarians) outlines the basic salary for a librarian in the system. Increments are based on four criteria 1. Research, creative works and performance; 2. Teaching; 3. Service 4. Professional competence. Librarians are evaluated for merit primarily under the latter category. At the time of this agreement, there were no classifications of professional librarians; however, in a memorandum to the contract, the position classification procedure is outlined (Librarians I - IV). This procedure includes a provision for job descriptions of each position to be prepared by the individual in that position.

EVALUATION

The IPLO guidelines state that "the performance of a professional librarian should be evaluated at least once a year. The evaluation should be based on the job description and/or the goals and objectives previously agreed upon by the employee. To ensure that such an evaluation is objective it shall be made by an appointed evaluator as a result of a conference with the person being evaluated, be put in writing by the evaluator, discussed with the person being evaluated, signed by both parties and reviewed by the chief librarian. If the librarian being evaluated so desires, a statement of his or her own can be added to and filed with the evaluation. The use of peers and/or committees as evaluators should be considered." (Section B (5))

Treasury Board Agreement:

An annual evaluation of an employee is not required by the contract. Performance appraisal forms are generally sent annually to supervisors. Depending on the supervisor, this form may be filled out by the supervisor, with or without the collaboration of the employee. The contract does state, however:

When a formal review of an employee's performance is made, the employee concerned shall be given the opportunity to read such review and to sign such review to indicate that its contents have been read. A copy of his review form shall be provided to him at that time. 25.01 p. 17.

An employee is entitled to add any statement of his/her own to the evaluation. In addition, the performance appraisal allows the employee to set goals or objectives for the next year, although this again depends on the attitude of the supervisor to this process.

CUPE Local 500 Agreement:

Evaluation procedures are specified in the context of awarding increments where minimum and maximum salary ranges exist.

For this purpose, each employee shall be rated on his job performance prior to the end of each year. Ratings received by employees shall also be the basis of determining their eligibility for promotion, along with job or aptitude tests, etc., where applicable. The Personnel Department shall furnish each Department Head with the necessary rating forms on request, and assist the Department in completing the same, if

required. One copy to remain with the Department concerned and one copy to be forwarded to the Personnel Department.

In the event of unsatisfactory general rating, the Department Head shall discuss the matter with the employee concerned with a view to improving the employee's job performance. Where any significant factor in the rating is below average, or if there has been any change in rating, the matter will also be discussed by the Department Head with the employee. Every employee shall have the right to see his or her rating form on making such request to his superintendent or other executive.

15-3 p. 17

University of Manitoba Agreement:

Specific references to evaluation are stated in the context of probationary appointments:

A professional librarian's initial appointment shall be for a probationary period of one (1) year or two (2) years depending on the position. The probationary period for the position shall be stated on the position vacancy posting. During the probationary period, the department head shall meet with the probationer quarterly to review his/her performance. There shall be a written evaluation every six (6) months.

Article XVII (2) p. 12

CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT

The IPLO guidelines state that "the professional librarian has responsibility for his own professional growth and development. Nevertheless, the library authority shall encourage its employees to continue the process through such means as:

- a. a period of orientation to their new duties;
- b. adequate services of supervision and consultation;
- c. leave of absence with pay, when appropriate, to take part in conferences and workshops in keeping with the professional duties of librarianship;
- d. leave of absence with pay to exercise responsibilities in a professional organization or a recognized library association;
- e. leave of absence with pay and/or reimbursement of fees for courses relevant to the librarian's professional duties;
- f. leave of absence for scholarly research and assistance in the filing of applications for research grants.

Section B (7)

Treasury Board Agreement:

Under Article 23, Career Development (pp. 15-16), the Library Science contract provides for:

1. leave of absence with pay to take part in conferences and workshops;
2. leave of absence (up to one year) with not less than 50% of the employee's basic salary, to "attend a recognized institution for additional or special studies" relevant to the librarian's professional duties; and
3. leave of absence for scholarly research. There is no provision for leave of absence to "exercise responsibilities in a professional organization or a recognized library association."

CUPE Local 500 Agreement:

This agreement makes no provision for educational leave as such. Such leave could fall under the provisions of Article 36-9 General Leave: "An employee may be granted leave of absence without pay or loss of seniority for compassionate or other very

special reasons on approval of the Head of the Department or his representative where, in the opinion of Management, such leave will not adversely affect the operation of the Department." (p. 51)

University of Manitoba Agreement:

After completing a minimum of three years of full-time service, a professional librarian is eligible to apply for study leave. The length of the leave is determined by the number of years that a librarian has worked for the University. The purpose of this study leave is to enable the librarian to perform his/her duties as a professional librarian more effectively. In the 1977/78 fiscal year, a librarian granted a study leave received 70% of his/her salary.

CHANNELS OF COMMUNICATION

The IPLO guidelines state that:

The chief librarian shall have the responsibility for ensuring that there are channels of communication between the professional staff and the administration and the library authority. But while the Institute of Professional Librarians of Ontario (IPLO) recognizes the hierarchical and organizational authority vested in the chief librarian as valid, it urges chief librarians to remember that in dealing with professional librarians, he or she is dealing with colleagues, that is, with persons who share in professional authority by virtue of their training, education, experience and dedication to library service. In consultation with the professional librarians on his staff, the chief librarian should devise ways and means whereby the professional staff can participate in the interpretation and modification of library policies and their implementation. Maximum staff involvement in ongoing changes is also recommended. A written manual of personnel practices shall be available to every staff member. This manual should include: a. a clear description of the organization, indicating the relationship of each position within the organization and showing the lines of authority; and b. a clear description of ways in which new or modified policies may be originated, decided on and carried out. Any changes in personnel policies or procedures shall be made known to all professional staff members before they are implemented. (Section E (9))

Treasury Board Agreement

CUPE Local 500 Agreement

University of Manitoba Agreement

There is no provision for channels of communication in any of these contracts.

* * * * *

It will be evident by now that the above contracts covering a range of library situations in Manitoba have a long way to go before they even begin to meet the minimum standards outlined by IPLO two years ago. Does this bother you? If it does, perhaps you should become more involved in your staff association or union local, and work towards correcting this situation. If you don't belong to a union or staff association, why not take the guidelines to your next board meeting. In any case, make your feelings known to management levels. Working situations can be changed! But it takes time and effort-- your time and effort!

--The Editors

HELP! WHAT KIND DO YOU WANT?

by
Jean Carter

Today, libraries of all kinds are trying to cope not only with a vast increase of information in many different media, but also with an increased expectation from the user: whether it be the special library of the research scientist; the academic or school library where emphasis on individual research is an important part of the teaching philosophy; or, the public library catering to everyone--from students of all ages to people with special needs. In the face of this demand, the professional librarian is in greater need than ever before of a good support staff. Traditionally, this need has been met by library assistants or clerks trained on a one-to-one basis by librarians for their own specific requirements. Training assistants in this way takes time, and therefore, money, and not all librarians are natural teachers. The library technician, trained at a community college, comes equipped with the technical training necessary to begin work in any department of the library with only the briefest of orientation.

Consider these questions:

Have you ever trained an assistant to the point of real usefulness only to have him decide that library work is not for him after all? A library technician has already demonstrated a commitment to library work by completing a training course which includes a period of work practice in at least two different libraries (in Manitoba, the course lasts ten months of which five weeks are work practice). Unrealistic or romantic ideas about library work are unlikely to persist through this period and the student who is not really suitable for library work, but has somehow slipped through the selection process, is likely to leave at this point rather than after he has obtained his first job.

Have you ever trained an assistant for a particular job or department, and then found that staff changes or reorganization make retraining for another department necessary? The technician has been given a basic training in all those areas of library work where an advanced academic background is not required and can adapt to many different positions or departments.

Have you ever had difficulty in communicating with library assistants? Technicians already know the "jargon" peculiar to libraries and the professional librarian can indulge in its usage without having to give lengthy explanations or risk misunderstandings.

Have you ever had to soothe hurt feelings when checking for mistakes in filing or shelving? The technician is not likely to take this constant checking as a personal affront; he knows that one catalogue card misfiled can provoke an avalanche of misfiled cards and that a book misshelved is a book lost. A technician will welcome such checking or even demand it.

Have you ever been thought "finicky" for wanting the catalogue cards just right--no the last colon? The technician understands why this is necessary and any arguments he may have had about it have long ago been settled with his colleague instructor.

Have you lost good assistants because of the number of routine and boring jobs that are still necessary to the proper functioning of a library? No doubt automation will solve this problem in time, but in the meanwhile, a technician may be better motivated to do these jobs properly because he knows how necessary they are to the ultimate goal of good service to the library community. While accepting the importance of attention to detail however, the technician has also been taught that it should never become an end in itself, or take precedence over the service it is designed to facilitate.

Have you ever had an assistant who erred because he did not realize that a particular task or decision was out of his area of competence? The technician has been given an overall view of the administration of a library and knows how far his initiative should take him. He is unlikely to invade those areas, e.g., of policy, where his intervention would be inappropriate. Having some formal training in library work brings an appreciation of how much more there is to learn, and a recognition of the skills of the professional librarian. For this reason also, although some small libraries or school libraries may have a technician in charge, most technicians prefer to work under the supervision of a librarian.

If technicians can free librarians from much routine technical work so that they may fully utilize their skills, it is equally true that technicians should be allowed to utilize their skills fully also. You should not employ a technician if most of his time will be spent typing letters or order forms.

While suggesting that library technicians make the best support staff for librarians, I also recognize that a wide spectrum of abilities will be found both among technicians and assistants and that their abilities will overlap in some areas. No individual technician could be said to be better than any particular trained assistant, but the likelihood is, that on the average, the technician will have the edge.

--Jean Carter is presently President of the Manitoba Association of Library Technicians.

The Riverton Branch of the Evergreen Regional Library (Headquarters in Gimli) was completely destroyed by fire on the May long weekend. All contents, including 9,000 books, records, and furniture were lost. In addition many rare Icelandic and Ukrainian volumes were burned. Chief Librarian, Mrs. Adriana Bouillet, is making a special appeal to individuals and libraries to help rebuild this special Icelandic and Ukrainian section with donations, since this out of print material can not be replaced by insurance funds. Send any donations (C.O.D.) to:

Mrs. A. Bouillet
Evergreen Regional Library
Gimli, Manitoba

RED RIVER COMMUNITY COLLEGE
STATISTICS ON THE LIBRARY TECHNICIAN GRADUATES

CLASS OF 1975-76

Total number of graduates	21
Number of graduates placed	19
Percentage	90%

Salary	SCHOOL		ACADEMIC		PUBLIC
	Low	High	Average		
	\$500	\$850	\$618		
Number Placed	10	3	2	4*	
Percentage	53%	15.5	10.5	21%	
High Salary	\$658	\$850	\$655	\$830	
Low Salary	\$520	\$500	\$588	\$620	
Average	\$584	\$658	\$621	\$690	

*one part-time

These figures are for first placements only.

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EXPERIENCES OF A LIBRARIAN IN BUSINESS;
OR
LIBRARIANS WITHOUT LIBRARIES

by
Patricia Schick

Little in the traditional education or work experience of a librarian can be considered good preparation for entering business. Thus it was with considerable trepidation that Schick/Swanson Library & Information Consultants ventured into the business community four years ago. The intervening years have been filled with a series of financial, ethical and philosophical concerns.

At its inception, the company's goal might have seemed far fetched--to set up a viable company to provide a variety of information services to clients. Notwithstanding, the Company now employs 8 persons under a new name--Schick Information Systems--a name which, in part, reflects a wider concept of service and expertise.

Being a "librarian without a library" does not imply a rejection of those who practice the profession in the more customary setting. But my own working experience in libraries had shown that many people are not adequately served by existing established libraries. Librarians labor under restrictions of limited time, staff and budget--and these factors preclude giving in-depth service. More importantly, the gap between the proliferating information sources and the layman is great. People in the scientific and business world conduct studies and make daily decisions based on very little back-up data. They are eager to have this information, but often do not know that it exists, or how to get it.

The question is often asked--"Why don't these people use their libraries?" Quite simply, these are people who don't have libraries to turn to. University and college libraries do not consider them primary customers and librarians can only assist as time allows. The public library likely does not have the special resources (subject collections and staff time) to provide the in-depth service required and the client's organization is often not large enough to have a special library.

The legal aspects of incorporating the company were simple enough--with our lawyer's assistance. Incorporation does provide personal protection against financial liability as well as some tax benefits. Intangible benefits can be gained also in the area of credibility--i.e., the world will take more seriously a company (or group of individuals) who take themselves seriously. "Articles of Incorporation" were drawn up to define activities in which the company may engage. The Company's Branch of the Alberta Government approved the name. Since the company is registered, it must submit an annual report, a detail our lawyer handles. Incorporation can cost between \$300 and \$800.

The business has grown slowly. As in any new type of business, much time is spent

talking to people describing the company's various potential services. A successfully completed job and a satisfied client are the best possible advertising. The concept of information as a commodity often needs explaining, but the reception is usually enthusiasm and amazement--"You mean you can get me information on _____?"

However, enthusiasm and amazement don't always lead to a job immediately. It will come as no surprise to librarians to learn that information has a low priority. Information is traditionally thought of as being free. Or people tend to think of libraries, and by transference, information, in terms of the recreational reading provided by the public library, and have never related it to the specific details of their own jobs. As an example, a recent client was amazed to learn that the British standard for the outside thread dimension of a 5/8" bolt could be obtained. Slowly, people are realizing that information can be used effectively in organizations to provide a basis for informed decision making.

Although S.I.S. does view information as a commodity, we are always careful to point out that we do not sell information--only access to information. The information itself is protected by copyright. So for instance, if a businessman requests information on a certain topic, we will use standard reference tools and established libraries. These are all sources the businessman himself could have used--if he had the knowledge and time to access the information.

In most cases the information is available free--to those who know of its existence, know where it can be located and have the time to pursue it. Our clients are frequently unable to satisfy one or more of the above conditions.

There are several factors to consider in establishing an hourly charging rate. What volume of gross profit is required to produce an annual income commensurate with salaries in an established library? Business expenses are numerous--no matter how small the business. Office rent, business telephone, telephone answering service, lawyer's fees, accountant's fees, printing costs for stationery and business cards, office furniture, reference books and conference fees all have to be calculated on a yearly basis. Also, there are no assured job benefits such as paid holidays, medical insurance, unemployment insurance, or pension payments--benefits which usually account for 10%-12% of a salary. Most importantly, on an average only 1/2 of the available working hours will be spent working directly for a client--therefore, "billable" hours. We also examined the fees charged by other "professionals" on an hourly basis. Lawyers, engineers and accountants commonly charge \$20 - \$100 per hour (based on knowledge and experience). If librarians are to establish any credibility for themselves surely they must consider themselves as similarly "professional".

In consideration of the above and the current economic climate in Alberta, our rates vary from \$20 to \$30 per hour, depending on the complexity of the assignment.

Although information is traditionally thought of as being "free"--there is a fallacy in that belief. Public libraries do not offer free service. The tax payers pay for all such services--not according to their use of those services.

The routine that has been established for approaching any job varies only slightly. After preliminary discussions with a client, an estimate of the cost and a written proposal outlining services to be provided are prepared. There is no charge to the client for this. Occasionally, a second estimate and proposal are necessary to refine the parameters of the project. When a project is accepted the company always forwards a letter of confirmation to the client again outlining our understanding of the work to be performed. This is a step that is never omitted since we have discovered that it can prevent unpleasant misunderstandings when it comes time to bill the client.

Accurately estimating the length of time any job will take is difficult. Experience does help, but every job varies. It has not been an unusual experience (although it is an experience we are trying to eliminate) to underestimate the time required to successfully complete a project. Under such circumstances, it is preferable to charge on an hourly rather than fixed-estimate basis.

Projects have included a wide variety of work for clients from different backgrounds. Among our clients we can count land developers, environmentalists, engineers, sociologists, planners, scientists, educators and librarians.

Work for these people has entailed projects ranging in length from 1/2 hour to one year. Bibliographies and information-on-demand queries are satisfied by using any combination of on-line data bases, printed indexes and other relevant information sources. We have established special libraries for business firms and government agencies. This work usually entails organizing material already within the organization, suggesting new material to be ordered and advising the client of any regular computerized search services which may be useful. A KWIC or KWOC computerized index is used to organize the material in many cases since we have found this to be the most cost effective, efficient method of gaining access to in-house information. Much of the material that is gathered together in these "information centers" is not ordinarily found in traditional special libraries. Correspondence files, product catalogues, blueprints, slides, maps have all been integrated. Customized newspaper clipping services have been provided, as have regular monthly current-awareness services. Clients often find a regular package of references gathered from several sources a useful method of staying current with developments in their field. One current project involves conducting an inventory of environment research in Alberta. This information is being stored in the Canadian Plains Research Centre's computerized data base for continued updates and maintenance. We have also conducted a systems study for a special library wishing to computerize procedures and presently are involved in designing a conceptual and functional plan for a library soon to be established in a research institution.

Much of the excitement and challenge of our work stems from the variety of projects clients bring to us. No two jobs are ever the same--and no two days are ever identical. However, the challenge of establishing a company is not to be taken lightly and the responsibilities that accompany this challenge must be met daily with a consistently applied professionalism that is absolutely essential to our success.

COPYRIGHT: TOWARDS A NEW CANADIAN ACT

by
P. J. Fawcett

On 29 March, 1977, the green paper on revisions to the Canadian Copyright Act was released by the federal government, moving Canada one step closer towards writing copyright law laws adequate for the twenty-first century.

The History

Canada's copyright legislation actually began in England with the Copyright Act of 1710. The Act was primarily concerned with the unlawful reproduction of books and it was this Act's focus on literary property that influenced all succeeding copyright legislation. The first Canadian copyright statutes were passed by the Legislature of Lower Canada in 1832 and the British North America Act gave "copyrights" to federal jurisdiction in 1867. But copyright was still not a matter for Canada to really determine for itself, as witnessed by the British ratification of the original Berne Convention in 1887 which also bound Canada to its restrictions. Following the United Kingdom Act of 1911, Canada passed an act in 1921 which replaced all preceding copyright laws in this country. This Act, modelled on the 1911 version passed in England, came into force on 1 January, 1924. While often amended, the Act has never been revised.

Having a copyright act which neglects to mention television, videotapes, computers, sound motion pictures, photocopying, sound recordings, information storage and retrieval systems, satellites, etc., has proven, to put it mildly, a trifle awkward. The lack of proper legislation has not gone unnoticed and a number of agencies, departments, bodies, and one Royal Commission (1957) have highlighted the need for a major revision.

The Paper

The current paper, Copyright in Canada--Proposals for a Revision of the Law, was written by A. A. Keyes and C. Brunet of the Department of Consumer and Corporate Affairs. It is divided into four parts. Part I looks at the history and development of copyright and the reasons for revising the law. The second part covers the economic impacts of copyright and the fourth part deals with general considerations in the application of copyright law. Part III, which comprises 70% of the paper, looks at the detailed subject matter of copyright and makes individual recommendations.

For the uninitiated, much of the paper may seem a little foreign. Librarians tend to view copyright only in terms of "How much can we Xerox?" and revisions to things such as fixations and ambits interest them not in the least. But the paper properly concerns itself with all aspects of copyright, most of which the layman would never think exist. In large, the revisions are brought about by a need to update the law to take into account new technologies and all their ramifications. An example of this is fixation, in essence, a definition of what comprises the matter being copyrighted. A century ago, the fixation of a book was obvious. With today's needs, the fixation of an interview or speech or performance becomes more difficult to determine.

But there are other reasons for revision, varying from the cultural to the economic. In Canada, in 1971 alone, the contribution of the copyright industries to the gross national product was 1.7 billion dollars. And Canada is a major importer of copyright; of all the world's scientific publishing, barely 3% of it originates in Canada. But revision is not simply a matter of drafting new laws. Canada's obligations through the Berne Convention and the Universal Copyright Convention place restrictions and penalties on changes in our domestic laws.

The Recommendations

Against this background, the authors have examined the separate elements of copyright law and written a total of 175 recommendations. These recommendations range from single short sentences to lengthy, multi-part preambles. Each one is preceded by a few pages of argument that defines the issue and discusses it, allowing the authors to explain the reasoning behind their final conclusions.

Most of the recommendations contained in the paper are of little interest to librarians and, taken out of context, are incomprehensible. They range from basic topics, like who's work qualifies for copyright protection, to highly specific exceptions, like the law concerning a report of a political speech on cable television. At the risk of being misleading, it can be said that the recommendations leave many of the clauses that people usually identify as copyright basically unchanged. The term of protection is left as it is: the life of the author plus 50 years. A host of clauses also deal with joint authors, corporate authors, extended copyright, etc. Other recommendations extend copyright protection to motion pictures, videotapes, and videogames. Recordings, musical works, broadcasts, and certain printed editions are also now included. Computer programmes per se are not protected by copyright.

Of interest to librarians, the report recommends that a public lending right not be provided in a revised Act, nor droit de suite or domaine public payant. Public lending right, in its simplest form, is a method of compensating authors for sales lost through the lending of their books. Droit de suite is the "consequential rights", the profits from successive sales of a work. Domaine public payant is the payment of royalties, after expiration of copyright, into a public purse to be used for literary aid or scholarships.

Also of concern to librarians are the recommendations concerning fair dealing. A number of sections of the present Act deal with exceptions to the law and, in section 17, fair dealing is defined as "the purposes of private study, research, criticism, review or newspaper summary". Other than a slight amplification, the fair dealing clause is left unchanged. But fair dealing is little understood, especially by those citing it as a basis for copying. All the clause really does is provide a statutory defence to a claim of infringement; it is NOT a permission for photocopying.

Under the heading of Exceptions Applicable to Libraries, the paper points out that it is "doubtful" under the present law that, when making a copy of an item for a user, a librarian can claim the defense of fair dealing. In English law, librarians are specifically protected. The paper makes two recommendations regarding libraries: the first is to extend the defence of fair dealing to a librarian making a copy for a third party if

that user has available to him the defence of fair dealing. The second recommendation is that no further exceptions be provided for libraries, other than special exemptions for archives, impartations, etc.

With regard to photocopying, the paper makes two recommendations: 1. That photocopying not be the subject of any specific provisions, and 2. That any new copyright act allow...and encourage the formation of collectives to protect authors' and publishers' interests....

The Future

The green paper contains only proposals for a revision of the copyright law; the actual statutes will be drafted after the public has responded to the paper's recommendations. To formulate a response, CLA has appointed a Copyright Committee consisting of 5 individuals well-versed in the subject of copyright. The committee also has a Liaison Group consisting of representatives from various CLA sections and library organizations, including the Manitoba Library Association. The Copyright Committee, with input from its Liaison Group, is presently drafting a position paper which it will present to CLA Council this summer. The copyright situation, and CLA's position paper, will be discussed this month at a special workshop at the annual CLA conference in Montreal. This will give librarians from across the country a chance to hear the developments and provide their own input to the creation of a new Canadian Copyright Act.

P.J. Fawcett--Public Services Librarian, Medical Library, University of Manitoba--was a member of CLA's original Copyright Committee and is presently MLA's representative on the Liaison Group.

DONATIONS OF BOOKS RELATING TO INDIAN PEOPLE REQUIRED

The Dakota Ojibway Tribal Council has sought funds from the federal government to set up a library of Indian literature. The Council would appreciate receiving any donations of books relating to Indian culture, history, social life, cookery, etc.

Donations may be sent to:

Dakota Ojibway Tribal Council
Suite 4
110 - 10th Street
BRANDON, Manitoba

PROGRESS REPORT: MANITOBA LIBRARY WEEK

Plans for Manitoba Library Week, to be held October 1 to 8, 1977 are well underway. The idea for the week was endorsed at a joint meeting held in January in Portage la Prairie of the executive of Manitoba's four library associations. The first meeting of the Manitoba Library Week Co-ordinating Committee was held in May. Representatives from all library associations, School Library Services, Public Library Services, and interested trustees and library workers attended this initial meeting. Three sub-committees were struck: Publicity and Public Relations, Programme and Budget. These committees have been meeting and plans for the week have begun to take shape.

The Co-ordinating Committee decided on the theme for the week: "Libraries for Everyone; Everyone for Libraries". The chief aim of the week is to bring libraries into the public eye and hopefully, to attract to libraries those people who are at present unaware that libraries have anything to offer them. We hope to achieve this aim through an ambitious publicity campaign as can be mounted--in view of the short preparation time, limited budget and relatively small number of people who have to date volunteered their time and effort. We want to present a positive image of what libraries do offer (and could offer with increased funding). At the same time, we shall attempt through our publicity campaign to make the public aware that large portions of rural Manitoba do not have ANY library service at present and that this must change.

This year's Manitoba Library Week will inevitably be fairly modest in scope; however, we hope we are building a foundation for more ambitious library weeks to be held in future years. Aside from providing professionally-designed graphics and co-ordinating some special events and publicity efforts, the activities of the Co-ordinating Committee will be quite limited in this first year of Manitoba Library Week. The Committee can pass along suggestions for possible events but how successful Manitoba Library Week will be for an individual library or community will depend on the effort and energy local staff are prepared to devote to the week. Manitoba Library Week would seem a perfect opportunity to get out into your community and generate some active support for libraries. The Co-ordinating Committee will offer every possible assistance to help libraries plan for this week.

Sub-Committee Reports:

Publicity and Public Relations

This committee has met with several graphic artists and invited them to submit designs for a poster (the design possibly to be used as well on buttons, bookmarks, leaflets) that would be distributed at cost to libraries in the province. Professionally-designed posters placed in supermarkets, banks, sports centres, etc. will carry our message to a public who may not know libraries exist or what purpose they serve. This committee will be

preparing press releases, TV and radio "spots" featuring both the "man-in-the-street" and celebrities (if possible) who will endorse libraries during the week. The committee is also preparing a kit of publicity ideas that could be used by libraries throughout the province. A supplement to be inserted in newspapers is currently being investigated and this would have the advantage of reaching a large audience. The supplement would feature the themes of the week and would also carry directory-type information concerning libraries.

Programme Committee:

This group has been meeting frequently and has undertaken three main tasks: 1. selection of a "patron" for the week. The Co-ordinating Committee endorsed the idea of seeking a leading sports figure who would be willing to make public appearances on behalf of libraries during the week. 2. The committee has begun planning a major event that would give a dramatic (and hopefully, well-publicized) start to the week. 3. the committee is attempting to contact resource people in a variety of areas who could be called upon by libraries throughout the province to participate in special library-week events. The committee will book these people into various library and possibly non-library locations during the week. Visiting authors and people who could participate in puppet-shows, storytelling, noon-hour lectures, theatre and musical presentations and workshops are being sought. If you wish to work on any of these special committees seeking out resource people, please contact Hazel Fry at the Canadian Grain Commission Library (tel: 985-3360).

As a starting point for beginning to plan promotional events for the week, see the following list of suggestions prepared by the Programme Committee:

Public Libraries--Promotional Suggestions

1. Adult handicrafts and children's hobbies exhibition--entries from communities.
2. Make library-week "Fine-Free Week".
3. Open House - open your doors to all facets of your library
 - take away the mystique
 - add more interesting displays to your general public floor
 - offer orientation tours to entire library i.e. once a day, every hour, etc.
4. Have chess, checkers tournaments
5. For each six pack (six books) patron receives book coupon (worth 25¢ or 50¢) redeemable upon purchase from designated bookstores. Have McDonald coupons for children.
6. Have poster or book mark design contest.
7. Shopping mall displays--have a booth stocked with basic reference tools and reference librarians to answer on-the-spot questions.
8. Have an evening with local authors or journalists, author of local history, politicians, subject-specialists, i.e. 4-H leaders.

9. Have films--nightly features or continuous showing.
10. Have a "Story Hour", if not currently offering it.
11. Supply senior citizens' residences with a box of books--contact person: social convener if available.
12. Have special book displays for library week.
13. Advertise library services, and/or new acquisitions in local newspaper.
14. Have a puppet show in the library.

Promotional Suggestions--School Libraries

See suggestions under public libraries list and in addition:

1. Have a party in the library and have children come as their favourite storybook character.
2. Have children give story hours, with their favourite stories.
3. Bring parents to the school library to see what the library has and does not have.
4. Lunch-hour films, cartoons.
5. Bring in a story teller.
6. Library displays on specific themes in the related classroom, e.g. a display with reptiles and materials on them in the science classroom.
7. Library displays on non-curriculum topics, e.g. stamp-collecting, sports, model-building, crafts.
8. Have a local author, poet, publisher, bookseller, etc. in to discuss their work.
9. Bring in people to talk on their careers--try to get more unusual ones, e.g. pilot.
10. How to take care of your pet, a talk by a veterinarian, etc. who brings examples.
11. "Stump the librarian" contest.
12. Display, how-to-do-it, workshop on book binding.
13. Promote the use of the public library by inviting someone from the library to discuss its hours, services, and bring library cards to join.
14. Field trip to another library, e.g. public, university, special

15. Puppet show in the library.
16. Mini-workshop for teachers on how to use the library.

Special Libraries--Promotional Suggestions

1. Have an open house--if you have a terminal, give demonstration, invite all staff.
2. Set up an information counter.
3. Have a suggestion box.
4. Communicate through interdepartmental memos and/or regular acquisitions list about "Library Week", and/or feature an article in the organization's publication.
5. Create a "Did you Know?" column, i.e. "Did you know ... that we can borrow books or audio-visual materials from any library for you?" "Did you know ... that the public library has telephone books from around the world?"
6. Advertise the library and its services on the bulletin boards of the organization--posters.
7. Create displays and exhibits on a theme relating to the organization.
8. Offer to prepare brief bibliographies of current reading on any topic of interest to staff members.
9. Visit a special library that you've been meaning to visit but couldn't find the time.
10. Put a coffee pot in the reading area and offer free coffee and leisure reading.
11. Promote a "personal" week for staff members--give advice and information on the acquisition of personal library items, on binding personal periodicals, on classification of personal book collections.
12. Focus on a group of people who use the library infrequently, e.g. secretaries, and show them how the library can help them with their jobs.
13. Report to management the help received, distance gone, etc., for interlibrary loan.
14. Give a talk on e.g. scientists', engineers', economists', etc. use of the literature at a departmental seminar.

University and Community College Libraries--Promotional Suggestions

1. Conduct library orientation as a special project during Manitoba Library Week.
2. Display library week posters in bookstores and around campus.
3. Conduct a film festival sponsored by Manitoba Library Week.
4. Organize exhibits and symposiums.
5. Advertise the special libraries found on campus.
6. Advertise library week on campus radio station and campus newspapers.
7. In campus newspaper create a "Did you know?" column (See #5 of Special Libraries).
8. Advertise library's special collections: government documents, rare books, Icelandic and Slavic collections, microforms collection.
9. Give tours of the special collections.
10. Prepare subject oriented pathfinders for popular courses.
11. Establish a current awareness profile for staff.
12. Have skilled librarians move outside the libraries to talk to classes on subject areas. Give them the names of the indexes, abstracts, and other sources helpful for that subject area's research.
13. Create "how-to-use" pamphlets for key indexes and abstracts located in the various campus libraries.
14. Have a computer terminal demonstration.
15. Have library tours that include behind the scenes activities.

Budget Committee:

This committee is coordinating the funding provided from the various library associations and other interested groups. Contact Heather Graham at the Transcona Public Library for more information.

In conclusion, if Manitoba Library Week is to be a success, it will depend on each library worker in the province making some special effort during that week to attract new people to libraries and to try to provide to the public a better understanding of what libraries are all about.

Any volunteers wishing to work on special library week projects or wishing to pass along ideas, please contact me at the Winnipeg Centennial Library (985-6450)

Donna McKillip

SASKATCHEWAN LIBRARY ASSOCIATION
ANNUAL CONFERENCE;
REPORT

by
Heather Graham

Attendance at the Saskatchewan Library Association's Annual General Meeting in North Battleford, May 12-14, 1977 ranked the highest in recent years. Over 180 delegates participated in workshops which were designed to reflect the concerns of those employed in a variety of library situations:

- School-public library conflict;
- Practical approach to publicity;
- Government documents and their role in reference services;
- Audio-visual services information exchange;
- Children's literature: "a loss of innocence?";
- Computer search services;
- Issues relevant to library technicians;
- Raising the priority of school resource centres;
- Programming for small city libraries.

In addition to local dignitaries, the Honorable Ed Tchorzewski, Minister in charge of Libraries and Honorary President of SLA, delivered provincial findings. Dr. Charles Davis, Dean of the University of Alberta Faculty of Library Science, Bill Manson, President of the Library Association of Alberta, and Heather Graham representing MLA, commented on activities of their respective institutions/organizations. In addition, Dr. Davis announced the forthcoming appointment of Mrs. Shirley Wright, currently an Associate Professor, as Assistant Dean of that Faculty.

Brother Bede Hubbard, of St. Peter's Abbey and College Library, Muenster, Sask. delivered the Mary Donaldson Memorial Lecture (a series honoring the memory of Miss Donaldson, an outstanding Provincial Librarian) entitled, "The Humanist Imperative", which focussed on access to information.

Outgoing president, Ken Jensen of Wapiti Regional Library, reflected on recent accomplishments and future objectives: 1. In March, the second annual brief was presented to the Honorable Ed Tchorzewski, Minister in charge of Libraries, requesting implementation of the following recommendations:

1. Provincial Library
 - a. implementation of an automated Union Catalogue
 - b. sufficient funding for the development of the Provincial Library's special collections
 - c. funds for an audio-visual catalogue
 - d. funds for a full-time children's consultant
 - e. institutions of daily delivery service to regional libraries.
2. Public Library Systems
 - a. implementation of necessary changes to the Public Libraries Act, 1969, to ensure universal participation in regional library systems; in accordance with the findings of the Library Inquiry Commission;

2. Public Library Systems
 - a. implementation of necessary changes to the Public Libraries Act, 1969, to ensure universal participation in regional library systems, in accordance with the findings of the Library Inquiry Commission, 1967.

3. School Libraries
 - a. establishment of effective school library service at all levels of the Saskatchewan educational system in accordance with the Canadian School Library Standards.

4. Special Libraries
 - a. better utilization and co-ordination of resources of government libraries.

II. A membership campaign, begun in August 1976 increased participation from 130 members to 257 by May 1977. (Membership year runs from July to June).

III. In conjunction with SLTA, an action campaign to urge mandatory universal library legislation will culminate prior to the Fall Legislative Session.

IV. Edith Fowkes, Canadian folklorist was patron the the third annual celebration of Saskatchewan Library Week, March 18 to 26, 1977.

V. An SLA executive member was in attendance at every regional library annual meeting.

VI. A past emphasis on public library development is being replaced by the reflection of all types of libraries.

VII. BPAL, represented by Mrs. Edrie Gordon, Manager of their Western region, supplied the majority of funding for the production of "Saskatchewan Publications, 1976". Financial provision has been allocated for a winter meeting possibly in conjunction with LAA and MLA.

Resolutions at the AGM reflected concerns in areas of fund raising, location of government publications, communications with similar interest groups and government agencies, the need for a history of regional library development in Saskatchewan, and the role of the association as a political lobby.

Table officers of the incoming executive are:

President: Patricia Cuts, Consultant, Provincial Library
 Vice-President: Don Perkins, Star-Phoenix Editorial Dept. Library
 Secretary: Pat Reichert, Publicity and Public Relations Officer, Regina Public Library
 Treasurer: Basil Rogue, Reference Librarian, Regina Public Library

Further information on the Saskatchewan Library Association's Annual Conference is available from Heather Graham at 222-5293.

AT THE MEETING OF THE MANITOBA LIBRARY TRUSTEES ASSOCIATION

SWAN RIVER, APRIL 23, 1977

The Manitoba Library Trustees Association's concept of "one province—one library—one card" points the way to a new direction for libraries in Manitoba, one which I would urge libraries to pursue. Your association's concept recognizes that the ultimate objective of a library/information system is to provide the maximum number of citizens with immediate access to a maximum number of informational resources.

The traditional role of libraries as a source of print materials has given way to a broader concept of libraries as a source of information whether that information is found in print form or non-print form such as films, film strips, audio-cassettes, etc.

No single library, no individual resource can meet the total needs of a given citizen. It is only through co-operative efforts and resource sharing mechanisms between libraries and informational programs at all levels that sufficient resources can be made available to meet the total needs of the individual and the community. The network which results from such inter-dependent relationships constitutes an information system.

Such library/information systems exist to provide access to information whether that information is used for casual recreation or for sophisticated and technical educational purposes. It recognizes no limits on the needs to be met.

The response to some of the continuing education programs offered by the Department of Continuing Education and Manpower has indicated that Manitoba citizens have a tremendous need and desire for a broad range of information; and that the informational needs of these citizens increases in sophistication with education and involvement in today's society. Many of these citizens are looking to the library to meet their needs, and the challenge facing all of us here today is to ensure that the library can respond positively.

The development of a library/information system capable of meeting this challenge is an on-going responsibility which is shared by municipal, provincial and federal officials alike. Through the Public Libraries Act the province has recognized that primary responsibility for the provision of direct library service rests at the municipal level. The province in turn has assumed primary responsibility for the provision of certain advanced services to established public libraries, and has assumed a co-ordinating role with respect to the broader issues of library development.

Increased emphasis will be placed on this role in the future in order that new developments can occur in the following areas:

- a. local involvement and participation in library development
- b. regional planning
- c. resource sharing
- d. programming at all levels of service

Allow me to elaborate on each of these four points individually.

The principle of local involvement, participation and control has been supported and encouraged in a number of areas and it is the intention of the provincial government to further encourage and support this principle in the area of library development.

The recent development of grant criteria for grants to library associations will enable the department to increase its support to both the Manitoba Library Association and the Manitoba Library Trustees Association. It is my hope that this will improve the capability of the associations to communicate with their members and the library community and that this increased communication will enhance their ability to reflect local needs and concerns to the government.

The excellent communication and co-operation which the Department has had with the library associations on many topics of common concern will be increased in the coming months. The Department will be preparing discussion papers for consideration by the associations; and in addition local library boards will be invited to play an active role in increased regional planning.

* * * * *

It is essential that a viable and effective library/information system provide the library user with current material as quickly and efficiently as possible. Immediate needs must be met with immediate resources. In order to meet this requirement of immediacy, I feel that co-operative programs and resource sharing arrangements between libraries should be developed on the basis of defined geographic regions. To this end, the Department will be defining geographic regions for library planning. These regions will serve as a basis for the collection and maintenance of library data, and will serve as the basis for each region will continue to provide consultative advice and assistance to individual libraries within the regions; however there will be an added responsibility to treat the libraries within the region as a collectivity—a system in its own right.

The strengths and weaknesses of the system will be assessed and proposals prepared for the development of co-operative programs and resource sharing mechanisms such as reciprocal borrowing arrangements, block book rotations and co-operative acquisitions programs. The hoped-for development of a "regional" union catalogue would improve the provision of immediate resources to the library user and would much assist libraries within the region to maximize the use of existing resources. It may be advisable for the consultants to develop these plans in consultation with a representative group of trustees from libraries in the region. Your reaction to this proposal would be most welcome.

* * * * *

With the establishment of basic co-operative programs between public libraries in the region, it will be possible to examine and plan for co-operative programming and resource-

sharing arrangements with other non-library organizations (such as the local cultural centre or museum, and educational programs in the area) on a much more comprehensive and rational basis than would be possible with an individual library. Similarly the Extension Library, Public Library Services Branch will be giving consideration to resource-sharing mechanisms with ethnic libraries, provincial departmental libraries and other centres with specialized resources.

* * *

The increased accessibility to informational resources at all levels of service will better enable the library system to more quickly and accurately respond to a broader range of user needs. However, the Department recognizes the need for both an increased emphasis on existing programs and the development of new programs at the local and provincial levels of service.

The Department will continue to encourage and assist local libraries in the development of their public services, specifically children's programs and reference services. Increased emphasis will be placed on the Bibliographic and Information service offered by Public Library Services Branch, and as part of this, increased emphasis will be given to the role of the Branch in co-ordinating inter-library loans.

In order to respond to the increasing range of needs being presented to libraries, it will be necessary to develop several new programs at both the local and provincial levels of service. The Department is anticipating the development of a film distribution program by Public Library Services Branch in the not too distant future.

Similarly, I anticipate the problems of Manitoba's visually-handicapped will be recognized through the implementation of a provincial "audio-book" program. Public libraries throughout the province will be encouraged to participate in these programs and to develop similar such programs in their communities.

I will also be urging my department to develop new programs, new mechanisms through which public libraries can aid and assist the many new educational programs (Buntep, Focus, Impacte, Parklands) which have been developed recently.

These programs are representative of the many suggestions which I and my staff have received from individuals, libraries and library associations throughout Manitoba. Please keep the ideas flowing.

In closing, let me say that the successful implementation of these proposals depends on the sustained involvement and co-operation of all concerned and I am sincerely looking forward to working with you in the development of Manitoba's library system.

THE CHIEF LIBRARIAN

Leaps tall libraries at a single bound
Is faster than a speeding FEBS letter
Sends threatening overdue notices to full professors
Keeps overdue book fines in a numbered Swiss bank account
Thinks Melvil Dewey was God, and
Keeps the rare book collection.

THE LIBRARIAN

Leaps medium-sized branch libraries at a single bound
Is as fast as a Biochim Biophys Research Communications
Sends polite but firm overdue notices to professors
Deducts overdue book fines for income tax purposes
Admires the Dewey decimal system, and
Keeps the reference books.

THE ASSISTANT LIBRARIAN

Hops over the library's reprint collection if asked
Is slower than a note to Nature
Sends meek overdue notices to junior professors and grad students
Sometimes piffers fines for coffee break
Is confused by the Dewey decimal system, and
Keeps the periodicals.

THE STUDENT LIBRARIAN

Stumbles over a single issue of the Journal of Irreproducible Results
Is slower than a reprint request to the Bulgarian Academy of Sciences
Apologizes to angry professors who receive overdue notices
Pays overdue fines out of own pocket
Has not heard of the Dewey decimal system, and
Shelves books randomly.

THE LIBRARY TECHNICIAN

Gathers all the library's volumes in one arm and shelves them 10 at a time
Is faster than a manuscript from a Nobel prize winner
Shakes down professors with overdue books with the help of the Mafia
Forgives students their overdue fines
Thinks Melvil Dewey was the 13th President of the United States, and
Runs the Main Library

-- Dr. R. P. Bodnaryk, Research Scientist
Agriculture Canada Research Station, Winnipeg, Manitoba

IS THIS IN YOUR LIBRARY?

ARTS MANITOBA, a bi-monthly magazine of the arts
 Editor and Publisher Robert Enright. Single copies \$2.50. Subscription
 rate, one year \$12.00. Address all correspondence to: Arts Manitoba, Box 238,
 St. Norbert Postal Station, Winnipeg, Manitoba R3V 1L5.
 The first issue (Jan-Feb 1977) contained review/interpretative articles on
 film, the literary, musical, performing, photographic and visual arts as well as a section
 of book reviews. The editor states that "Arts Manitoba is concerned to look closely
 and intelligently at all aspects of culture, and in subsequent issues we will focus on
 dance, theatre, festivals and the literary arts through a lively combination of reviews,
 articles and interviews."

AHOY: an Atlantic Magazine for Children.

Three issues a year. Editor Joan Wayne. P.O. Box 3380, Halifax South Post
 Office, Halifax, N.S. B3J 3J1. Illus. Audience: Elementary-Junior High. Request.
 "An extremely imaginative, colourfully illustrated, 36-page children's magazine
 (ages 7-12), this is directed to Canadian readers in the Atlantic Provinces. Stories
 and poetry, things to do and articles on everything from the Olympic Games to stamp
 collecting are featured. Much of the material is written or drawn by young readers in
 the style of the by now famous KIDS magazine. It is difficult to see--this side of some
 attention paid to specific Atlantic Province situations--why it will not appeal to any child.
 Perhaps this is due to the fact that the magazine is edited by a librarian who obviously is
 well ahead of many commercially oriented children's editors. During 1976 the magazine is
 free for those who request it, but eventually it should level a subscription fee. (As of 1976
 the bill is being taken up for 6000 copies of each issue by the Junior League of Halifax).
 Highly recommended, whether free or with a subscription charge." (Library Journal
 101 (15):1720, September 1, 1976.)

BOOKS NOTED

THE CANADIAN GENEALOGICAL HANDBOOK by Eric Jonasson. Winnipeg:
 Wheatfield Press, 1976. Available from: Box 205, St. James Postal Station,
 Winnipeg R3J 3K4 at \$12.50 per copy.

The five chapters in the book are: "Understanding Genealogical Research",
 "Introduction to Canadian Genealogy", "Genealogical Records in Canada",
 "Public Archives of Canada" and "Provincial Records and Sources". The book is
 valuable for its discussion of the contents and location of the major genealogical
 records in Canada. The book contains much useful directory-type information
 and helpful bibliographies.

TALKING MAGAZINES

The Canadian National Institute for the Blind Library is pleased to announce that three
 popular Canadian magazines are now available in a compact cassette edition for print
 handicapped readers.

Orders are presently being accepted for 1977 subscriptions to:

	Subscription for 1 year	Per Issue
CHATELAINE (Monthly)	\$75.00	\$7.00
MACLEAN'S (Bi-weekly)	\$150.00	\$7.00
SATURDAY NIGHT (Monthly)	\$75.00	\$7.00
Subscriptions continue to be available for the ever popular READER'S DIGEST Canadian Edition	\$125.00	\$12.00

The periodicals are recorded on standard cassettes and stored in a book type container
 holding 3 or 6 cassettes, which is convenient for shelving and simple for readers to
 handle.

Orders should be submitted to:

Subscriptions
 Compact Cassette Section
 CNIB Library
 1929 Bayview Avenue
 TORONTO M4G 3E8

CALL FOR PAPERS

9th Annual Meeting September 22 to 23, 1977 Voyager Inn, Banff, Alta.

WHAT HAVE YOU BEEN DOING LATELY? COME AND TELL US ALL ABOUT IT!

If you know of other interesting, new, original, earthshattering, practical, etc. projects, please let us know about those as well so that we can approach speakers directly.

Let us know what you want to hear about and we will try to find speakers.

In addition to the major papers, a "short report" session is also planned. Please come and share projects, products, proposals, and ideas (with samples where possible).

IT IS YOUR CONFERENCE. WHY NOT MAKE THIS YOUR YEAR TO CONTRIBUTE?!!!

Deadlines: major paper -notice of intent and a brief abstract by May 30, 1977
camera ready copy by July 30, 1977

short report -notice of intent by September 1, 1977

to: Sheila Bertram
Faculty of Library Science
University of Alberta
Edmonton, Alberta T6G 2J4

Please notify Sheila as well if you wish to receive further information and registration forms.

IDEAS!!!

The Chester County Library in West Chester, Pa., provides patrons with a tape player and cassette tape for a guided tour of the 60-mile long Brandywine River. "A Driving Tour of the Brandywine Valley" includes commentary on the architecture, conservation efforts geography, and local and natural history, along with detailed driving instructions. A brochure with hours for museums and parks and a map accompany the tape.
American Libraries 8(3) 123, 1977

Ask the Question Board -- "When will the Penthouse Pet come out this year?" "Who composed the theme song of the Olympics?" These are just two of the questions that have turned up on the Question Board, a reference service of the University of Illinois/Champaign-Urbana Library. The Question Board uses four student assistants to answer over 199 stampers each week. The board serves as an information source, research service, and entertainment.

Wilson Library Bulletin 51(6):460, 1977.

ACROSS THE EDITORS' DESKS

Angel, Michael R. and Gerald R. Brown. Survey of library technician programs in Canada. Canadian Library Journal 34(1): 41-55, 1977.

Calkins, Mary L. On line services and operational costs. Special Libraries 68 (1): 13-17, 1977.

"A cost study of searches performed in four of the most widely used on-line systems, Lockheed, SDC, MEDLINE and TOXLINE, reveals the cost-effectiveness of on-line literature searching as compared with manual and batch searching. New features which have improved search effectiveness are outlined, as well as suggestions for future improvements."

Danky, James P. and Michael Fox. Alternative periodicals: Native Americans. Pt. 1. Wilson Library Bulletin 51(6): 481-485, 1977.
Includes reviews of several journals relevant to Canadian native peoples, i.e. Akwesasne Notes, The Indian Voice, Nesika: a Journal Devoted to the Land Claims Movement.

Davis, Joel. A selected list of government documents on extraterrestrial life. Special Libraries 68(3):119-
Thirty documents, relatively non-technical in nature, are presented for possible acquisition by public or college libraries. Different aspects of the subject are represented, and most of the items listed are currently available from the U.S. GPO, issuing agency or corporation.

Fischer, Russel G. Workers' self-management and libraries. Canadian Library Journal 34(3): 165-173, 1977.
A model for participatory management in libraries.

Fjalbrant, Nancy. Teaching methods for the education of the library user. Libri 26(4):252-267, 1976.

Harris, Michael H. Portrait in paradox: commitment and ambivalence in American librarianship, 1876-1976. Libri 26(4): 281-301, 1976.
This thought-provoking article is concerned with the "attitudes of librarians towards their work; their vision of their mission; their world-view, and the way it controlled their response to changing societal conditions".

Holley, Edward G. A librarian looks at the new copyright law. American Libraries 8(5): 247-251, May 1977.

The new American version of copyright. Compare with the recent Canadian white paper on copyright, outlined by P.J. Fawcett in this issue of the Bulletin.

Homer, Garth. Expanding service roles for libraries: a practical framework for continuing education. Canadian Library Journal 34(1): 33-38, 1977.
Calls on libraries to make a more visible contribution to the community through continuing education services.

Kazlauskas, Edward John. Selecting a computer terminal for the library. Special Libraries 68(1): 24-27, 1977.

"Such topics as hard copy versus CRT terminal, type of character font and format, size of screen display, system compatibility, storage and editing capability, and cost are presented as points to be considered in any terminal selection process."

Klement, Susan, ed. Alternatives in Librarianship. Canadian Library Journal 34(2): 77-140, 1977.

A series of articles on the theme including a directory of alternative librarians, an annotated bibliography, and a proposal for a university course. See article by Pat Schick on this theme in this issue of the Bulletin.

LaComb, Denis J. Videotechnology: its future in libraries. Library Journal 101(17): 2003-2009, October 1, 1976.

Oliver, Dennis and Jennifer Arbuckle. The New York Times Information Bank in the North York Public Library. Canadian Library Journal 34(1): 17-20, 1977.
The role of the data bank in the library's reference services.

Rhydwen, David A. Computerized storage and retrieval of newspaper stories at the Globe and Mail Library, Toronto, Canada. Special Libraries 68(2): 57-61, 1977.
"In non-technical language the features and applications of the computerized system are described and the advantages of such a system over the conventional manual clip file are presented."

Robbins, Jane. Two in "The Movement"; a review of "Booklegger" and "Emergency Librarian". Library Journal 101(17): 2010-2014, October 1, 1976.
"Emergency Librarian is a considerably better magazine than Booklegger".

Special Issue: the law. Emergency Librarian 4(3), Jan/Feb 1977.

Excellent issue which covers: Women's access to the law; Legal information services in B.C.; Sources of Canadian legal materials; libraries and access to the law; How and why: legal information referrals; Managing legal materials; Answering questions on the law: opinions; Legal information vs. legal advice.

Zuest, Pat. DOBIS: an outsider's view. Emergency Librarian 4(4): 11-13, 1977.

A little background about the system with some reservations expressed for Canadian libraries committing themselves to it.

JOBS AVAILABLE!

The University of Manitoba Libraries invite applications for:

1. Head, Engineering Library

This is a new position responsible for the development and operation of Engineering Library services. Duties include collection development and provision of reference services. The library has a full-time staff of three, holdings of approximately 25,000 volumes plus government publications and microforms, and serves primarily the faculty and students (about 1,000) of the Faculty of Engineering. Graduate and undergraduate instruction is offered in Electrical, Agricultural, Civil, Geological, and Mechanical Engineering.

Qualifications: Degree from an accredited library school plus an undergraduate degree in engineering or related field. Graduate work in engineering an asset; four years related experience, preferably including administrative functions; personal qualifications of judgment, initiative, and resourcefulness.

Salary: \$18,000 plus, depending on qualifications. There is a one-year probationary period.

2. Slavics Cataloguer

The incumbent is accountable to the Head of the Cataloguing Department for the cataloguing and classification of materials in Slavic languages for which there is no complete LC copy.

Qualifications: Degree from an accredited library school; professional cataloguing experience is an important asset; reading knowledge of Russian and Ukrainian required; knowledge of additional Slavic languages an asset.

Salary: 1976/77 starting salary up to \$14,500, depending on qualifications; 1977/78 salary under review. There is a two-year probationary period.

3. Cataloguer

The incumbent is accountable to the Head of the Cataloguing Department for the cataloguing and classification of materials in assigned subjects and/or language fields for which there is no complete LC copy.

Qualifications: Degree from an accredited library school; professional cataloguing experience an asset; honors or graduate degree in humanities, social sciences, or arts.

Salary: \$12,020 plus, depending on qualifications (1976/77). 1977/78 salary under review. There is a two-year probationary period.

The University of Manitoba Libraries' Cataloguing Department provides centralized cataloguing services for eight of the thirteen libraries in the University of Manitoba Libraries' system, using AACR and LC classification. The department is made up of the original cataloguing, copy cataloguing, catalogue maintenance, and preparation sections with a staff of eleven professional librarians and twenty-five support staff.

The library system comprises collections of more than 1 million volumes with a staff of 255, and serves a student population of approximately 20,000.

Apply to:

Paul Wiens
 Assistant Director for Administration (Libraries)
 Elizabeth Dufbe Library
 University of Manitoba
 R3T 2N2

COMING EVENTS!

- June 16 - 23 American Library Association. Annual Conference. Detroit, Michigan.
- September 17, 1977 Manitoba Library Association. Annual General Meeting, Whiteshell Nuclear Research Establishment, Pinawa, Manitoba.

membership application

Manitoba Library Association

WHAT DOES M.L.A. DO?

- * advocates legislation to promote library development.
- * prepares briefs to support expansion and improvement of library development.
- * promotes local, regional, and international conferences.
- * promotes continuing education for library personnel through seminars and workshops.
- * promotes better working conditions for library personnel.
- * promotes and fosters ties among different types of librarians.
- * administers the Jean Thonunn Law Scholarship for students of Librarianship.
- * supports Canadian and Manitoba authors and publishers.
- * publishes Manitoba Library Association Bulletin; and "NewsLine" newsletter.
- * publishes Pioneers and Early Citizens of Manitoba: a dictionary of Manitoba biography, 1971. (in conjunction with Pegus Publishers).
- * publishes Winnipeg: A Centennial bibliography, 1974.
- * coordinates a Union List of Serials.

YOU CAN HELP US WITH THESE PROJECTS AND SERVICES. IF YOU ARE INTERESTED IN WORKING WITH US TOWARD GOOD LIBRARY SERVICE, PLEASE JOIN US:

MEMBERSHIP Oct. 1, 1976 - Sept. 30, 1977

Name: _____ Postal Code: _____
 Address: _____
 Home Phone Number: _____ Business Phone Number: _____
 Business Address: _____ Position Held: _____

Fee Schedule: New Member Renewal

a) Personal members - Annual Library salary up to \$5,000 - \$ 5.00
 Annual Library salary \$5,001 - \$9,000 - \$ 8.00
 Annual Library salary \$9,001 and over - \$10.00
 b) Institutional members \$15.00
 c) Students, trustees, retired, unemployed, and other friends \$ 5.00
 d) Donations

Interest: Public School Academic Special Friends Trustee
 (Check one)

Please return with check or money order to: Membership Chairperson
 Manitoba Library Association
 6 Fernox Avenue
 Winnipeg, Manitoba