



NOLA NOTES

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A bimonthly newsletter for members of NOLA Regional Library System

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NOLA Regional Library System Celebrates 25 Years ; Dedicates Conference & Training Center

Warren, Ohio: At its Second Quarter Membership Council Meeting on November 13, 1997, NOLA Regional Library celebrated 25 years of service to member libraries and dedicated the new NOLA Conference & Training Center. In April 1972, 21 public libraries in a five county region agreed to give cooperation a try and the Northeastern Ohio Library Association (NOLA) was formed. On June 12, 1989, the State Library of Ohio passed Resolution 89-2 which chartered NOLA Regional Library System as a Metropolitan Library System. Formerly located in Youngstown, Ohio, the NOLA Office moved to its current location, 4445 Mahoning Avenue NW, Warren, Ohio, in early 1991. Today, NOLA has 87 members in nine counties. Millie Fry is Executive Director and Mary Frances Burns, Director of Morley Library in Painesville, (Lake County) Ohio, is President of the 13-member board of trustees.

Former executive directors Tess Trucksis, Ann Yancura, and Holly Carroll each spoke briefly of their memories and experiences at NOLA Regional Library System. Michael Lucas, Ohio State Librarian, spoke about the future of NOLA and other regionals across the state. His remarks are printed in this issue of ***NOLA Notes***. Together Mike Lucas and Mary Frances Burns cut the ribbon to mark the opening of the NOLA Conference and Training Center.

Located at 4443A & B Mahoning Avenue, Warren, Ohio, the Center adjoins the NOLA office. Phase One was completed earlier this fall with continuing education workshops and OPLIN training sessions held at this location since October 1. Ten computers are currently networked for hands-on training.

Ken Bell

Technology Consultant

AccessOhio Update

NOLA has been participating in a process to increase the scope of its interloan abilities. This effort is embodied in the AccessOhio Project. If you are unfamiliar with AccessOhio, there is a full description at <http://www.nolanet.org/accessohio>.

The planning team recently completed a selection process for a vendor to create a union catalog that includes the NOLA/NORWELD holdings, the Ohio Shared Catalog, and data from several libraries in the SWORL group. The process involved the review of vendor offerings to narrow the search to a small set which could most satisfy our needs. We had a presentation at OLC to let these folks know what we had in mind and then proceeded to weed out vendors that did not appear to have a viable strategy.

This narrowed the field to four vendors: The Library Corp., OCLC, Auto-Graphics (AG), and Follett. Ultimately, OCLC could not meet the budget and dropped out. We are operating on a thin budget for this initial year long phase. The funds being allocated are from the current NOLA/NORWELD project in addition to approximately \$54,000 from the State Library that was earmarked for the OSC.

Only AG and Follett demonstrated products that provided workable solutions for our need. After a long day of discussion, we chose AG and its Impact Online product. This is not the same version that NOLA beta tested previously and I feel will not have many of the issues which caused problems the first time. The software is currently a windows based application for ILL maintenance, but the catalog searching and ILL requests take place in a web browser such as Netscape Navigator. It is hoped that all processes will take place in a browser by Summer 1998.

The benefits will include a much more timely update to the catalog as well as a significantly larger database of holdings. Also, there should be a renewal of observing proper lending policies as we devote more attention to the project. In the first incarnation, patrons will also be able to search the catalog but not initiate requests.

We are evaluating training needs and migration strategies. It is important that we involve all of the individual ILL folks so we get it right. The initial understanding is that NOLA/NORWELD will migrate first. In this group, all Fileserver libraries will be the first to transition, so these libraries may expect to be contacted soon. Our hope is to have most of the two regionals fully transitioned by mid to late January.

There is currently a need for some expertise on two task forces related to the project.

First, if you or your library has significant cataloging or automation experience (people call you a guru), there is a place for you on an unique state-wide project. The duties will be to identify data management concerns as well as ongoing integrity of the catalog.

Second, we need a volunteer to work on a task force to help iron out kinks in the rollout of the actual ILL process. This will probably not be a large group, but needs someone who is extremely strong on the Tomcat catalog and process. As always, contact me at bellk@nolanet.org for details or to volunteer.

This is the first part in a process that appears to be heading towards true state-wide cooperation. The State Library has been looking favorably at our efforts and would appear to support our direction. In addition, we have begun the process of looking to what can be accomplished in "Phase 2." The possibilities for statewide circulation are incredibly exciting, and I'm pleased to report that NOLA will play a significant role in the development of such a resource. In fact, watch for the next installment of *NOLA Notes* for more info on the second phase.

Millie Fry *Executive Director*

Report for the NOLA 25th Anniversary Celebration
November 13, 1997

In the eight short weeks since I have been at NOLA much has happened. There has been little time to catch my breath. The Board, staff, and Board Committees have been busy assessing the needs and wants of members, discussing funding options for the future, planning for new and innovation services and programs, working with other Regional Library Systems and the State Library to make phase one of Access Ohio a reality in the early part of 1998, conducting staff development and technology training workshops and planning for those to be held during the Winter and Spring months, publishing the Salary Survey and two issues of the NOLA Notes, mailing the 1998-99 Optional Program Checklist and the Letter of Intent, working to increase the kinds and the number of vendors in our Cooperative Purchasing Program, and last, but not least, opening the new NOLA Conference and Training Center which we are dedicating today.

In her October 20, 1997 Update, Carol Roddy, the new Director of OPLIN, stated that her first priority was getting to know the customer. This has also been a top priority of mine. This is the second Quarterly Meeting that I have been a part of in the last six weeks and I appreciate the opportunity to meet each and every one of you. Several Board Committees have already held working sessions and I have met even more of you in these sessions. But my preference is to talk with you in your own library. Therefore I have set a goal for my first year with NOLA - I plan to visit with half of our members during that period. I've already been to five of your libraries and made arrangements to visit with five more within the next month. I am interested in learning about the benefits, both tangible and intangible, your library receives from being a member of the NOLA Regional Library System. How can we strategically place the organization in this fast paced technological environment? What is your vision of NOLA's future? How can NOLA improve or change so we will be better able to serve you? And what new services, programs, or products would you like us to develop? You can expect to receive a call and a visit from me.

Knowing that public libraries were preparing budgets for 1998, the staff put in extra hours to complete the

1997 Salary Survey in October and distributed it to participating libraries. We have noted your excellent suggestions for changes and additions when we do the next survey.

As soon as we completed that survey and put it in the mail, we compiled the ideas generated by participants of the June Planning Meeting and sent them to our members for additional input. Almost fifty of you responded and prioritized ideas for improving existing programs as well as developing new ones. The results of this survey will be tabulated and then presented to the By-Laws/Long Range Planning Committee in the very near future. Members of this Committee will then analyze the findings and develop a revised NOLA Long Range Plan for the Board's approval in January.

In an attempt to develop a quality continuing education program that will meet the needs of our membership in a timely manner, we are asking each of you for input concerning your own professional development and technology training needs during the coming year. You will find a CE survey on the NOLA Desktop. Please take a few minutes to complete it prior to December 12. And also encourage all of your staff to do likewise. The results of this survey will help the staff and the Continuing Education Committee plan workshops and programs for 1998. We appreciate your cooperation.

I mentioned earlier that several Board Committees have already met this Fall and are planning for the organization's future. The Legislative Committee has developed plans for an activity to be held on the Ohio Library Council's Legislative Day (March 18, 1998). You will receive preliminary information within the next three weeks concerning this opportunity to meet with your state legislator in Columbus. Committee members also discussed the need to develop a legislative strategy to increase state funding for Regional Library Systems in Ohio in the next biennium due to the recent changes in LSTA funding for systems.

The Finance Committee has met twice in the last two months and they are also addressing funding issues for 1998-99 and funding options for the future. This Committee will present a preliminary budget for 1998-99 to the NOLA Board in December. The Technology Advocacy Committee met for the first time this morning and the Health Insurance Committee meets soon to make a recommendation concerning our health insurance plan to the Board next month.

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Sue Nespeca *Deputy Director*

Continuing Education

Continuing Education Survey

We are asking staff members at every NOLA library to fill out a survey on continuing education so that we can plan continuing education activities for the July 1998 - June 1999 grant year. The survey is online at: <http://www.nolanet.org/conteduc/cesurvey.htm> or when you go to the new NOLA "teaser" home page at: <http://www.nolanet.org>, you can click directly on the continuing education survey. We hope to receive input from NOLA's public, school, academic and special libraries, and the diverse staff members of each library, including Board of Trustee members. It only takes a few minutes to complete, and input is needed no later than **December 12, 1997**.

Spring Continuing Education

This spring we are collaborating with other organizations for three important workshops. The two-day **Library Management Symposium** will be held on March 30 and 31 at Mohican Lodge. Dr. Rick Rubin will be addressing hiring and orientation issues along with ideas on how to shape the work place to improve productivity and satisfy workers. He will also cover discipline to termination procedures. Attorney Gary Spring will address legal issues in relationship to FMLA, ADA, and hiring and firing.

This will be the ninth year for the **Youth Services Symposium** cosponsored by NOLA, NORWELD and MOLO. Topics this year will be Family Library Programming and Storytelling with a world renown storyteller. Dates are tentatively set for April 30 and May 1, 1998.

And we will again hold **Technology Access** in conjunction with Channels 45/49 and MOLO. March 9 is the day scheduled for public librarians and school librarians and March 10 will be for school teachers.

Holly Ryan, NOLA's CE Coordinator, will highlight other spring workshops in her column in *NOLA Notes*.

Youth Services

Children's Literature Conference

The **Children's Literature Conference** held annually at Ohio State University, and known across the nation as one of the best children's literature conferences anywhere, will be held on January 29 - 31. Authors present include: Ruth Heller, Alice Schertle, Stephanie Tolan, Lulu Delacre, Angela Medearis, Gloria Skurzynski, Karen Hesse and Hazel Rockman. Author/ Illustrators present include: Ed Young, Steven Kellogg, and Eric Rohmann. Also present will be author and storyteller Eric Kimmel. If you did not receive a form for this conference, please contact Elaine at the NOLA office (847-7744 ext. 16) and she will fax a form to you.

Summer Reading Workshop

NOLA's Summer Reading Workshop will be held on Thursday, March 19. If you would be willing to help with the workshop or be a presenter, please contact me via email at: nespecas@nolanet.org or phone 847-7744 ext. 13.

Born To Read

We hope to have information on The NOLA Desktop on the national Born to Read program in December. Kits are available for borrowing beginning January, 1998 and we will have order forms for the following publications that were produced in-house: *Books for Babies*, *Books for Toddlers*, *Music for Babies*, *Rhymes for Babies*, and *Watch Me Grow: Developmental Characteristics of Babies*. If you would like additional information, please do not hesitate to contact me.

Holly Ryan *CE Coordinator*

Following are highlights of new workshops and programs slated for Winter/Spring 1998

Basic Reference is a full-day NOLA workshop to be held on March 12, 1998, at the Public Library of Youngstown and Mahoning County. This workshop will address conducting a reference interview, using basic reference tools, and creating local resources. Workshop presenters will also highlight The Grant Center housed at Youngstown's Main Library.

Programming and Literature for Middle Grades is scheduled for April 1, 1998. Participants will receive new ideas for ongoing programs, special events, and new craft ideas for after-school programming. This workshop is designed for both the beginner youth service librarian and experienced staff.

Also scheduled for spring is a support staff workshop to be held in two locations covering the topic of coping with stress and negativity. Also to be held in two locations is a trustee workshop discussing the policy-making role of the board and expectations of the board and director.

MicroSoft Word and MicroSoft Excel are also scheduled. Melissa Lattanzi will instruct participants.

Ken Bell continues to offer quality training throughout Winter/Spring 1998. Popular workshops scheduled include: Webmastering (basic and advanced), NT Server, Novell Administration, NT Webserver, and Digitizing Local Collections. OPLIN training is also scheduled and classes will be offered through June.

Millie Fry, Executive Director

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The staff is presently contacting companies in the Co-operative Vendor List about increasing discounts for our members. The Discount Purchase Committee is scheduled to identify additional products and vendors in early December. We anticipate publishing the 1998 Cooperative Vendor List by mid-January.

Sue, Ken, Melissa and I also attended the Ohio Library Conference in Cleveland in October. We met with prospective Access Ohio vendors, presented or facilitated programs, and made some excellent contacts.

Sneak preview - we have invited Carol Roddy (OPLIN), Terri Fredericka (INFOhio) and Tom Sanville (OHIOLINK) to speak at our Third Quarter Membership Luncheon and Council Meeting which will be held January 23.

My office door is always open or I am only a telephone call or an e-mail message away. Please feel free to contact me at any time to discuss any issue or make suggestions for improving service.

As I mentioned in my opening paragraph, the past two months have been busy assessing member needs and wants and discussing issues such as new directions, funding, and resource sharing - issues of utmost importance to the members of NOLA. I believe that the planning that is taking place now will produce solid results in the coming months and years.

Cancellation Policy for CE Events:

Just a reminder: If you need to cancel registration for a workshop for any reason, it is NOLA policy that you give **five working days** notice of cancellation; otherwise, you will be invoiced for the event. Often we need to plan meals, set-up computers, make handouts, etc., based on attendance and we need five days to make these adjustments. NOLA will send a reminder FAX to registrants **seven working days** prior to the event. We hope this will help you in your planning.

Notification of Inclement Weather:

We will also be changing our procedures for notification in case of inclement weather. We rarely cancel an event due to weather, but it has occurred in the past. Since NOLA covers so many counties, there are often questions as to whether an event is being held since weather may vary from county to county. You may now call the NOLA office, 1-800-589-6652, **EXT. 17** at 7:00 a.m. on the morning of a workshop to receive a voice mail recording stating whether the workshop/meeting has been canceled. Whenever you have any questions regarding **continuing education activities**, you should always dial **ext. 17**, for Holly Ryan, Continuing Education Coordinator. For **continuing education registration**, you should dial **ext. 16** to speak to Elaine Casterline, Office Assistant for Continuing Education and Youth Services.

Address of Michael Lucas, Ohio State Librarian
NOLA 25th Anniversary Celebration
November 13, 1997

When Millie first approached me about speaking today, I said yes, without much hesitation. When she presented me with the theme: "The Future Is Here," I said, "I can do that." When I hung up the phone, I suddenly felt like the character in a television commercial that was popular many years ago. Perhaps you remember the ad. It was for an airline. A gentleman was shown sitting behind his desk. The phone rings; he picks it up and says cheerily, "Pittsburgh on Monday? I can do that." The phone rings again, "Dallas on Tuesday? I can do that." Once more, the phone rings, "Boston on Wednesday? I can do that." To the phone a fourth time, and "Seattle on Thursday? I can do that." Finally, "Chicago on Friday? I can do that." After that fifth phone call, our frequent flyer pauses, suddenly looks absolutely stricken, and stammers, "How can I do that?"

And that's how I feel. It is not that "The Future Is Here" is a difficult theme to address. To the contrary, it is a phrase pregnant with possibility.

The Future Is Here - The end of the millennium is upon us. The 2001 about which Arthur Clarke wrote and which for so many of us promised to be a watershed year is just around the corner.

The Future Is Here - It awaits us a few doors away at the new NOLA Training Center and it awaits each NOLA member in the form of the energetic leadership of NOLA's new director, Millie Fry.

The Future Is Here — It exists in this great state. As John Berry stated in his editorial in the June 15, 1997, *Library Journal*, "I saw the future in Ohio.. If you want to see new ideas about supporting libraries, new ways to adapt libraries to new information technology.. take a look at the libraries, librarians, legislators, trustees, and citizens of Ohio."

The Future Is Here - But to better understand that future, let's look at the current environment and remember, these environmental factors are brought to you courtesy of the State Librarian, someone whose opinions are not always totally unbiased.

If you have heard me speak publicly during the last two years, you probably realize that I usually take advantage of these opportunities to voice a recurrent theme:

This is the most exciting (and challenging) time ever experienced by Ohio's libraries. Speaking on "The Future Is Here," ten years ago, who would have foreseen the reality of our present?

Much of what makes this time so exciting revolves around our use of technology to better serve Ohio's citizens. That use of technology manifests itself in our three primary library networks: OPLIN, OhioLINK, and INFOhio.

OPLIN, the Ohio Public Library Information Network, now is into the second biennium of its existence. It has accomplished much: All of Ohio's 250 main public libraries (save one) are connected to the state's communication backbone via powerful T-1 lines; a suite of databases is available through the award-winning OPLIN home page; an infrastructure ripe with potential is in place.

OhioLINK, the state's academic library network, now connects more than 50 of Ohio's two- and four-year private and public institutions, along with the State Library. Above and beyond the thirty-plus online resources, many in full text, that are available through OhioLINK, the reality of OhioLINK is that a student at Cleveland State University can identify a book owned by the University of Cincinnati, and have it in his or her hands within 48 hours. Forget interlibrary loan; that's statewide circulation!

INFOhio is attempting to develop a union catalog for Ohio's school libraries and to link them in a common system. Under the capable leadership of Terri Fredericka, its new Executive Director (she's been in her position a shorter period of time than I've been in mine, so I can still call her 'new'), INFOhio is making great strides in developing a network that will bring the best library resources to Ohio's students.

For a little over a year now, we have been trying to find ways that these three networks can cooperate. After a couple of false starts, we believe we have found common ground from which to develop this cooperation. Some of you may have seen a press release issued a few weeks ago announcing "Libraries Connect," the formal name we have given this cooperative venture. By the way, just to come clean, this isn't only about altruism and the kindness of our hearts, there is language in the current budget bill strongly encouraging cooperation among OPLIN, OhioLINK, and INFOhio.

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Before I move on, let me deal for a moment with the past. For forty years LSCA, the Library Services and Construction Act, was the conduit for federal dollars to Ohio's libraries. There were three primary titles in the LSCA: Title I, directed at public library services; Title II, for public library construction; and Title III, for library networking, preservation, etc. This third title contained the only funds directed at cooperation among different types of libraries - and it was the title with the fewest dollars.

For libraries and federal funds, the future is here and it is called LSTA, the Library Services and Technology Act. It is a much different animal than LSCA. LSTA has no titles; it directs that federal funds be spent on technology and services to the underserved, especially children in poverty. Most importantly, LSTA dollars are available to all types of libraries — academic, public, school, even special libraries deemed eligible by the state library administering agency.

Now, think back a minute or two, to Ohio's library networks and their intention to cooperate. Viewed in the context of LSTA, or LSTA viewed in the context of the networks, we are presented with a synergistically compelled paradigm, a paradigm in practice by most of the regional library systems for years.

None of this means that the future is pain-free - which leads me to a subject that has been of concern to many of us — resource sharing.

At the State Library, we have had some difficulty articulating our position on resource sharing. Let me try to shed some light on that position.

On June 30, 1998, resource sharing contracts across the state will expire. These contracts had come to supply two things: 1) reference backup; 2) interlibrary loan. It is the latter item that is problematic.

Let me share some figures with you: 1) \$522 million; 2) \$164 million; 3) \$4.6 million. The first figure is the approximate expenditures by Ohio public libraries during 1996; the second figure is the approximate expenditures by Ohio academic libraries during 1996; the final figure is the approximate amount of LSCA dollars available in 1996. \$522 million. \$164 million. \$4.6 million. Given these figures, it is extremely difficult to justify the use of those limited federal dollars to subsidize interlibrary loan in Ohio, in effect, to pay one Ohio library to loan a book to another Ohio library.

What should be done, what we intend to do is to direct those federal dollars at projects that will facilitate the lending of books among Ohio's libraries, among all types of Ohio libraries. Some day we may achieve statewide circulation for all Ohioans through all Ohio libraries.

That leaves us with reference information backup. It is impossible for all Ohio libraries to maintain all the information needed to answer all their patrons' requests. As I mentioned in a letter I sent to the NOLA Board in September, it may be time to seek an Ohio library, or several Ohio libraries, to provide a reference information backup service (RIBS) to all Ohio libraries. In fact, we have brought this concept to the attention of the LSTA Advisory Council and we expect to move forward with an RIBS RFP so that we may have the service in place by July 1, 1998. And, please remember, the key here, as it will be with any LSTA expenditure of this type, is that RIBS will be available to all Ohio libraries.

Last May, Elaine Terman asked me to answer the following question for the CAMLS 20th anniversary celebration: What types of roles do you see the Regionals playing in the future? My reply was:

This is the most exciting and challenging time ever seen by the Ohio library community. Technology is moving us in directions we could not have imagined a generation ago.

This technology makes Regionals even more relevant as demand increases for continuing education and training in this new technology - and these are services that Regionals have delivered well through the years.

This technology also provides Regionals the opportunity to give technical support to their members - and this will become an increasingly important role for regionals.

As information increases geometrically, there no longer exists a library whose resources are rich enough to allow that library to go it alone. Regionals continue to provide the framework for partnering that is so necessary in today's world.

In retrospect, I believe I was too conservative in my assessment. Regional library systems, their boards, their advisory councils, and their directors, are capable of using their service ethic to reinvent the Regionals in roles that are beyond my ken.

Congratulations to each of you on NOLA's 25th anniversary. I hope you will invite me back to celebrate your 50th.

Continuing Education

Microsoft Word Workshop, January 7, 1998, 9:00 a.m. to 12:00 Noon. NOLA Conference & Training Center, Warren, Ohio. This basic word processing workshop teaches participants how to move and copy text, format paragraphs, spell check, save files, create tables and borders, and change fonts. **Registration deadline is December 30, 1997.**

Windows NT Workshop, January 15 and 16, 1998, 9:00 a.m. to 4:30 p.m. NOLA Conference & Training Center, Warren, Ohio. Participants will learn the basics of configuring, administering and managing a Windows NT 4 server. This class will prepare you to take MicroSoft exam #70-67. [Passing this exam counts toward MCSE certification.] **Registration deadline is January 8, 1998.**

Advanced Webmaster Workshop, January 22, 1998, 9:00 a.m. to 4:00 p.m. NOLA Conference & Training Center, Warren, Ohio. This course is designed to teach technology staff in the library advanced skills in creation and maintenance of library homepages. **Registration deadline is January 15, 1998.**

OPLIN Training / Windows 95 January 27, 1998, 9:00 a.m. to 3:00 p.m. NOLA Conference & Training Center, Warren, Ohio. Upon completion, participants will understand the major parts of Windows 95 (Desktop, Explorer, and Task bar). Attendees will also be able to start and run applications, learn shortcuts to programs and Internet sites, and learn how to setup and organize a Netscape bookmark file. **Registration deadline is January 20, 1998.**

January Interest Group Meeting

January 8: The **Resource Sharing Interest Group** — Update on AccessOhio — will meet at the NOLA Office from 10:00 a.m. to 12:00 noon.

Visit the the NOLA Website at www.nolanet.org.

New Book Look, Friday, January 30, and Monday, February 2, 1998, 9:00 a.m. to 4:30 p.m. NOLA Conference & Training Center, Warren, Ohio.

Vendor Discount Offer from H. W. Wilson - Ohio

Nancy Kolady of H. W. Wilson - Ohio has asked that we use the following announcement to NOLA Members in our newsletter:

NOLA Discount Reminder:

December 31, 1997, is the deadline to order from H. W. Wilson at the following prices:

- Current Biography fulltext 1940 to present @ \$449.10
- Current Biography fulltext 1983 to present @ \$215.10
- World Authors fulltext 800 B.C. to present @ \$535.50

/Windows / Web /

Contact:

Nancy Kolady, H. W. Wilson - Ohio

800-367-6770 ext. 2217

or

H. W. Wilson direct:

800-367-6770 ext. 2416

FAX: 800-590-1716

ordernow@info.hwwilson.com

People and Libraries

Library Levy and Bond Issues Results for November 4, 1997

Bond Issues

Akron-Summit County Public Library's .98 mil bond issue passed. Votes for 57,851 (59.23%), against 39,820. This new bond will generate \$88,000,000.00 over 23 years.

MacKenzie Memorial Public Library's (Madison) .78 mil bond issue passed. Votes for 2,451 (51.73%), against 2,287. This new bond will generate \$2,250,000.00 up front.

Levy Issues

MacKenzie Memorial Public Library's (Madison) .75 mil levy issue failed. Votes for 2,199 (46.56%), against 2,523. This new levy would have generated \$1,000,000.00 over 5 years.

Mentor Public Library's .625 mil levy issue passed. Votes for 8,593 (51.67%), against 8,036. This replacement and new levy will generate \$7,600,000 over 10 years.

Morely Public Library's (Painesville) 1.0 mil levy issue passed. Votes for 6,373 (60.66%), against 4,132. This replacement levy will generate \$3,205,000.00 over 5 years.

Letters of Intent 1998-1999

Letters of Intent for the 1998-1999 Grant Year have been mailed to member libraries and are to be returned to the NOLA Office by **December 14, 1997**.

Article IV, Membership, Section C of the Bylaws of NOLA Regional Library System state:

Membership may be terminated on the first day of July in any year, providing that notice of intent to withdraw has been received at least eighteen (18) months prior to the date of withdrawal. (Ohio Revised Code, Section 3375.93)

Melissa Lattanzi Clerk-Treasurer

THE HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT OF 1996

In October I attended the Ohio Library Council Annual conference in Cleveland. One of the sessions that I attended was Managing Health Care. Ted Biskind of Biskind Financial Services was one of the speakers. He addressed the Health Insurance Portability and Accountability Act. The session was quite informative. Here are some highlights from a booklet created by the U.S. Department of Labor. If you are interesting in receiving one of these booklets please email me at lattanzm@nolanet.org or call or fax me at the NOLA office.

The Health Insurance Portability and Accountability Act of 1996 (HIPAA) was signed on August 21, 1996. This law includes important new protections for millions of working Americans and their families who have preexisting medical conditions or might suffer discrimination in health coverage based on a factor that relates to an individual's health. HIPAA changes include:

- Limit exclusions for preexisting conditions;
- Prohibit discrimination against employees and dependents based on their health status;
- Guarantee renewability and availability of health coverage to certain employers and individuals
- Protect many workers who lose health coverage by providing better access to individual health insurance coverage.

When changing employers HIPAA requires your new employer's plan to give you credit for the length of time that you had continuous health coverage, that will reduce the 12-month exclusion period. If you have had 12 months of continuous health coverage upon changing jobs you will not have to start over with a new 12-month exclusion for any preexisting conditions.

There are preexisting conditions that cannot be excluded from coverage. These conditions include: pregnancy, newborn, adopted child under age 18 or a child under 18 placed for adoption as long as the child became covered under the health plan within 30 days of birth, adoption or placement for adoption, and provided the child does not incur a subsequent 63 day or longer break in coverage.

Calendar of Upcoming Events

December 8 RefLinks Interest Group 10:00 a.m. NOLA Training Center	December 11 OPLIN Training For Children 9:00 a.m. - 4:30 p.m. NOLA Training Center	December 24, 25 NOLA Office Closed Christmas Eve and Christmas Day	January 8 Resource Sharing Interest Group 10:00 p.m. - 12:00 Noon NOLA Training Center
December 9 OPLIN Training Workstation Maintenance 9:00 a.m. - 4:30 p.m. NOLA Training Center	December 12 OPLIN For Directors Workshop 9:00 a.m. - 4:30 p.m. NOLA Training Center	December 31, January 1 NOLA Office Closed New Year's Eve and New Year's Day	January 9 - 14 ALA Midwinter New Orleans
December 10 OPLIN Training Enhancing Netscape 9:00 a.m. - 4:30 p.m. NOLA Training Center	December 16 NOLA Board of Trustees Meeting 10:00 a.m. Girard Free Library	January 7 Microsoft Word Workshop 9:00 a.m. - 12:00 Noon NOLA Training Center	January 15, 16 Windows NT Workshop (two day workshop) 9:00 a.m. - 4:30 p.m. NOLA Training Center
			January 23 Third Quarter Membership Meeting



Champion Plaza
4445 Mahoning Avenue NW
Warren, OH 44483

First Class

Serving Member Libraries in Nine Counties