



Merle Billson, owner of Ideal Personnel at Dixie Plaza, is surrounded by five of her seven girls. The staff, from left to right Marian Soko, Dolly McGrath, Margaret Cronin, Carole Newman and Bev Herbert.

Missing from the group are Chris Paget and Marjory Setchell. (Times photo by Ron Pozzer.)



**Bettie Bradley**

Goodbye, old friend, I'm going to miss you after all, I wasn't so sure we were going to get along when we first met. But it hasn't been all that bad.

I've never liked complainers and at first there were just too many things that didn't bode well.

Take your attitude about the Middle East. Talk, talk, talk. Looking back, I'm not sure you actually made one positive recommendation.

You had a lot to say about world inflation, too. I admit you tried very hard to cut your spending, but the people around you didn't co-operate and you gave up. You turned out to be a quitter. I suspect your real problem is that you were too easily influenced by the people around you.

I had hoped you would be stronger, but like so many of us your strong suit was personality and you were a little short on character.

You had a streak of ruthlessness I didn't like. As guerrilla warfare became the rule rather than the exception and anarchy seemed to replace order, you showed a cool disregard for the innocents who were the victims.

On the other hand, I must acknowledge you seemed to feel a warm regard for my own family. There were times when the relationship got a bit flaky but you were there when we needed you.

We fondly remember the ski trip to Vermont.

You gave my son his first trip to Europe and the results weren't just successful, they were memorable.

And then there was my own timid approach to the business world I had left so many years ago. You were more than helpful. You were magnificent.

I look forward to meeting your successor. A touch of cynicism is replacing hope and my expectations are less than they were when I greeted you.

Nevertheless, as you take your leave, please believe that you will not be forgotten. In fact, on the whole, the Bradleys will remember you with affection.

## Woman power in personnel

By **CONNIE RAE**

Age is no longer a barrier in the working world, says Merle Billson of Ideal Personnel.

She is a grandmother 51-years-young who owns the company and is surrounded by an "incredible staff" of seven women all over 30, and all with diversified office experience.

Merle has been in personnel for nine years and she says it's the only job she's ever had that she thoroughly enjoys. Already established in the personnel field, she became office manager for Mr. Lawson, second owner of Ideal Personnel, five-and-a-half years ago. At that time it was a two-girl office located at Bloor and Dixie. She later became a partner and a year and a half ago became owner. Last summer the company moved to Dixie Plaza on Dundas.

"In my 20 years of business experience, I've always been treated as an equal on a business basis," Merle says.

"Of course, I've got a supercool husband. Rich is successful in his own field as writer and training specialist for CN Telecommunications and he enjoys my success too."

Working in personnel is a high-pressure job that looks glamorous on the outside, but involves a lot of hard work. To make things run more smoothly, Merle eliminated commission and pays her staff salary plus bonuses. It eliminates conflicts, she says.

Each applicant's file is available to all the interviewers who work as a team to select the best applicant for the job.

Office counsellors are hired on a monthly trial basis and hired permanently only on the approval of the staff. Bev Herbert is the newest addition. "She's our baby," says Merle.

In addition to three weeks' holidays a year, the women can work from three to five days a week, according to their needs.

For the last several years the agency has held a Christmas party for staff and clients at the Port Credit Yacht Club to collect gifts for the toy depot. Last year 657 gifts were gathered. Due to the mail strike, the party was

cancelled this year but over 100 gifts were sent to the toy depot for Christmas.

"I never thought I could work in an all-girl office and enjoy it," says Carole Newman, a counsellor, "but the girls have become my best friends, we all have outgoing personalities yet are totally different and the flexible office conditions establish a good feeling."

"The hardest part of the job is to accept the fact that people disappoint you occasionally, but you just can't get bored, there's always new people but it's hard not to get emotionally involved with your applicants."

Carole visits Applewood secondary school every year to talk to the girls. "Students are timid about that first interview and we can offer them some motherly advice."

"The sharp juniors are my favorites," says Carole. "It's often difficult to place them because they have no experience, but they are anxious to put their typing and shorthand skills to work. We really go to bat for them, and it's really satisfying to get them a job."

The most motivated applicants are women from 22 to 35 who want a challenging position. Businesses however, hesitate to hire women to promotion-type jobs unless they have a stationary lifestyle.

"One married woman with children in school had taken a course at Humber College and came in here with holes in the soles of her feet after walking all day. We were able to place her. It's moments like that that make the job rewarding," says Carole.

The woman over 45 is usually looking for a secure job in pleasant surroundings with no pressure, and employers are more and more looking for maturity and stability.

Most personnel agencies give typing, shorthand, bookkeeping and dicta tests to assess an applicant's skills.

English and math tests assess ability. Mechanical skills are important, but so is grooming and personality. When placing a woman, the counsellor considers the office environment, formal or informal, and tries to place an applicant in a position where she will be happy and want to stay. Reference checks are always made.

Jobs are not that plentiful but the job market is always changing.

Merle thinks, however, that even an inexperienced girl can get a job. "We've all been in that position at one time or another, hang in there, someone will give you a chance," she says.

"More and more employers are realizing their time is very valuable and have a dependable agency apply their skills of artistry in matching up the client with the applicant."

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**THE PEEL BOARD OF EDUCATION**

**ANNUAL ORGANIZATIONAL MEETING**

The Peel Board of Education will hold the ANNUAL ORGANIZATIONAL MEETING in the Board Room, 90 Dundas Street West, Mississauga, Ontario, on Tuesday, January 6th, 1976 at 8:00 p.m.

The purpose of this meeting is to elect the chairman and vice-chairman and organize the standing committees for 1976.

A SECOND MEETING OF THE BOARD will be held on Wednesday, January 7th, 1976 at 8:00 p.m. to appoint trustees to the various standing committees and other Board appointments for 1976.

**Dr. E. H. Humphreys** Chairman  
**J. A. Fraser** Director

**UP YOUR BLOCK (and back again. That's as far as you need to walk to be a bit fitter than you are now).**

Walk a block. Today.

# MISSISSAUGA CHURCH DIRECTORY

ANGLICAN	THE UNITED CHURCH OF CANADA		
<p>Clarkson Church of St. Bride, Clarkson Road — 822-0422</p> <p>Services: 8:00 - 9:30, 11:00 a.m. and 7:30 p.m. Nursery &amp; Sunday School 9:30 &amp; 11:00 a.m.</p>	<p>Cooksville United Church, Mimosa Row &amp; Floradale Dr. 277-2338</p> <p>Rev. H. Wyman, B.A.</p> <p>11 a.m. — Morning Worship</p> <p>Church School Nursery &amp; Baby Care</p>	<p>Bethesda United Church, 3311 Fieldgate Dr. (1 Block South of Bloor) Rev. J.A. Gazzard, B.A., B.D.</p> <p>Sunday School 11:00 a.m. — Sunday Worship (Jr. Service and Nursery School) Off. 625-7923 Mans. 625-2336</p>	
<p>Cooksville Church of St. Hilary, 2055 Hurontario St. 279-2304</p> <p>SUNDAY SERVICES 9:20 and 11:00 a.m.</p>	<p>First United, 151 Lakeshore Road West 278-3714</p> <p>Ministers Rev. F. H. Joblin, B.A., B.D., D.D. Rev. R. Catherine McKeen, B.A., B.D., Th.M.</p> <p>Morning Worship — 10:30 a.m. Church School Up To 11 Years Of Age — 10:30 a.m. 12 Years And Over 9:30 a.m.</p>	<p>Clarkson Christ Church, 1700 Mazo Crescent 822-9834</p> <p>Ministers Rev. T.A. Morgan Rev. J.L. Shearman Gifford Mitchell Minister of Music</p> <p>Morning Worship and Church School 10:30 a.m. Nursery Provided</p>	
<p>Lorne Park St. Pauls Church, 1190 Lorne Park Rd. 278-4765</p> <p>Sunday Service 8:30 &amp; 10:30 a.m.</p>	<p>Applewood, 2067 Stanfield Rd. 277-4162</p> <p>Rev. Donald V. Stirling, B.A., B.D.</p> <p>Church Service — 10:30 a.m. Sunday School</p> <p>Infants to Junior 10:30 a.m. Intermediate - Senior 9 a.m.</p>	<p>St. Luke's-on-the-Hill, 3101 Constitution Blvd. Applewood Heights 277-9001</p> <p>MORNING WORSHIP 11:00 a.m.</p>	
<p>St. John the Baptist Church, 719 Dundas St. E. Dixie Mississauga 277-0462</p> <p>Sunday Services 8:15 and 11 a.m. Nursery &amp; Sunday School 9:15 - 7 p.m. First Sunday of each Month.</p>	<p><b>LUTHERAN</b></p> <p>Christ Our King Lutheran Church, 2150 Dundas St. W. Erindale, Ont. William A. Gatz, Pastor</p> <p>Phone—Church 822-8931 Parsonage 822-9949</p> <p>Sunday School and Bible Class 9:45 a.m.</p> <p>WEDNESDAY, DEC. 31st 7:30 p.m. NEW YEAR'S EVE VESPERS</p> <p>Weekday Nursery School</p>	<p>Lorne Park St. Stephen's-on-the-Hill, 998 Indian Rd. 278-9245</p> <p>Rev. Paul O. Morrow</p> <p>Sunday Service 11 a.m. Nursery Provided</p>	
<p>St. Peter's Church, Erindale, 1745 Dundas St. W. at Mississauga Rd. 277-3251</p> <p>Sunday Services 8:00 a.m. — 10:00 a.m. Church School 10:00 a.m.</p>	<p>Church of St. Mark Lutheran, 130 Mineola Rd. E. Mississauga</p> <p>Sunday School and Bible Classes 9:30 a.m. Sunday Family Liturgy — 11:00 a.m. Holy Communion 1st - 3rd - 5th Sunday of Month</p> <p>Weekday Nursery School 278-5403 Pastor Neville Mirtschin 278-2122</p> <p>WEDNESDAY, DEC. 31st NEW YEAR'S EVE 7 P.M. HOLY COMMUNION WORSHIP</p>	<p>Erindale United Church, Rev. Lynne Curtin, B.A., B.D., M.Sc. 1444 Dundas Crescent 277-3656</p> <p>SUNDAY, JANUARY 4th, 1976</p> <p>Sunday Service and Sunday School — 11:00 a.m.</p> <p>WATCH FOR OUR 1976 PROGRAMME COMING SOON!</p>	
<p><b>PENTECOSTAL</b></p> <p>United Pentecostal Church, 1155 Indian Rd., Mississauga</p> <p>Sunday Services 10:00 a.m. Sunday School &amp; Bible Class 11:00 a.m. Morning Worship 7:00 p.m. Evening Worship.</p> <p>WEDNESDAY, DEC. 31st (TONIGHT) 9:30 p.m. WATCH NIGHT SERVICE With Communion and Foot Washing</p> <p>Pastor: Allan Shalm — 275-3995 A Friendly Welcome</p>	<p><b>BAPTIST</b></p> <p>MISSISSAUGA CHURCHES OF THE BAPTIST CONVENTION OF ONTARIO AND QUEBEC</p>	<p>Church at the CROSSROADS (A Congregation of the Church Campus Erin Mills South) Brookmead Public School</p> <p>Council Ring Road Erin Mills 10:30 a.m. Worship, Nursery Kindergarten, Junior Congregation</p> <p>Arch McCurdy Minister 828-6666 (Combining the Christian Church (Disciples of Christ) and The United Church of Canada)</p>	
<p><b>PRESBYTERIAN</b></p> <p>Clarkson Road Presbyterian Church, Clarkson Road North, Rev. E. F. Dutcher, B.A.</p> <p>11:00 a.m. Morning Worship Church School 9:45 a.m. Grade 5 to High School 11 a.m. Babies To Grade 4</p>	<p>LORNE PARK, 1500 Indian Road 9:45 a.m. Family Church School 11:00 a.m. Morning Worship</p> <p>Minister: Rev. C. W. Lohnee 278-7833</p>	<p>MISSISSAUGA CITY Canadian Martyr's School, 1185 Mississauga Valley at Central Pkwy. 10 a.m. Sunday School 11 a.m. Family Worship</p> <p>"Facing The New Year" 7 p.m. Fireside Hour At 3436 Cowthra Rd. N.</p> <p>Minister: Rev. F. Beerman 279-0083</p>	<p>CREDIT/VALLEY (Erin Mills): Brookmead P.S. Council Ring Rd. 10:00 a.m. Family Bible Hour 11:00 a.m. Morning Worship &amp; Children's Church "Would Christ Be Welcome?" 6:30 p.m. Study Hour at 3255 Martins Pine Cres. Minister: Rev. W. N. Hooper 828-9669</p>

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**Ontario Environmental Hearing Board NOTICE OF PUBLIC HEARING LANDFILL SITE Regional Municipality of Peel City of Mississauga**

The Ministry of the Environment has received an application by the Regional Municipality of Peel for a waste disposal site for landfilling to be located on the East Part of Lot 13, Range 3, Credit Indian Reserve, City of Mississauga.

The Environmental Hearing Board will conduct a public hearing to obtain information and to hear the views of the public so that it can form an opinion on the merits as to whether the proposed waste disposal site would or would not be in the public interest. Written and oral submissions may be made to the Board at the hearing. The Board will not consider any submissions regarding the proposal after the hearing has been closed.

The hearing will be held on January 15, 1976 at 10:00 o'clock in the morning, local time, in the City of Mississauga Council Chambers, City Hall, 1 City Centre Drive, Mississauga, Ontario.

Plans of the proposed landfill site will be available for examination and inspection during normal business hours in the office of the Clerk of the City of Mississauga, 1 City Centre Drive, Mississauga, Ontario and in the office of the Public Works Department of the Regional Municipality of Peel, 85 Kennedy Road, Brampton.

**STATUTORY REFERENCES**

The Environmental Protection Act, 1971 (S.O. 1971, Chapter 86, as amended), Sections 33a(1), 33a(2), 33d(1), 38 and 39.

T. M. Murphy, Secretary, Environmental Hearing Board.