

LOCATION	BRANTFORD, Ontario	ST. JOHN'S, Nfld	EAST YORK, Ont.
Chief Lib'n	\$6000-250----- ("B" Library Cert. (Ont)	\$5800-200-4800	(1) *See note at bottom
Ass't Lib'n	-----250-5800 (1 "C" Cert. (Ont); 1 BA)		
Division Heads	\$6590-62-8370 - 1 BA, BLS 1 BA, Ont. Lib. Schl.		(2)
Dept. Heads	\$4200 (?) - 250---- BA, "B" Certificate	\$4800-200-5800 - 1 1/2 BA BLS	
General Lib'n	\$4200-250-4800 (?) BA, BLS (1 ALA)	2700-100-3200	(4)
Sub-Prof. (with BA not BLS) (Without BA.)	\$2500-225-3800 - 2 BA. 2300-225-3600 - 2 (Spec. Qualifications)		
Clericals	\$2500-200-3600 - H.S. - Business course (Sr. Bookkeeper) 200-3300 - Films, book processing	\$3400-100-4000	(5)
General	1900-200-2900 - H.S. - Business course		
Others	2700 3210 - 13 3210 62 3600 - 3) grade XIII	1800-100	1 part-time lib'n, 1 part-time Ass't & pages
Vacation	1-4 yrs (full) 3 wks vacation with pay; after 5 yrs 4 wks vacation with pay		See Toronto P.L.
Pension Scheme	City pension scheme, Library Bd. contributes half	2700-100-3200	" 1/2 " "
Hospitalization	PSI & OHS - Library Board contributes 1/2 (voluntary)		" " "
Convention Attendance Policy	As many staff members attend as possible, with all or part expenses paid.		Chairman's expenses are paid and an allow. made to other trustees. A definite sum is allotted to staff and is divided among members attending
Staff Hrs. per wk.	34 1/2 hours, exclusive of meal hours, no time incl. for critical reading. Every other Wed. free and every 4th Saturday.		37 1/2
Staff Hrs per wk.	37 1/2 summer months. Winter 35 1/2; summer 32		
Lib. hrs. per wk.	Mon-Tues-Thurs-Friday 9-8; Wednesday 9-1; Saturday 9-6; Adult Dept. Mon-Tues-Thurs-Friday 9-6; Wednesday 9-12; Saturday 9-6 Boys & Girls Dept.		SUMMER 60 1/2
			*NOTE: East York P.L. is administered by the Toronto P.L. Salaries correspond to TPL with the exception of C.Lib'n, whose position in E.Y. is equivalent to grade 4 & Div.Heads who are equivalent to grade 3.

LOCATION	ETOBICOKE, Ontario	ST. JOHN'S, Nfld (Gosling Memorial)
Chief Lib'n	Present \$9500 - 1 BA, BLS	\$5800-200-6800 - 1 Cert. Tor.
Ass't Lib'n	Present \$7700 - 1 BA, BLS	\$6000-300-7500 - BA - BLS
Division Heads	\$6690-6%-8370 - 1 BA, BLS 1 BA, Ont.Lib.Schl.	
Dept. Heads & Br. Heads	\$5990-6%-7480 - 2 (1 MA, FLA 1 BA, BLS \$5370 - 6690 4 (3 BA, BLS 1 ALA	\$4800-200-5800 - 1 1/2 BA BLS 3200-100-3800 - 2 2700-100-3200 - 1 BA, BLS
General Lib'n	\$4800-6%-5990 - 10 BA, BLS (1 AB, MS in LS) 1 MA (Glasgow), MLS 1 AB, MLS (Rutgers)	\$3000-200-4600 - (6) BA - accredited Sr. \$2400-200-4400 - Gr. XIII-Satisfactory exp.-business
Sub-Prof.	\$3400-6%-4290 - 4 BA	\$3400-100-4000 - 1 Teacher's Training.
Clericals	\$2400 2700 - 1 2700 3210 - 13 3210 6% 3600 - 3) grade XIII 3400 3820 - 2) or equivalent	\$2400-100-3000 - 1 1/2 1800-100-2400 - 3 1/2 Grade XIII - no exp. typing required 3 wks after 1 yr; 4 wks after 5 yrs service
Sec'y	3400 4050 - 1	
Others	\$3400-6%-4200 - 3 - Drivers, bkmble	Films \$2700-100-3200 - 1/2 Co-operative Pension Scheme - 5% employee, 5% Board
Vacation	Professionals 4 wks - others 3 wks	3 weeks half OHS cost and 1/4 PSI
Pension Scheme	Township plan: 5% after 1 yrs' employment	CLA Chief Lib'n and others at her discretion, may
Hospitalization	OHS, PSI, shared by Bd. after 6 mths employ.	Nil
Convention Attendance Policy	As many as possible attend OLA - CLA varies. Budget includes item for conference expenses	Irregular
Staff Hrs per wk.	37 1/2, 5 day wk - 36 1/2 summer months	Winter 35 1/2; summer 32
Lib. hrs. per wk.	Main Adult 53; Main B&G 42; branches 36; bookmobiles 60	Winter 75; summer 62 1/2

LOCATION	KINGSTON, Ontario	OSHAWA, Ontario
Chief Lib'n	\$6500-400-9000 - BA - B	\$7000-300-9400 - BA - BLS
Ass't Lib'n		\$6000-300-7500 - BA - BLS
Division Heads		
Dept. Heads	\$4500-300-6800 - 1 MA, BLS - 5 BA, BLS	\$5000-300-6500 - (4) BA, BLS
General Lib'n		\$4600-300-6100 - (0) BA, BLS
Sub-Prof.	\$3000-300-4600 - 3 BA.	\$3000-200-4600 - (6) BA - accredited
Clericals	\$2500-200-3600 - 4 BT - 3 HS	Sr. \$2400-200-4400 - <u>Gr. XIII</u> - Satisfactory exp. - business (8) <u>Satisfactory</u> clerical exp. in another Lib. <u>Teacher's Training.</u>
Others	\$2000-200-3000 - Book-binder 3500-200-4500 - Janitor	Jr. Clerical \$2000-150-2400 - Grade XIII - no exp. (0) typing required
Vacation	3 wks 1st yr; 4 wks after	3 wks after 1 yr; 4 wks after 5 yrs service
Pension Scheme	Civic Scheme - 5%-5%	Contributory Pension Scheme - 5% employee, 5% Board Government Annuity
Hospitalization	Bd. pays 50% OHS, BC & PSI	Bd. pays half OHS cost and 1/4 PSI
Convention Attendance Policy	Expenses for 1 to 3 - depending on distance	The Chief Lib'n and others at her discretion, may attend
Staff hrs. per wk.	36 1/2	35 hrs
Lib. hrs. per wk.	60 1/2	45 hrs
Lib. hrs. per wk.	72 hours at Main	Winter 63 1/2 hrs - Summer 61 hrs.

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population 50,000-100,000

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LOCATION	ST. CATHARINES, Ontario	SASKATOON, Saskatchewan
Chief Lib'n	-----300-8000 - 1 BA, BLS	\$7500-240-8700 - 1 BHsc, BLS
Ass't Lib'n	-----300-8000 - 1 BA, BLS	\$6000-200-7000 - 1 BA, BLS
Division Heads		
Dept. Heads	-----300-7000 - 1 MA, BLS - B&G Dept.	\$5400-200-6400 - 4 BA, BLS 1st Ass't in Dept. \$4900-200-5900 - 2 BA, BLS
General Lib'n	-----300-6000 - "B" 3 - BA, BLS 1 - BA, Lib. Cert.	\$4400-200-5400 - 2 BA, BLS 1 30 yrs. experience
Sub-Prof. (with degree) (no degree)	200-4500 - 2 - BA or equivalent or 4000 - special skills	\$3600-200-4200 - 12 BA.
Clericals	-----100-2600 - 8	\$3250-150-4000 (3) Clerk gr. III 2500-150-3200 (8) " " II 2100-150-2650 (2) " " I
Others	-----300-5500 - 1 "C" & experience -----300-4500 - 1 "D" & "	
Vacation	1st yr 2 wks; 2-9 yrs 3 wks; after 10 yrs 4 weeks	3 wks after 1 yr; 4 wks after 5 years
Pension Scheme	Municipal, 5%-5%	Civic - 5% of salary matched by city
Hospitalization	OHS & PSI - Bd pays half; 20 dys SL- up to 200 days	Provincial - compulsory
Convention Attendance Policy	Annual decision: Bd pays attendance at OLA	2 staff and 1 Board (decided each yr.)
Staff hrs. per wk.	37 hrs, 5 day week (2 Sat. off per mth)	36 1/4
Lib. hrs. per wk.	72 hours at Main	Winter 63 1/2 hrs - Summer 61 hrs.

LOCATION	CALGARY, Alta.	HAMILTON, Ontario
Chief Lib'n	\$10,000 - 1 MA, MSc, MLS - Adjustments pending	MA dip. U. of London, "A" Cert.
Ass't Lib'n	\$ 7,000-220-8100 - 1 BA, BEd, BLS Adjustments pending	BA, OLS - "B" Cert.
Division Heads		Dept. & Br. Heads, No Change - 1 BA, MLS; 7 BA, BLS 2 "B" Cert,
Dept. Heads	\$ 5400-300-6600 - 1 MLS; 2 BA, BLS	1st Ass'ts, No change - 6 BA, BLS
General Lib'n	\$ 4600-240-5320 - 11 BA, BLS	No Change - 8 BA, BLS; 1 OLS, Diploma
Sub-Prof.	\$ 3200-200-4400 - 8 BA.	2 at \$74.00 per wk. Rest same as Chief Lib. Clerical 7 BA - 5 experience, partial BA.
Clericals		Library Clericals - NO CHANGE - 21)
Clerical 2	\$ 2600-200-3800	Sr. Lib. " 12) Jr. matric. to partial
" 1	2300-150-3200	Chief Lib. " 7) B.A.
		Menders 1 CLC; 1 SLC; 6 L.C. 9) Matric or less 1 at \$1.00 per hr,
Others		Office Mgr. NO CHANGE - 1 Jr. Matric. Driver Clericals, NO CHANGE - 2 Jr. Matric & Bus.training
Vacation	Professions 4 wks; clericals 3 wks	NO CHANGE
Pension Scheme	Contributory. City equals contribution of employee	NO CHANGE
Hospitalization	1 1/2 sick dys per mth, cumulative	PSI, OHS - 1/2 paid by City
Convention Attendance Policy	No set policy	Library time allowed and as much financial assistance as funds permit.
Staff hrs. per wk.	37 1/2 hours	NO CHANGE
Lib. hrs. per wk.	57 hrs. at main outlet	NO CHANGE

LOCATION	LONDON, Ontario			Total
Chief Lib'n	\$10,500	Max.	- L18 BA, BLS	1
Ass't Lib'n	9,000	"	- L14 BA, BLS	1
Division Heads	8,200	"	- L11 - 1 BA, BLS 1 BA (Curator)	2
	8,000	"	- L10 - 2 BA, BLS	2
Dept. Heads	320.00	- 7,600	" - L 9 - 1 BA, BLS	9
	300.00	- 7,400	" - L 8 - 5 BA, BLS	
			L 8 - 1 FLA	
			L 8 - 1 "B" Cert. L 8 - 1 "C" Cert.	
General Lib'n	5,000	- 260.00 - 7,000	" - L 6 - 2 BA,BLS; 2 "c"; 1 "e"; 1 cert. of design	6
	4,800	- 240.00 - 6,800	" - L 5 - 5 BA,BLS; 1 FLA; 1 BA, FLA, 2 Ont. Col. Art; 2 "c"	11
Sub-Prof.	3,522	- 275.00 - 3,797	Librarian Candidate - BA	2
Clericals	3,522	- 275.00 - 4,772	C4 --	2
	3,181	- 250.00 - 4,317	C3 --	4
	2,840	- 225.00 - 3,863	C2 --	5
	2,499	- 200.00 - 3,408	C1 -- Gr. 12 or more	30
Others				
Driver-Clerks	3,309	- 160.00 - 4,890	D1 - 1; D2 - 2; D3 - 1	14
Caretakers	3,309	- 200.00 - 4,631	M2 - 8; M3 - 1	
Supt. of Bldgs	4,200	- 150.00 - 5,500	M4 - 1	
Vacation	Prof. 2 wks after 6 mos. as of May 15; 4 wks yearly after 1 yr. Others, 1 wk after 6 mos. as of May 15; 2 wks for the next 4 yrs, 3 wks for next 5 yrs and 4 wks thereafter.			
Pension Scheme	Public Employees Pension Scheme of City of London. 5% of employee's salary is deducted and an equivalent 5% is paid by the Library Board.			
Hospitalization	Board pays 50% of OHS and PSI for all employees who are members			
Convention Attendance Policy	Staff members may apply to attend, subject to approval of the Director and the Board. Expenses or partial expenses may be paid.			
Staff hrs. per wk.	38 hours on a 5 day week basis			
Lib. hrs. per wk.	Main Library 69 hours			

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population 100,000 and over

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LOCATION	MONTREAL MECHANICS INSTITUTE	MONTREAL - Fraser Hickson Institute
Chief Lib'n	Present \$4500 (Lib.Schl.Dip.)	\$5400-300-6900 - 1 BLS
Ass't Lib'n	" \$3200 " " "	\$4400-200-5400 - 1 BLS
Division Heads		
Dept. Heads		\$4200-200-5200 - 2 BLS
General Lib'n		
Sub-Prof	" \$3000 - 2 Lib.Schl.Dip.	
Clericals	" \$2500	Sr. \$2400-100-2900 - 1 Jr. 1800-100-2300 - 4
Others		Part-time Clericals, \$1.00-2.00 per hr. Increment at the discretion of the Board on recommendation of the Chief Lib'n (12)
Vacation	1 month each	Prof. 1 mth after 1 yrs service; 2 wks for clericals after 1 yrs service; 3 wks after 2 yrs and 1 mth after that.
Pension Scheme	None	Non-compulsory. CLA plan may be joined by full-time employees after 1 yrs service under 55 yrs of age. Library pays 5% of employee's salary.
Hospitalization	Board pays half	Quebec Hosp.(Blue Cross) plan but no contribution by Library
Convention Attendance Policy	Board pays for one	Chief Lib'n attends with expenses paid unless nearly or local meeting place when others on staff given expenses and time to attend.
Staff hrs. per wk.	34 hrs.	36 (5 day week)
Lib. hrs. per wk.	69 Hrs	64 1/2 except summer when 57 1/2 (closed Saturdays July & August.

Note: New classification of functions in process
Janitors, maintenance, etc., paid by Public Works Dept.

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population 100,000 and over

LOCATION	MONTREAL CHILDREN'S LIBRARY	MONTREAL CITY LIBRARY
Chief Lib'n	Present \$5200	Max. \$11,442. 1
Ass't Lib'n	\$4000	8,420 1
Division Heads	\$3,040 2,880 2,700	\$6431-300-6711 5731 6291 1 Diploma 2
Dept. Heads		\$4890 5451 2 in 4050 4610 Lib'n, Gr.2 39 library
General Lib'n		\$3630 3910 22 Science
Sub-Prof.	\$1,200 Part-time 600 " "	\$3436-200-3806 1
Clericals	\$2,400 Storyteller, part-time	\$2448 to 2500-\$100-4218 2 3000-\$200 4283over3500-\$300-4895 1 Steno-Sec'y 2448 3426 5 Typist
Others		4050 4610 1 Chief Binder 3340 3800 4 Binder
Vacation	1 Mth to salaried employees	3 weeks; 1 mth after 10 yrs service; 5 weeks after 25 yrs
Pension Scheme		City employees pension fund (very advantageous!)
Hospitalization		City pays part of the premium: \$4.90 and \$1.50 monthly for married and unmarried employees respectively
Convention Attendance Policy	At least 2 librarians attend all conventions within perhaps 400 mile radius	None - depends on the goodwill of the Executive Committee of the City
Staff hrs. per wk.	Varying up to 40 hrs, including lunch hour	35 hours
Lib. hrs. per wk.	Vary from branch to branch 7 1/2-24 hrs open wkly.	67 1/2

REVIEWED YEARLY
 (Whatever sum we can afford according to our grants)

Note: New classification of functions in process
 Janitors, maintenance, etc., paid by Public Works Dept.

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population 100,000 and over

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LOCATION MONTREAL - Notre Dame De Grace Library for Boys and Girls

Chief Lib'n \$4800 to \$5000 - Vacant. Library degree, + experience and Bilingual

Ass't Lib'n \$2880-\$120-180 annual-Salary after 2 yrs is \$3180 - 1 Bilingual, educated in France - equivalent 2 yrs. university

Division Heads

Dept. Heads Cataloguer, part-time, \$1.75 per hr. - Present rate \$2.00 per hr. U. of Montreal Diploma course & 2 yrs University - bilingual

General Lib'n Part-time, 20 hrs per wk. \$1.25 per hr - Present rate \$1.25 per hr. High school education; no experience - bilingual

Sub-Prof. Whole time \$2880-\$120-\$180 annual 1-Former elementary school, English teacher in Turkey, some university
P-time \$1.25 per hr - \$1.75 per hr. 1-Library experience
(Max. not set)

Clericals Part-time \$1.25 per hour - 1 with business experience

Others

Vacation 3 weeks in July or August for full-time; 2 weeks for part-time General Librarian

Pension Scheme None

Hospitalization None

Convention Attendance Policy Will send Head Librarian when convention not too far away

Staff Hrs. per wk. 34 hours

Lib. hrs. per wk. 20 1/2 at Main Library; 15 hrs. 1 branch; under 10 hours other branch

LOCATION	OTTAWA, Ontario	QUEBEC CITY (Institut Canadien de Quebec)
Director	Present \$12,000-600 - 1	\$3600-240-4800 - 1 Dip. of Laval U.
Ass't to Dir.	Present 8,000-400 - 1	
Division Heads		\$2400-180-3600 - 4 Dip. of Laval U.
Dept. Heads	6300-300-6900 - (11) BLS, 6 yrs. prof. exp.	\$2400-180-3600 - 1 Dip. of Laval U.
Major Dept. Hds	6900-300-7500 - (4) BLS, 8 yrs. prof. exp.	
Ass't " "	5800-250-6300 - (1) BLS, 5 yrs. prof. exp.	
" Maj. " "	6300-300-6900 - (2) BLS, 6 yrs. prof. exp.	
General Lib'n	4700-200-5800 - (10) BLS	\$1800-180-2700 - 4 Dip. of Laval U.
Sub-Prof.	Matric, 10 yrs lib. exp. or	
Grade I	3400-200-4600 - (6) BA, 1 yr. lib. exp.	
Grade II	4600-200-5200 - (2) BA, 6 yrs lib. exp.	
Clericals		
Gr. I	2400-150-3000 - (34) H.S. Matric	
Gr. II	3200-200-4000 - (10) H.S. " 5 yrs. exp.	
Gr. III	4200-250-5700 - (1) H.S. Matric + sufficient exp. in acctg & secretarial work	
Others		
Bk-menders	1900-150-3000 - (5) Gr. 8 + 1 yr. exp. in bookmending	
Vacation	1-4 yrs, 3 wks; 5 yrs and over, 4 wks	1 week for 4 months of work
Pension Scheme	Permanent employees only. 5% paid by Bd and 5% by employee. Govt Annuity & supplementary plan with Nat. Life Assur. Co.	Under study by our Administration Council
Hospitalization	OHS: 50% pd by bd. & 50% by employee PSI: 50% " " " & 50% " " B.C. Extended & Supplementary paid by employee	1 day for 1 month of work (cumulative). Each one pays \$2.20 with Quebec Blue Cross
Convention Attendance Policy	Leave granted with pay - expenses paid when justified.	Expenses paid for chief librarian
Staff Hrs. per wk.	Winter 38: summer 33	34 hrs per wk.
Lib. Hrs. per wk.	Main: Winter 63 hrs; summer 57 hrs Brs.: Winter 48 " summer 57 "	Main office 49 hrs - branches 20 hrs.

LOCATION	REGINA, Saskatchewan	SCARBOROUGH, Ontario
Chief Lib'n	Max. \$8500 (1)	1 BA, BLS
Ass't Lib'n	Max. \$7200 (1)	1 BA, BLS
Division Heads		\$6029-5%-7328 - 4 BA, BLS
Dept. Heads	\$5500-200-6500 (3)	
Co-Ord. of Ref.	4950-200-5950 (1)	
Br. & Bk. trailer Serv.	4800-150-5550 (1)	
Br. (small)	4400-150-5150 (2)	
General Lib'n	\$4400-150-5150 (4)	\$4800-5%-6029 - 6 BA, BLS
Sub-Prof.		\$3703-5%-4961 - 9 BA
Lib. Ass't with BA	\$3600-120-4200 (8)	
" " without BA	3000-120-3600 (5)	
Clericals		
Gr. 3	\$3600-120-4200 (2)	
" 2	3000-120-3600 (3)	
" 1	2500-100-3000 (16)	
Clerk-Steno.	3000-120-3600 (1)	-----5%----- Various classifications - various qualities
Others		\$3419-5%-4365 Drivers - chauffeur
Treasurer	\$5200 Max. (1)	
Part-time Gen. Lib'n	\$2.39 per hr.	
Vacation	1-4 years, 3 wks 5 " 4 wks	Professionals - 4 wks after 1 yr. Clericals - 2 wks after 1 yr.
Pension Scheme	City Scheme - Bd pays half	Metropolitan pension fund - 50/50
Hospitalization	Prov. Hosp. & Medical - no Bd. help	OHS, PSI, Blue Plan - 50/50
Convention Attendance Policy	Scheme of service outlines policy Budget 1962 - for all travelling - \$1800 (staff & Board)	Annual policy
Staff Hrs. per wk.	36 1/4	35 hrs - Drivers 40 hrs
Lib. hrs. per wk.	Winter 66; Summer 63	62 Hrs

LOCATION	TORONTO, Ontario	VANCOUVER, B.C.
Chief Lib'n	\$11,000-500-16,000 - 1 MA, BLS	\$1055-4.5%-1258 - 1 BA, BLS
Ass't Lib'n	10,450-500-12,450 - 1 BA, MLS	854 " 962 - 1 BA, BLS
Division Heads	8,200-400-10,200 - 4	620 " 679 - 4 BA, BLS
Dept. Heads		495 " 593 - 12 BA, BLS
Lib'ns 4	5,900-310/311-7,452 - 9	7 BA, BLS Branch Heads
" 3	5,693-310/311-6,935 - 37	
" 2	4,968- 207 -6,003 - 39	
General Lib'n		376 " 451 - 42 BA, BLS
Lib'ns 1	4,761- 207 -5,693 - 53	
Sub-Prof.		328 " 394 - 9 BA or Eng. ALA
Lib'ns "C"	3,985-155/156-4,761 - 18	
Clericals		
Jr. Clerical Ass'ts	\$2624-102-3032 - 19	L.C.IV 328 " 394 - 29 High School Grad.
Intermed. " "	2849-149/150-3298 - 89	LC.III 275 " 328 - 12 " " "
Sr. " "	3096-180/181-3638 - 40	LC.II 242 " 288 - 56 " " "
Principal " "	3298-226/225-3974 - 13	LC.I 196 " 232 - 40 " " "
Sec'y Stenos, etc.	4108-134/203/202-4647 - 11	
Others		
Administrative Ass't	7953-405-9168 - 1	394 " 472 - 1 H.S.Grad - Lib.Clk.Acct.
Public Relations	5175 9168 - 1	*328 " 394 - Clerk Stenos IV
*See below		*288 " 345 - " " III + Tel/Op.Typist III
		*242 " 288 - Tel/Op.Typist II
		*275 " 328 - Shipping Clerk
Vacation	4 wks after 11 mths service for professional and clerical staff	Professionals 22 working days; other staff: after 1 yr 10 working dys; after 3 yrs 15 working days; after 8 yrs 22 working days.
Pension Scheme	Civic:5 3/4% of salary matched by Bd. Pension 1 3/4% of aggregate salary after 20 yrs service.	YES
Hospitalization	50% of premiums for hosp. benefits & medical care coverage	Provincial Hospitalization system
Convention	Expenses for Bd.members, C.Lib'n, Ass't Ch.Lib'n, hds of divisions & Staff Assoc. representatives; time for any who wish to attend	Time allowed for travel & attendance with pay - expenses pd for Dir. or Ass't Dir; those holding official positions or with responsibility for programs as far as funds allow.
Staff Hrs. per wk.	37 1/2 - 35 during July-August	37 1/2
Lib. Hrs. per wk.	Varies up to 66	68
* Pur. Officer	4961 (1)	*These apply to positions in Administration Offices & are equivalent to clerical positions of same level of duties & responsibilities in City Hall classification plan.
Pers. "	6333-271/338/336-7278 (1)	

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population 100,000 and over

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LOCATION	VICTORIA, B.C.	WINNIPEG, Manitoba
Chief Lib'n	No Scale - 1 BA, BLS	\$714-20-772 - 1 MA, BLS
Ass't Lib'n	\$6420-\$20 per mth-7620 - 1 BA, BLS	565-20-595 - 1 BA, BLS
Division Heads		Lib'n III 520-20-565 - 3 BA, BLS
Dept. Heads	\$5700-\$20 per mth-6900 - 2 BA, BLS 1 BA, Dip.	Lib'n II 467-10-520 - 6 BA, BLS
General Lib'n	\$4520-\$15 per mth-5880 -4 BA, BLS 1 BA, BLS (pt-time) 1 ----	Lib'n I 413-10-467 - 11 BA, BLS
Sub-Prof.	\$3900-\$15 per mth-4520 -1 B.C. Cert.	Lib.Asst II 331-10-390 - 16 BA
Clericals		
Beginners	\$2112	
I	2328-10-10-11-11-2832 - 1 BA; 1 Gr.X; 12Gr.XII; 1Gr.XIII	Clerk A. Gr.II 192-14-267 - (24) H.S. grad.
II	2832-12-12-13-13-3432 - 2 Gr.Xii; 1 Gr.XIII; 2 BA	Clerk B. 279-10-339 - (3)
III	3432-15-15-16-16-4176 - (1 Gr.VIII; 2Gr.XII; 1Gr.XIII Bkmbie Dr.)	
Others	\$25.02 per mth - \$38.67 per mth - Pages (10 1/2 hrs wkly)	Utilityman C 335 (2) (truck drivers)
Vacation	Professions 4 wks - Clericals 3 wks after 1 yr.	2 wks after 1 year; 3 wks after 10 yrs
Pension Scheme	B.C. Municipal Superannuation Act (Board pays half)	City: employer contribution to match employee's
Hospitalization	B.C. Hosp. Insce Act; MSA (Board pays half)	Compulsory provincial plan; no employer contribution
Convention Attendance Policy	Preference (1) Participants in convention; (2) Members of Association. (Board pays expenses when possible)	Not defined
Staff Hrs. per wk.	36 1/2	36 1/4
Lib. hrs. per wk.	66	71 1/2

LOCATION	FORT WILLIAM, Ontario	GALT, Ontario
Chief Lib'n	\$6300-250-7050 (1-"B" (Ont) Cert.	\$5250-300-not fixed (1)
Ass't Lib'n		\$4500 - none at present
Division Heads		
Dept. Heads	\$4700-200-5500 - (2- BA, BLS 4400-200-5200 - (1-"C" (Ont) Cert. 4300-200-5100 - (2-"D" (Ont)	
General Lib'n	\$4400-200-5200 (None	
Sub-Prof.	\$2867-159-3343 (None	
Clericals	Jr. \$2311-132-2708 (2) Sr. 2867-159-3343 (7) Parttime \$1.10 per hr (1)	\$2080-5%-2900 (8)
Others	\$1780-121-2142 (bookmender 3131-159-3927 (janitor 1740- 70-1932 (Ass't janitor, part-time	
Vacation	3 wks after 1 year	Profs: 3 wks in first 3 yrs, 4 wks thereafter Clericals: 3 wks in first 7 yrs, 4 wks "
Pension Scheme	Civic Scheme 5% - 5%	CLA
Hospitalization	OHS, PSI - Board pays half	OHS, PSI - Board pays half
Convention Attendance Policy	Annual decision: Chief and 1 Bd. member usually; other librarians according to finances	Chief Lib'n attends CLA and OLA. Remainder of staff and Bd. members, as many as possible within budget
Staff hrs. per wk	37 1/2 September-June 34 July-August	37 1/2
Lib. hrs. per wk.	63 1/2	58 1/2

LOCATION	GUELPH, Ontario	LETHBRIDGE, Alberta
Chief Lib'n	\$7860 - 1 BA, BLS	Present \$600 monthly - BA, BLS
Ass't Lib'n		
Division Heads		
Dept. Heads	\$4500 Max. - 2 "D" 25 yrs exp.	Present \$325 monthly (1)
General Lib'n	\$4800(initial) - BA, BLS, position vacant	\$327 month-annually up to 5 yrs-\$431 (1)
Sub-Prof.	\$3840 Max - 1 "D", 12 yrs. exp. 3000 " - 1 BA, 2 yrs exp.	\$260 month-annually up to 3 yrs-\$300 (3)
Clericals	\$2460 - 1 Sr.M, 3 yrs exp. 1950 - 1 Jr.M, 1 yrs exp. 1800 - 1 jr.M, initial	\$166 month-annually up to 5 yrs-\$235 (5)
Others		\$182 month-annually up to 5 yrs (1 Clerk-Steno) - \$234 Max. (1)
Vacation Attendance Policy	Prof: 3 wks; Clerical 2 wks up to 10 yrs; 3 wks after 10 yrs.	2 wks 1st yr; 3 wks 2nd year and thereafter
Pension Scheme	Municipal plan - 5% of salary, 5% by Bd. Ont. Municipal Employees Retirement System under consideration	4% of gross income - refund at termination of employment
Hospitalization	Bd. pays half OHS; half PSI	Blue Cross paid by employee
Convention	Attendance depends on locale of con- ference - \$350 in 1962 budget	CLA - Librarian, full expenses; Alberta L.A.-Librarian and 2-3 staff, expenses paid.
Staff hrs. per wk	37 1/2	37 1/2
Lib. hrs. per wk	55	Main Library 66 hrs wk - Branches 24 hrs wk.

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population 25,000-50,000

LOCATION	MOOSE JAW, Saskatchewan	PORT ARTHUR, Ontario
Chief Lib'n	\$6500-300-? (1 BA, BLS)	\$6300-300-open (1 "A" Cert. - BLS, PhD.)
Ass't to Lib'n	\$4000-200-? (1 H.S. & 16 yrs. exp.)	
Division Heads		
Dept. Heads		
General Lib'n		
Sub-Prof.	\$3600-180-4140 (1 BA)	\$3000-100-open (1 BA)
Clericals	\$2340-180-2880 (4 H.S.)	\$1900-100-2700 (8 Jr. M. 2100-100-2900 (1 Sr. M.)
Others	\$2580-180-3120 (1 H.S. & B.T. - Bookkeeper typist)	Hourly basis - 1 BLS, MA, "A" Cert. (1/3 time)
Vacation	Chief Lib'n & Asst to Chief, 4 wks; all others 3 wks; 4 wks after 20 yrs service	3 weeks
Pension Scheme	Civic - compulsory	Civic - 5%-5%
Hospitalization	Compulsory provincial scheme	OHS, Brown PSI - compulsory
Convention Attendance Policy	Chief Lib'n and one board member	Chief Lib'n and Board Chairman attend CLA-OLA
Staff hrs per wk.	36 1/2 hrs; 5 1/2 day wk	37 1/2
Lib. hrs. per wk.	62	69

LOCATION	SAINT LAURENT, Quebec	SARNIA, Ontario
Chief Lib'n	\$4680-5200-6500 (1)	1 "B" Certificate *
Ass't Lib'n	\$4500----- (1)	
Division Heads		
Dept. Heads		1 "B" Certificate *
General Lib'n		\$4500-200 (5 BA, BLS.
Sub-Prof.		
Clericals	\$2340 starting	\$2500-100- (9) 3 part time
Others	\$1.50 per hr. (3 part time workers, plus volunteers (40 approx)	12 part-time high school students
Vacation	Following City Hall administration plan	3 weeks
Pension Scheme	" " " " "	50% paid by Board
Hospitalization	" " " " "	OHS & PSI - 50% paid by Board
Convention Attendance Policy		2,3 or more depending on distance (expenses paid by Board)
Staff hrs. per wk.	33 3/4	34
Lib. hrs. per wk.	45	72
		* WITHIN CLA STANDARDS

LOCATION		SUDBURY, Ontario	
Chief Lib'n	\$7000-no policy-10,500	- 1 BA, BLS, MS.	
Ass't Lib'n	6000- 300	- 8,400 - 1 BA, BLS	
Division Heads			
Dept. Heads	4900- 300	- 7,600 - 3 BA, BLS	
General Lib'n	4700- 300	- 7,100 - 1 BA, BLS	
	4200- 300	- 6,600 - 1 Dept. of Educ. Cert. (Works 2/3 time in Library Science)	
Sub-Prof.	2800- 200	- 3,800 (None)	
Clericals	Jr. 2400-200-3000	- 6 Grade 12 + typing or business training	
	Sr. 2700-200-3700	- 5 Grade 12 + above	
	A "D" Certificate entitles clerical to \$200 annually above normal range		
Others			
Vacation	Chief Librarian 4 weeks; professional and clerical 3 weeks		
Pension Scheme	Civic Pension Scheme - Library Board contributes 5% of employees salary		
Hospitalization	OHS and supplementary Blue Cross - Library Board contributes 50% of each		
Convention Attendance Policy	Provincial - 2 staff, 2 Board - National, 2 persons		
Staff hrs. per wk.	36		
Lib. hrs. per wk.	60		

LOCATION	BRANDON, Man.	CHATHAM, Ont.
Chief Lib'n	\$5200-\$300-\$6500 - BA, BLS	1 - BA, BLS, AMLS
Ass't Lib'n		1 - BA, BLS
Division Heads		
Dept. Heads		3 BA, BLS - C, D
General Lib'n		\$4600.
Sub-Prof.		\$2496.
Clericals		(9) Gr 12 & Business \$2100 - or Gr 13 & Business \$2400
Others		(3) Driver-Janitors, \$2800.
Vacation	3 weeks with pay	3 wks after 1 yrs employ; 4 wks for C.Lib'n; 2 weeks for janitorial staff.
Pension Scheme	None	After 1 yrs employ, 5% employee-employer contribution to city scheme, on a voluntary basis
Hospitalization	None	Windsor Medical & B.Cross available, employees voluntary.
Convention Attendance Policy	CLA (one a yr) Provincial Board & staff - 3 or 4	Money is budgeted for this and other staff enrichment programs and expenses are paid.
Staff hrs per wk.	38 1/2	37 1/2
Lib. hrs. per wk.	38	2 buildings & 2 bookmobiles give a total of 150 hrs. public service a week.
		NOTE: Increments vary from year to year and position to position. They are frequently worked out on a % basis. Salaries for Prof.Staff are worked out from the \$4600. basic salary, considering exp. & qualifications. No maximum has been set since this is a changing picture.

LOCATION	FORT GARRY, Manitoba	LEASIDE, Ontario
Chief Lib'n	\$4200. 1 BA; 12 yrs. experience (no regular amounts re increment)	\$7200. Max. no limit (1)
Ass't Lib'n		
Division Heads		
Dept. Heads	\$3000. - \$180. increment per annum (1 BA)	\$5800. (1)
General Lib'n		\$4600-5500 (2)
Sub-Prof.		\$4000-5500 (2)
Clericals	\$1980-120.00-2340. (2 gr.12 typing) 1 (gr.12 typing) part-time \$1. per hr.	\$2000-4000 (4)
Other	Pages 75¢ per hr. - 10 (grade 9)	1
Vacation	C.Lib'n 0-5 yrs, 3 wks - Others: 0-3 yrs, 2 wks 5-10 " 4 wks 3-6 " 3 wks 10 up " 5 " 6-10 " 4 wks	3 wks at end of 1 yr for clericals; 4 wks at end of 1 yr. for librarians
Pension Scheme	Under consideration	None
Hospitalization	Available, if wanted	Library pays total cost of OHS; B.Cross; PSI; Continental Health Insce.
Convention Attendance Policy	All staff members are encouraged to attend conventions on time-off basis; fees of C. Lib'n are paid.	None
Staff hrs. per week	full time, 40 ea; parttime clerical 6; pages 4 each.	36 1/2
Lib. hrs. per week	31	52

LOCATION

LONG BRANCH, Toronto 14, Ontario

Chief Lib'n	\$4800. (1) University of Ottawa Library School Diploma
Ass't Lib'ns	Present hourly rates: \$1.70; \$1.65; \$1.50; \$1.45 (Increments each yr.). (4) part-time assistants, no qualifications, but several years' service; (6 yrs; 2 at 4 yrs; 1-2 1/2 yrs)
Division Heads	
Dept. Heads	
General Lib'n (Children's)	1961 Sal. \$3600, increment of \$400. for '62 - (1) Teacher's Degree
Sub-Prof	
Clericals	1961, \$1.65 per hr; 1962, \$1.80 per hr. (1) 8 year's experience at the Library
Others	Pages - .70 per hr, Incr. of 5¢ per hr after 3 mths .75 max. (There are 8 high school students .80 mending .80 max. at present)
Vacation	2 weeks for full-time staff. 4% of salary for employees after 1 yrs service; 2% up to 1 yrs serv.
Pension Scheme	Information has just been received regarding the Pension Scheme: "Ontario Municipal Employees Retirement System"; the Board has yet to study and make a decision on this for the employees.
Hospitalization	The Lib. Board will pay approx. 50% of approved medical plan and the OHS for any employee who is not covered by a family plan.
Convention Attendance Policy	The chief Lib'n and one assistant or secretary. Board members attend if the convention location is near Toronto. In 1961, \$300. was set aside for convention expenses.
Staff hrs. per week	Chief Lib'n & children's lib'n - 35 per wk. each. All other employees work part-time. Assistants, approx. 20 hr. per week - Secretary approx. 18 hrs per wk. Student help each day - approx. 5 hrs. per day.
Lib. hrs. per wk.	47 hours

LOCATION	NORTH BATTLEFORD, Sask.	NORTH BAY, Ontario
Chief Lib'n	\$5800 (200) present sal. 1 BLS	\$4200-200-5600 Grade 13 - D Certificate
Ass't Lib'n		
Division Heads		
Dept. Heads		\$4200 (Reference) \$3800-200-5400 -1 BA - MALS Michigan
General Lib'n		\$3600-200-5000 - 1 ALA (English)
Sub-Prof.		
Clericals	85¢-\$1.45 per hr. 1 (gr.10) parttime 2 (gr.12) "	\$2100-150-3500 - 1 gr.13, 5 yrs teaching, Head B&G Dept. (7) 1 gr.13 Spec. Comm.; 1 gr.12; 1 gr.12, 1 yr Comm.; 1 gr.11, 1 yr. Comm; 1 gr.11, Complete Commercial Training; 1 gr.12 Comm.
Others	Schoolgirl pages 80¢ per hr. - 1 gr.11 1 gr.9	\$1.10 per hr - part-time, 3 hrs daily 1.60 " " - part-time, 19 hrs wkly.
Vacation	4 wks for Prof.staff, 2 wks for rest	Prof.Staff 3 wks 1st 2 yrs, 4 wks thereafter; Clerical 2 wks 1st 2 yrs, 3 wks after 5 yrs.
Pension Scheme	CLA	5% of salary contributed by city; 5% of salary deducted towards pension.
Hospitalization	Prov. Gov't hospitalization	OH plan deducted from salary
Convention Attendance Policy	Librarian usually to provincial con- ventions, expenses paid	Prof. Staff attend OLA and CLA conferences
Staff hrs per wk.	101	35 1/2
Lib. hrs. per wk.	30	58 - Adult Dept. closes at 6 p.m. Sat. evenings during July and August

LOCATION	OWEN SOUND, Ontario	PARRY SOUND, Ont.
Chief Lib'n	\$5000-250-7000 - 1 "C", 26 yrs experience	\$3000 - 1 "C" Cert. ALA
Ass't Lib'n	1st- \$4500-200-6000 - 1 BA, 3 yrs experience 2nd- \$4000-200-6000	
Division Hds		
Dept. Heads	Children's Dept: \$4500-200-6000 - 1, no Cert. (16 yrs. experience) Ass't: \$2850-150-4500 - No one for this position	
General Lib'n		
Sub-Prof.		
Clericals	Senior - \$2500-150-4500 - 1, 4 yrs experience Experienced - 2000-100-3000 - 1, 1 yrs " Probationary - 1600- 50-1900 - " P-time-Exp. - \$1.00 per hr - \$1.75 per hr (2) (1 yr exp. - 6 yrs exp.) P-time-Prob. - 40¢ per hr-75¢ per hr.	\$2730-150-2880 (1) - (Current) subject to negotiations
Others	Caretaker \$1800-75-2400 - 1 (25 yrs exp.)	1 part-time at \$1.25 per hr.
Vacation	1 yr - 1 week; 2-3 yrs - 2 wks; 3-10 yrs - 3 wks over 15 years - 1 month	Librarian 4 wks; others 3 wks.
Pension Scheme	5% by employee; 5% by Board; 5% by city	None
Hospitalization	50% by Board	None
Convention Attendance Policy	Expenses of authorized delegates paid	Librarian to OLA
Staff hrs per wk.	35 hours	37 1/2
Lib. hrs per wk.	Adult, 40 1/2 hrs; Junior, 25 hrs	56

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population 10,000-25,000

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LOCATION		PEMBROKE, Ontario	PORT COLBORNE, Ontario
Chief Lib'n			\$4000 - increment varies - Max. open -(1) Lib. degree
Ass't Lib'n			
Division Heads			
Dept. Heads			
General Lib'n	\$1800-\$10-\$15 at intervals-\$3420 - (1)no certificate, experience only		
Sub-Prof.	\$30 per wk-\$5 per wk-\$35 per wk (2) experience only.		
Clericals	\$25 per wk-\$5 per wk with exp.-\$30 per wk with experience - (1) Jr. Matric.		\$1700-120-2400 - (3) 1, teachers college; 1 gr 12 com.h.s. 1, gr.10 h.s.
Others	Pages - 50¢ per hr-10¢ per hr after 6 mos.-60¢ - 4 school students		Caretaker - \$2400-120-undecided
Vacation	3 wks with pay for sr - others 2 wks - none for pages		Caretaker 2 wks; clericals & Prof. 2 wks after one full calendar year; 3 wks thereafter
Pension Scheme	None in operation		None
Hospitalization	Sick leave granted when required - no scheme		OH plan and PSI 50-50
Convention Attendance Policy	Granted to Librarian if attending		Librarian attends either CLA or OLA annual convention. Other members only if distance is most reasonable.
Staff hrs per wk.	Lib. 38 hrs - others 30-35 hrs		31
Lib. hrs per wk.	29 1/2		40

LOCATION	PRINCE EDWARD ISLAND LIBS, Charlottetown	PRINCE GEORGE, B.C.
Chief Lib'n	1 B.A. - B.L.S. No definite schedule	\$5000-\$200, 1 yr-? (1) B.A. B.L.S.
Ass't Lib'n		
Division Heads		
Dept. Heads		
General Lib'n		
Sub-Prof	2 High school	\$1.50 hr-10¢ hr/1 yr-? (1 part-time (18 hr wk); Exp. high school graduation
Clericals	3	\$2750-\$200 when possible (3yrs)-? - 1 full time; no formal qualifications; lots of exp. \$1.00 hr-10¢ hr (1 yr.)- 2 part-time, 20 hrs wk; high school graduation
Others		Secretary - \$2700-\$200 when possible (3yrs.)? - 1 h.s.; exp. in office work - 15 yrs. 1 yr in library
Vacation	3 weeks holidays	Same variation for full time staff as city employees - 2 wks for 1st 2 yrs; 3 wks for 5 yrs; month after that.
Pension Scheme	5% of salary deducted for contributory pension scheme	None, except CLA
Hospitalization	Group insurance paid for by individuals	MSA- joined through city of Prince George Medical Serv. Association.
Convention Attendance Policy	Head librarian attends regional and national conventions with expenses	one convention per year
Staff hrs per wk.	37 1/2	35 hour week
Lib. hrs per wk	37 1/2	Open 41 hrs per week
		NOTE: Other help - 3 high school students, start at 60¢ hr. increase when some extra money in budget, maximum ?. Each works about 15/20 hrs per wk.

LOCATION	RICHMOND HILL, Ontario	SIMCOE, Ontario
Chief Lib'n	\$5500-300-6700 - 1 B.A. - B.L.S.	Not set-\$200 increment ? - (4)- 1 lib. with diploma from U. of T. Lib.Schl. No degree - 1 yr course in Lib. Sc. also A.T.C.M. - 3 clericals with minimum academic background - i.e. no high school graduation
Ass't Lib'n		
Division Heads		
Dept. Heads	B&G \$4500-300-5700 - 1 BA, BLS	
General Lib'n		
Sub-Prof.		
Clericals	Sr. \$2350-120-2950 - 1 Jr. Matric Jr. 1750-120-2350 - 1 Jr. Matric Part-Time .96-.07-1.62 - 3 Jr. Matric	\$1900-100-2100(present) - This is for 30 hr. wk.
Others	.40-.10-.70 - 5 students	Part-time clerical paid \$1.35 per hr.
Vacation	Prof: 3 wks 1st yr, 4 wks thereafter Clericals: 2 wks after 6 mths	Lib'n: 1 month; 1 clerical 3 wks; 1 clerical 2 wks; 1 clerical 1 week.
Pension Scheme	CLA. Board pays 50%	1 clerical-Local pension scheme-5% paid by employer and 5% paid by employee
Hospitalization	PSI-OHS - Board pays 50% available to all full-time staff	Yes - subscribed through Blue-Cross which is paid by individual plus system provided for town employees
Convention Attendance Policy	OLA. 2 Bd. members if possible; Professions to all meetings; clericals if near.	Expenses of Lib'n paid by Bd. for provincial convention
Staff hrs per wk.	35	Lib'n 38-40; Clericals, 2 work 30 hr wk; 1 works 26 hrs. a week
Lib. Hrs per wk.	57	40 hr week open to public

NOTE: Professional salaries were revised as of Jan. 1962

LOCATION	SMITHS FALLS, Ontario	ST. THOMAS, Ontario
Chief Lib'n	\$4200-200-5000	----150-6500 - 1 B Cert.
Ass't Lib'n		
Division Heads		
Dept. Heads		\$4500-150-6000 - 1 MA, BLS.
General Lib'n		
Sub-Prof.		\$3300-150-4500 - 1 BA
Clericals	\$2200-150-3000 - 2 Sr. Matric	\$1600-100-2800 - 6
Others		
Vacation	1 month	Chief - 4 weeks; others - 3 weeks
Pension Scheme	CLA Pension Plan	Civic. Employer 5% - employee 5%
Hospitalization		Nil
Convention Attendance Policy	Expenses of Chief Lib'n paid to OLA	No policy
Staff hrs. per wk.	35	35
Lib. hrs. per wk.	33	55 1/2

LOCATION	STRATFORD, Ontario	TRAIL, British Columbia
Chief Lib'n	1962 Max. \$4100 - 1 "B"	-----\$3600----- - 1 Non-Professional
Ass't Lib'n	1962 Max. \$3400 - 1 "D"	-----\$1800----- - 1 Non-Professional
Division Heads		
Dept. Heads	1962 Max. \$3600 - 1 "D"	
General Lib'n		
Sub-Prof.		
Clericals	1962 Max. \$2550	-----\$1080----- - 1 Stenographer (Chief Lib'n and her assistant do all the classifying and cataloguing themselves)
Others	.75¢---\$1.00 per hr - 3 part-time	Pages - 50¢ per hr. (8 students - female) 1.00 " " (1 adult)
Vacation	1 month with pay	3 staff members have 2 wks with pay
Pension Scheme	None	None
Hospitalization	Yes - Library Board pays half	None
Convention Attendance policy	Library Board pays expenses	When possible
Staff hrs. per wk.	35	Chief Lib'n works 40 hrs; Ass't 30 hrs; clerical 15 hrs and the others vary each week,
Lib. hours per wk.	58	32

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population 10,000-25,000

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LOCATION	WATERLOO, Ontario	WOODSTOCK, Ontario
Chief Lib'n	No fixed policy - (1) Rates \$5000-7000	\$2900-2900-4000 - 1 U of T. Library diploma
Ass't Lib'n	" "	"
Division Heads	" "	Children's Lib'n: \$1490-1866.64-2000 - None
Dept. Heads	" (1) "	"
General Lib'n	" (1) "	"
Sub-Prof.		
Clericals	\$2400----3300 (2)	\$1490-1490-2000 (2) None-attended library workshop this summer
Others	4000 hrs. per yr - 57 pages	Part-time high school girls - 50¢ an hr.
Vacation	Lib'ns 4 weeks - 2 wks clerks (same as municipal employees)	3 weeks with pay
Pension Scheme	Being instituted this fall	None
Hospitalization	In force	None
Convention Attendance Policy	Librarians attend if in reasonable distance - e.g. 1000 miles	Chief Librarian and Children's Librarian attend with expenses paid
Staff hrs. per wk.	37 1/2	37
Lib. hrs. per wk.	63	54

LOCATION	WELLAND, Ontario	
Chief Lib'n	\$4500-5%-6000 - 1 BA, BLS, "B"	
Ass't Lib'n		
Division Heads		
Dept. Heads	\$4000-5%-5000 - 1 ALA, "C"	
General Lib'n		
Sub-Prof.	\$2200----3000 - 1 TC	
Clericals	Sr.	\$2200----3000 - (3) 1TC; 1BT; 1bkr-St.
	Jr.	1700----2400 (4) JrM & TY
Others		
Vacation	4 wks profs - 3 wks others	
Pension Scheme	CLA-Profs - Gov't Annuity-others	
Hospitalization	OHS - PSI	
Convention Attendance Policy	Chief's expenses paid; others according to circumstances	
Staff hrs. per wk.	37	
Lib. hrs. per wk.	54 1/2	

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population under 10,000

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LOCATION	AJAX, Ont.	BEECHY, Sask.
Chief Lib'n	5250-300-7350 (FLA)	
Ass't Lib'n		
Division Heads		
Dept Heads		
General Lib'n		\$200.00 per annum
Sub-Prof.		
Clericals	65.00-100.00 (3 part-time)	
Others		
Vacation	C.Lib-4wks, clericals 2 wks after one year	
Pension Scheme	CLA for full-time staff	
Hospitalization	PSI & OHS-Board pays half	
Convention Attendance Policy	Libn & chairman or Board member to OLA	
Staff hrs per week	Libn 35 hrs; part-time staff 15 hrs	
Lib. hrs per wk.	26	6 1/2 hours

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - POPULATION UNDER 10,000

LOCATION	CANORA, Sask.	DRYDEN, Ontario	ELMIRA, Ont.
Chief Lib'n	\$1500 (not qualified help)		Maximum \$70.00 (4 staff)
Ass't Lib'n	750 " "		\$1.00 per hr. (no qualifications)
Division Heads			
Dept. Heads			
General Lib'n			
Sub-Prof.			
Clericals			
Others	1 helper		2 part timers - 85¢ per hr.
Vacation			
Pension Scheme			None
Hospitalization			None
Convention Attendance Policy		Do not attend very often	
Staff hrs per wk		30 hrs	
Lib. hrs per week		16 hrs	18 hours

We have a small local library membership 650. I work as Librarian-secretary, and have been for four years, as a part-time job. The library is open 6 hours per week to the public and usually another 6 hours is spent in preparation work. Salary per year is \$480.00.

H.M. Samuels

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population under 10,000

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LOCATION		FENELON FALLS, Ont.	FERGUS, Ont.
Chief Lib'n	\$600.00 - 1 non-professional		\$1,600 - 1 E Certificate
Asst Lib'n			\$1.00 per hr - 1 E Certificate
Division Heads			
Dept. Heads			
General Lib'n			
Sub-Prof			50¢ per hour - 1 student
Clericals			
Others			Volunteer High School Students
Vacation	1 week with pay		Chf. Libn only - 2 weeks with pay
Pension Scheme			
Hospitalization			
Convention Attendance Policy	Expenses to OLA		
Staff hrs per week	12 hrs on duty		Chf. Librarian - 16; Assistant - 6
Lib. hrs per wk.	8 1/2		22

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population under 10,000

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LOCATION	GRANDE PRAIRIE, Alta.	HAGERSVILLE, Ont.
Chief Lib'n	1800 - 10%	
Asst Lib'n		
Division Heads		
Dept. Heads		
General Lib'n		\$720.00-\$720.00 - 1 "E"
Sub-Prof		
Clericals	Volunteers	
Others	55¢ per hr. - \$1.00 per hr.	
Vacation	3 weeks	2 weeks in August with pay
Pension Scheme	CLA pension	
Hospitalization		
Convention Attendance Policy	Attend when available	1 to 4 attend when it is near-by
Staff hrs per week	30 hours	12
Lib. hrs per week	22 hrs (2 evenings at 2 hrs. incl.)	9 1/2

LOCATION	KAMLOOPS, B.C.	KINCARDINE, Ont.	KITIMAT, B.C.
Chief Lib'n			\$6000 - 1 FLA (G.B.)
Ass't Lib'n			
Division Heads			
Dept. Heads			
General Lib'n	\$3600 (1 non-prof. 7 yrs Lib. work)	\$1250 Max. (1 lib'n, Secy-Treas. Class "E")	
Sub-Prof.			\$3420 - 2
Clericals	1st 6 mos. \$1.04 per hr; 2nd 6 mos. \$1.17; 2nd yr \$1.25; 3rd yr \$1.40 per hr. (4, a combined total of over 65 yrs in lib.work)	Librarian pays assistant when needed	\$3000
Others	2 casual \$1. per hr; 3 pages 50¢ per hr. 25¢ increase after desk experience. Max. \$1.00 for casual, 75¢ for pages	Caretaker \$420.00	
Vacation	2 wks with pay after 1 yr; 3 wks after 2 yrs for permanent staff. 4% of total earnings (annual) for all others	10 dys each, spring & fall. This includes extra days to visit publishers & select books.	One day per month worked
Pension Scheme	Superannuation for full time staff (Gen. Lib'n only at present)		(Fringe benefit) 3% of annual salary
Hospitalization	M.S.A.		MSA; B.C. Hospital Scheme after one year's residence
Convention Attendance Policy		If on holidays at this time, at own expense	Librarian & Chairman of the Bd. attend B.C.L.A. Convention
Staff Hrs per wk.	190 approx.	27 hours	112 1/2 (37 1/2 hrs. each)
Lib. hrs. per wk.	51	22 open hours	27

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population under 10,000

LOCATION	LAKEFIELD, Ont.	LISTOWEL, Ont.
Chief Lib'n	\$300.00 (1947); \$1020. (1962) No Cert.	\$1700.00 (1)
Asst Lib'n	\$480. (Oct. '57); \$600. (1962) No cert.	
Division Heads		
Dept. Heads		
General Lib'n		
Sub-Prof		
Clericals		
Others		
Vacation	No vacation pattern - During July & Aug. library open Friday evenings only	2 weeks with pay
Pension Scheme		
Hospitalization		
Convention Attendance Policy		
Staff hrs. per week	15 hrs + 7 1/2 - 22 1/2 hrs 5 " + 7 1/2 - 12 1/2 "	30
Lib. hrs per wk.	Tues-Thurs 4 pm-5:30; Fri. 7-9 pm; Sat. 9:30-11:30 am (7 1/2 hrs). Certain periods extra work. e.g. YCBW, talks to organizations or clubs, book displays, etc.	23 1/2 hours

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population under 10,000

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LOCATION	LLOYDMINSTER, Sask.	MIDLAND, Ont.
Chief Lib'n	1 Lib. custodian-\$900. Honorarium, no training	1 - No schedule
Asst Lib'n	None	
Division Heads		
Dept. Heads		
General Lib'n		
Sub-Prof.		
Clericals	1 Lib. custodian-\$900. Honorarium, no training	No schedule - 3
Others	1 Ass't - \$300. " no training 9 volunteer helpers	1 Volunteer helper - no pay
Others		3 pages - 50¢ per hr.
Vacation	Library closed in August	clericals 2 weeks - professional 1 month
Pension Scheme	None	Municipal
Hospitalization	None	
Convention Attendance Policy	None	Librarians expenses paid to conventions in Ontario
Staff hrs. per week	Lib. open 20 hrs per wk. Work hours vary according to work to be done	36-40 hours
Lib. hrs. per week	20	30

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population under 10,000

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LOCATION	MOUNT FOREST, Ont.	NIAGARA, Ont.
Chief Lib'n	\$1,080 - 1 non-certificate holder	No set policy - 1 "E" - 1
Asst Lib'n	None	
Division Heads		
Dept. Heads		
General Lib'n		
Sub-Prof.		
Clericals		
Others		1 Volunteer helper - no pay
Vacation	2 weeks with pay	2 weeks with pay
Pension Scheme	None	None
Hospitalization	None	None
Convention Attendance policy	If possible	Lib'n and 2 trustees usually attend. Expenses paid by Board.
Staff hrs. per wk.	21 hours	25-30 hours
Lib. hrs. wk.	21 hours	8 hours

LOCATION	PARIS, Ont.	STAYNER, Ont.
Chief Lib'n	\$3400. present salary - "C" - "I.P.L."	\$1200 Maximum - 1 class "E" certificate
Asst Lib'n		
Division Heads		
Dept. Heads		
General Lib'n		
Sub-Prof.		
Clericals	\$1.00 hr-\$1.35 Max. 2 with years of exp. (high schl grads) 3 bus. training 3 on staff (part time)	
Others	High school students 35¢- 60¢ Max.	
Vacation	3 weeks	1 month's vacation with pay
Pension Scheme	None	None
Hospitalization	None	None
Conference Attendance Policy	Member of Board (expenses paid) or Librarian " " " "	None
Staff hrs. per wk.	Lib. 38 - Total assistance 60 hrs	14 hours
Lib. hrs. per wk.	34	14

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - Population under 10,000

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LOCATION	WALLACEBURG, Ont.	WEYBURN, Sask.	YORKTON, Sask.
Chief Lib'n	\$3600 present - \$200. Max. open	1	
Asst Lib'n		1	
Division Heads			
Dept. Heads			
General Lib'n			Present Salary \$2400 per yr. (1) (No qualifications)
Sub-Prof.			
Clericals	(3) \$1650 - \$200 - Max open 100 (jr.)		85¢ per hr. Present rate (no qual- 2 (\$1.15 per hr) fications) 1 (\$1.00 " " (4) 1 (90¢ " " (4)
Others			85¢ per hr. 1 (H.S. student)
Vacation	Chief 3 weeks-Clericals 2 wks after 1 yr. (3 wks after 5 yrs)	Chief Lib'n 3 weeks	To 5 yrs (2 wks with pay); Over 5 yrs (3 wks with pay)
Pension Scheme	None	None	None
Hospitalization	None	None	Provincial Hospital Plan
Convention Attendance Policy	Chief Lib'n to OLA - CLA when possible 1 Board member to OLA	Yearly	Librarian attends
Staff hrs. per wk.	37 1/2	Chief Lib'n - 45 hrs Assistant - 12 1/2	Student 14 hrs per wk; Clerical 1-27 hrs per wk; 2-24 hrs; 1-23 hrs per wk; lib. 36 hrs per wk.
Lib. hrs. per wk.	52	36 1/2	30 hours

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - REGIONAL LIBRARIES

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LOCATION	VANCOUVER ISLAND REGIONAL LIB., NANAIMO, B.C.	WELLAND CO. LIBRARY CO-OP., WELLAND, Ont.
Chief Lib'n	\$6700-----7200 - 1	\$4500-5% approx. annually - 1 "C"
Ass't Lib'n	\$5500-----6000 - 1	
Division Heads		
Dept. Heads		
Cataloguer	\$4700-----5000 - 1	
Ref. Lib'n	4700-----5000 - 1	
Ch. Lib'n	4700-----5000 - 1	
Br. Lib'n	4700-----5000 - 1	
General Lib'n	4000-----4200 - 0	
Sub-Prof.		
Bkmble Lib'ns	3600-----4000 - 2	\$1800-approx. \$200 annually - 1-ten yrs. library exp.
Clericals		
Sec-Bkr-Steno	3000-----3200 - 1	\$1.00 per hr-about 10¢ per hr. annually - 3- general office & lib. exp.
Clerk II	2600-----2800 - 4	
Clerk I	2100-----2400 - 3	
Others		
Br. Custodians	2600-----2800 - 3	Bookmobile driver - \$12. per day plus \$1. for meals (1)
Br. Ass'ts	2100-----2400 - 1	
Driver-clerk	3600-----4000 - 2 (Bkmble dr.)	
+ part-time Br. Custodians at \$1.25 hr - 11		
" " Br. Assistants at \$1.15 hr		
Vacation	1 1/4 days per month (15 dys per yr.)	Lib'n 3 weeks; Salaried clerics 2 weeks; after 10 yrs 3 weeks.
Pension Scheme	Contributory Plan	County scheme (Annuity)
Hospitalization	M.S.A. Also Group Life Insurance	OHS - Board contributes 50%; same for PSI
Convention Attendance Policy	Librarians usually attend in turn	Mostly chairman and librarian attend
Staff hrs. per wk.	37 1/2	35 hours
Lib. hrs. per wk.	Vary with different branches; maximum 63 hrs.	7

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - REGIONAL LIBRARIES

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LOCATION	OKANAGAN REGIONAL LIBRARY, KELOWNA, B.C.	OXFORD CO. LIB. CO-OP., WOODSTOCK, Ont.
Chief Lib'n	\$6000-300x4-7200 - B.C. Cert.	Now \$5300, No Max. set - 1 B
Ass't Lib'n	4800-300x4-6000 - ALA	
Division Heads		
Dept. Heads	4200-200x7-5600 - ALA B.C. Cert. (2)	
General Lib'n	3500-200x5-4500 - B.C. Cert.	
Sub-Prof.		
Clericals	2000-150x10-3500 - Jr. or Sr. Matric (10)	\$2100 Starting - Now \$3300, no max. set. (2) one a clerk-driver
Others		
Vacation	All staff - 1 calendar month	Librarian 3 weeks; Clerical 2
Pension Scheme	London Life Group Superannuation - employee 5% - employer 7%	5% of salary paid by board - Staff can add to the amount above 5%
Hospitalization	Prov. Scheme; C.U. & C.; Workmen's Compensation.	Yes and PSI
Convention Attendance Policy	Prov. conventions, 5 delegates; National conventions, 1 delegate. Board pays all expenses	Librarian and senior clerical help - expenses paid
Staff Hrs. per wk.	38	32
Lib. Hrs. per wk.	52 at main branch; others 10-26 according to need.	About 32. We are on the bookmobile part of the time so hours vary
NOTE:	The term starting salary should not be used. Incoming staff will start within the scale, but none necessarily at the minimum. If you value precision, use minimum for the opposite of maximum.	

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - REGIONAL LIBRARIES

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LOCATION	NORTH CENTRAL SASK. REGIONAL LIBRARY PRINCE ALBERT, Sask.	NORTHWESTERN REGIONAL LIBRARY CO-OP., FORT WILLIAM, Ont.
Chief Lib'n	\$6000-200 for 5 yrs-7000 - 1 BA, BLS	\$6000-7% - 1 BA, BLS
Ass't Lib'n	\$5400-200 for 5 yrs-6400 - 1 BA, BLS	
Division Heads		
Dept. Heads	\$4000-200 for 5 yrs-5000 - 2 ALA	
General Lib'n	\$4300-200 for 5 yrs-5300 - This position vacant at the moment - BA, BLS	
Sub-Prof.	\$2500-200 for 5 yrs-3500 - 3 BA without Professional training	
Clericals		\$2600-5% - 1 Gr. XII
Clerk-Steno	\$2616-150 for 5 yrs-3366 - 1	
Clerk III	2160-150 for 5 yrs-2910 - 10 All clerical staff	
Clerk II	2076-150 for 5 yrs-2826 - 2 Min. Grade XII	
Clerk I	1980-150 for 5 yrs-2730 - 5	
Others	Minimum Saskatchewan Hourly rate - 5 H.S. students Gr. X-XII	Bkmbld Drivers \$3200-5% - 3, Gr. XI
Vacation	All full-time employees are entitled to 3 weeks holidays per yr. with pay. 1 month will be given to prof. staff after 5 yrs, and to clerical staff after 8 years of service.	3 weeks
Pension Scheme	A pension plan is available for professional staff after being on the staff for 2 yrs.	Monarch Life - Group plan 5%-5%
Hospitalization	Full-time staff are entitled to 3 wks cumulative sick leave each year.	None
Convention Attendance Policy	All expenses paid for library personnel attending Prov. Lib. Assoc. conventions - no set policy regarding National Conventions. In 1962 - \$1,000 budgeted for convention expenses; this amount has been fully expended.	
Staff Hrs. per wk.	37 1/2 hr. wk. from Tuesday to Saturday	40
Lib. hrs. per wk.	37 hour week from Tuesday to Saturday	

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - REGIONAL LIBRARIES

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LOCATION	MUNICIPALITY OF CO. OF HALIFAX REG. LIB.	MUSKOKA & PARRY SOUND REGIONAL LIBRARY
Chief Lib'n	\$5150-260-6200 - 1 BA, BLS	\$3,000 - 1, "C" Cert. ALA
Ass't Lib'n	4650-235-5600 - 1 BA, BLS	
Division Heads		
Dept. Heads		
General Lib'n Bkmble Lib'ns	3800-200-4600 - 1 BA, BLS 1 MA (requires 1 exam to BLS)	
Sub-Prof.		
Clericals Stenos Clerks	2250-110(6mos)-2700 - 2 Bus. courses 2000-100 " -2400 - 1 Bus. course; Sec. School	1 part-time secretary-typist
Others Bkmble drivers	2710-120(6mos)-3190 - driving & clerical ability	1 full-time Bkmobile operator
Vacation	Prof. 15 working dys - Clerical 10 working dys.	
Pension Scheme	CLA pension for professional only - optional for them.	
Hospitalization	Blue Cross; Maritime Medical - optional	
Convention Attendance Policy	No established policy	
Staff hrs. per wk.	35 hrs	
Lib. hrs. per wk.	39 hrs.	

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - REGIONAL LIBRARIES

LOCATION	LAMBTON CO. LIBRARY CO-OP, WYOMING, Ont.	MIDDLESEX CO. L. CO-OP, LONDON, Ont.
Chief Lib'n	\$3600 - - - -	\$5000-200-6000 - 1 Ont. "B" Cert.
Ass't Lib'n	- - - -	
Division Heads	- - - -	
Dept. Heads	- - - -	
General Lib'n	\$2000 has been \$100 a yr. \$3000 but not actually specified 1 (present employee "E" Cert. 8 1/2 yrs. exp.	
Sub-Prof.	- - - -	
Clericals	\$1300 has been around \$50. a yr. Not specified (1)	\$2000-150-2800 - 1, grade VIII 2000-150-2350 - 1, grade X 2800 - ? - 1, grade XI (There is no salary schedule for clerical staff. These figures show what individuals began at, and the "maximum" column shows their present salaries. No set increments, but \$150. is usual).
Others	25¢ an hr. for H.S. student (1)	Bkmbler driver \$2750 ? ? - 1 grade XII
Vacation	Lib'n 1 month - Clericals 2 wks.	Chief Lib'n 1 month - Clericals & Bkmbler driver 2 weeks
Pension Scheme	None	None
Hospitalization	None	Compulsory government hospitalization
Convention Attendance Policy	At present, lib'n and only clerical attend (also 1 or 2 trustees)	Chief Lib'n attends with all expenses paid
Staff hrs. per wk.	Lib'n 45 - clerical 35 hrs	35 hrs per wk - no Saturday work
Lib. hrs. per wk.	35 hrs when the bkmbler is not busy with exchanges. Lib'n does the driving - hence the staff is on the bookmobile	Library Day is all day Friday (7 hrs). However, people drift in at almost any time on other days also.

- indicates "not applicable"

1962 WORKING CONDITIONS IN CANADIAN PUBLIC LIBRARIES - REGIONAL LIBRARIES

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LOCATION	BRUCE COUNTY LIBRARY CO-OP. PORT ELGIN, Ont.	COLCHESTER EAST-HANTS REGIONAL LIBRARY, TRURO, N.S.
Chief Lib'n		\$6,000 - 1 BA & SB (Lib. Degree)
Ass't Lib'n		\$2,400 - 1 Gr. 12
Division Heads		
Dept. Heads		
Children's Lib'n		\$1,736 - 1 School libr. training (Does not work a full 35 hr. wk.) 2,700 - 1 Gr. school - Bkm. driver 2,400 - 1 Gr. 12 - Bkm. libr.
General Lib'n	\$2500 - 1	
Sub-Prof		\$ 618 - 1 Teacher's training (does not work a full 35 hr. wk) hr. week.
Clericals	\$1.20 per hour - 2 ? (Clericals also drive bookmobile)	\$2,340 - 1 Gr. 12 & bus. college 1,440 - 1 Gr. 12 & bus. college (does not work full 35 hr. wk) 1,290 - 1 Gr. 11 " " " " "
Others		
Vacation	2 weeks	2 weeks for staff - 1 month for chief librarian
Pension Scheme	None	None
Hospitalization	None	None
Convention Attendance Policy	Yes	Expenses paid for chief librarian
Staff hrs. per wk.	30 hours	35 hrs. for full-time staff
Lib. hrs. per wk.	30 hours	23