

Volume 16
Number 3
1992

NEWSletter NOUVELLES.

ASSOCIATION DES BIBLIOTECHNICIENS DE L'ONTARIO

OALT/ABO is pleased to present the results of the 1992 bi-annual salary survey. The information produced by the survey is used by Library Technicians and employers in salary negotiations, and as a guideline when setting salaries for new positions.

A 69% provincial response rate reflected regional responses ranging from 56% to 79%. The high returns make for a fairly accurate reflection of LT salaries amongst our membership.

The 1991 province-wide results have been compared with both the 1990 provincial results and the 1992 regional results in order to provide some interesting comparisons. All information is stated in percentage of the total number of responses indicating that they were employed.

Unemployment

Unemployed persons included students, retirees, and non-library employed as well as truly unemployed. Since 1990 there has been only a 3% increase, a good sign in these tough times.

Type of library

While the clear majority of OALT/ABO members work in Special libraries, this is not true for each region. As expected, in the Ottawa region, government libraries form a slight majority. In Huronia, public libraries employ most of the respondents and in Sudbury and Lohania (London/Hamilton/Niagara), college/university is in the majority. It is in TALTA (Toronto Area) (47%) and Halton-Peel (18%) that Special libraries are in a strong majority. Thunder Bay region seems to be the most balanced with nearly even representation in all types of libraries. The survey in 1990 placed public libraries as number one with 25%.

Staff size

It's a near tie in the size of libraries most respondents work in; 36% are in small (2-5 people) and 33% are in very large (10+) libraries. This split is true also in most regions with the exception of Huronia where large libraries are dominant. Thunder Bay and TALTA both have several one person libraries as well. The results were different in 1990 with very large libraries and large (6-10 people) employing most of the respondents.

1

Educational level

We are an educated group with 35% of the respondents with some other degree in addition to the basic Library Technician training. This is an increase of 12% over the 1990 results. Of concern is the dramatic drop in responses indicating students which went from 17 % of the responses in 1990 to only 7% in 1992. There may be reasons for this drop: fewer students working in libraries.

Language

Bilingualism is not required by 90% of our respondents although some indicated an ability in other languages as being helpful. There are primarily two regions where one might encounter the need to be bilingual: Ottawa and Sudbury.

Supervisory Skills

39% of the respondents, slightly less than the 42% of the previous survey, are required to supervise others. In Huronia and Ottawa region it was an even 50-50 split between those who supervise and those who don't. There doesn't seem to be any correlation between the size of the library and the opportunities to supervise others.

Responsibilities

Library Technicians do a lot of different things in their jobs! This question in the survey is an attempt to rank the basic categories of tasks a Library Technician might be called upon to perform. Reference and circulation remain the top two functions with acquisitions, cataloguing and serials following close behind. These findings are in the same order as they were in 1990. Included also is a condensed list of the other types of tasks respondents indicated they performed. These are presented in no particular order or ranking.

Work experience

There was very little change in the past two years in the work experience of the respondents. Now, as then, the majority of respondents have between 5 - 15 years of work experience. This pattern also holds true for each of the regions with the exception of Ottawa region where 25% of the respondents have less than 1 year of library work experience.

Salary negotiations

Library Technicians have little to say over their salary as most salaries are set by the governing body, union or professional association. This is the same as in 1990.

Employment

Provincially, 75% of the respondents worked full time. Full time employment was defined by Canada Manpower as working a minimum of 35 hours a week, 5 days a week. While this definition fits most situations, library work sometimes requires shifts, or, in the case of school, employment for only 10 months of the year.

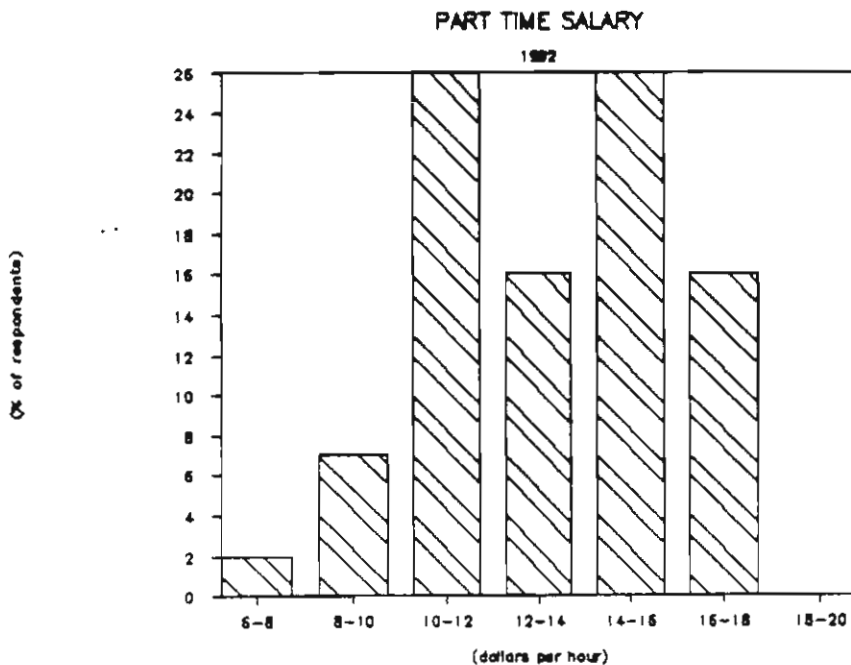
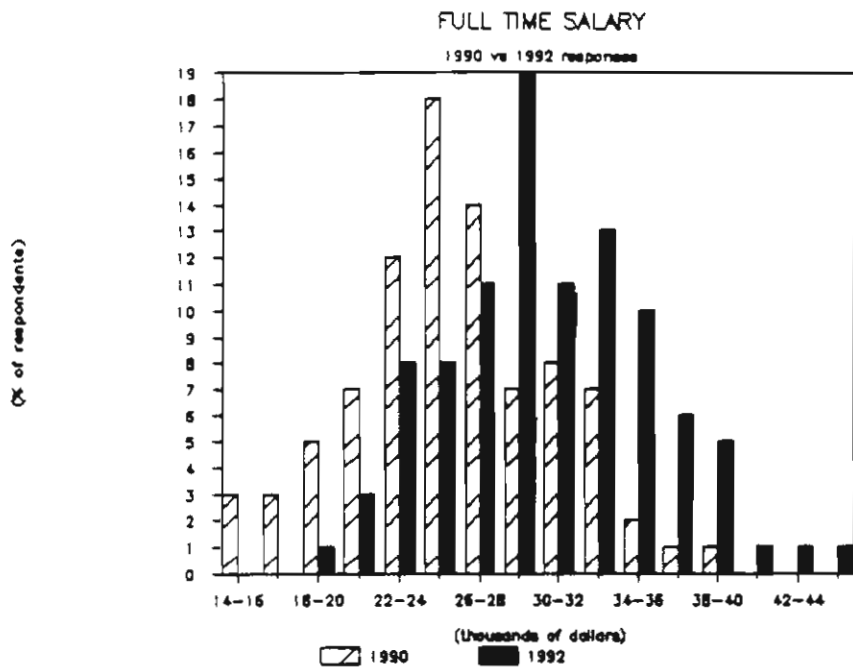
These were also considered full time employment.

21% of the respondents worked part time, or less than 35 hours a week. The regions where there were slightly more than the provincial average number of respondents in part time employment were Thunder Bay, Huronia and Halton-Peel.

Thunder Bay region also has the largest percent of respondents who work in contract positions with 11% of their respondents. Ottawa and Halton-Peel were also the regions where contract jobs showed up to any degree - 6% and 7 % respectfully of each region's responses.

Salaries

Provincial salaries are depicted in the following graphs. Part time salaries are not available for 1990.



**Ontario Association of Library Technicians/
Association des Bibliotechniciens de l'Ontario**

Abbey Market PO Box 76010
1500 Upper Middle Road W.
Oakville, Ontario L6M 3H5



The following are the results of the 1992 salary survey of the members of OALT/ABO during the winter of 1991/92. 69% of the total membership responded to the survey with more than 60% responding from almost all regions.

87% of the respondents are employed, 13% are unemployed, retired or not working in the library field.

Type of Library:

School	-	9%
University/College	-	20%
Public	-	24%
Government	-	11%
Special*	-	31%
Non-profit	-	3%
Other	-	1%

(* Corporate profit, hospital, legal etc)

Staff size of Library:

one person	-	12%
2 - 5 people	-	36%
6 - 10 people	-	17%
10 + people	-	33%
N/A	-	2%

Educational level:

Graduate library technician	-	56%
" " and other degree/diploma	-	35%
Student	-	7%
Other	-	2%

Language requirement:

Bilingualism required	Yes -	10%
	No -	90%
languages required other than English	-	French, Cree

Supervise others:

(may include staff, volunteers, student assistants)

Yes	-	39%
No	-	61%

Major work responsibilities:

(more than one item may be selected)

Reference	-	51%
Acquisitions	-	42%
Cataloguing	-	41%
Circulation	-	51%
Serials	-	41%
ILL	-	35%
Audio Visual	-	32%
On Line Searching	-	28%
Public Relations	-	33%

Other duties included:

Government Documents
Consulting
Computer / LAN Administration
Budgeting
Training / tutoring other staff
Data Entry / Clerical
Data Base Administration
Vertical File Administration
Copyright proofing
Records Administration
Scheduling Staff
Bookmobile

Years of work experience:

less than one year	-	9%
1-3 years	-	14%
3-5 years	-	13%
5-10 years	-	23%
10-15 years	-	24%
15-20 years	-	17%

Type of employment:

Full Time^o - 75%
Part Time - 21%
Contract - 4%

(^oFull time is a min. of 35 hours, 5 work days per week)

Salary negotiated:

Self - 10%
Set by governing body - 47%
Union/professional Assoc. - 42%
N/A - 1%

**Gross Annual Salary
(not including benefits)**

Full Time Only (Full time is a min. of 35 hours, 5 work days per week)

\$18,000-\$20,000 - 1%
\$20,000-\$22,000 - 3%
\$22,000-\$24,000 - 8%
\$24,000-\$26,000 - 8%
\$26,000-\$28,000 - 11%
\$28,000-\$30,000 - 19%
\$30,000-\$32,000 - 11%
\$32,000-\$34,000 - 13%
\$34,000-\$36,000 - 10%
\$36,000-\$38,000 - 6%
\$38,000-\$40,000 - 5%
\$40,000-\$42,000 - 1%
\$42,000-\$44,000 - 1%
\$44,000-\$46,000 - 1%

Part Time (Hourly wage)

\$6. - \$8. - 2%
\$8. - \$10. - 7%
\$10. - \$12. - 26%
\$12. - \$14. - 16%
\$14. - \$16. - 26%
\$16. - \$18. - 16%
N/A - 7%