

Goals of the Librarians' Guild (Original Goals drawn up in 1968)

I. A reclassification of librarian positions that will reflect the following:

- The need for horizontal advancement for subject specialists, children's librarians, and young adult librarians as well as vertical promotion into administration.
- The abolishment of salary classifications that overlap between different positions.
- The need for a separate classification that is higher than senior librarian for regional branch librarians.

II. A salary readjustment that will reflect the following

- An immediate 16.5% pay increase.
- Differential pay for both night work and weekend work.
- Professional credit for continued education.

III. The immediate improvement of working conditions in the following areas:

- More professional staff.
- An increase in the librarian/clerk ratio.
- Reimbursement of parking expenses for Central Library Employees.

IV. An increase in fringe benefits as follows:

- A four-week vacation for all librarians beginning at the end of the first year.
- A thirty-five-hour work week.
- Sick leave during probation.
- Twelve full days of sick leave annually in addition to the present structure of partial days of sick leave.

V. Recognition of each librarian's professional obligations and responsibilities to the community itself, to the Los Angeles Public Library, and to the library profession—this recognition to be acknowledged in the following ways:

- Participation by all librarians in broad policy decisions, such as establishing priorities for the type of service to be offered.
- The participation of librarians below the administrative level in feasibility studies of new modes of service and review of possibly outmoded services.
- Encouragement of librarians to participate in professional organizations and compensation for attendance by librarians at professional meetings.
- Tuition reimbursement for formal education taken by librarians.
- Sabbatical leave for experienced librarians in broadly defined library-related study.
- The use of library facilities for this professional organization.
- The establishment of collective bargaining procedures with this professional organization.