

Statement of Principles governing the  
 STATUS AND WORKING CONDITIONS OF PROFESSIONAL LIBRARIANS  
 as approved by the Board of Governors on 21 January 1974

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1. That within the academic sector of the University, Librarians be given a special Librarian status in their own right, that is, Librarians as distinct from students, administrators or teaching staff.
2. a) That conditions of appointment and career patterns of Librarians up to Senior Professional status be recommended by the Director of Libraries to the Principal through the Vice-Principal (Academic).
- b) That a Librarian who has been reappointed after completion of eight years' professional experience as a Librarian with normally a minimum of five years of such experience at McGill, be granted a Senior Professional Appointment. A Senior Professional Appointment guarantees that dismissal from the University will be for cause only, with adequate safeguards against any arbitrary action. Such guarantee refers only to employment within the library system and not in a particular position.
- c) That Senior Professional Appointments shall be made on the recommendation of an Appointments Committee, the determination of the composition of the Appointments Committee to be referred by the Director of Libraries to the Principal through the Vice-Principal (Academic).
- d) That systems of classification, promotions and merit systems be recommended to the Principal through the Vice-Principal (Academic) by the Director of Libraries after consultation with AMUL (Association of McGill University Librarians).
- e) That salary scales be recommended by the Director of Libraries to the Principal through the Vice-Principal (Academic), and be the subject of discussion with the Salary Policy Committee.
- f) That working hours, holidays and vacations be recommended by the Director of Libraries to the Principal through the Vice-Principal (Academic) in accord with general University policy and in consultation with the Vice-Principal (Administration) and AMUL.
- g) That educational opportunities be those provided in the policy promulgated by the University in January 1973, including any future alterations to that policy that may occur.
- h) That participation in library government by Librarians be determined by Senate.
- i) That participation in University government be determined by Senate and the Board of Governors, and that:
  - (i) Librarians as a group be regarded as one of the academic sectors and, as such, have appropriate representation on the Senate;

## Statement of Principles ...

- (ii) Librarians be eligible to be nominated to serve on University Committees;
  - (iii) Faculty Councils include adequate representation from library staff.
2. j) That grievance procedures for professional Librarians be the existing academic staff grievance procedures.