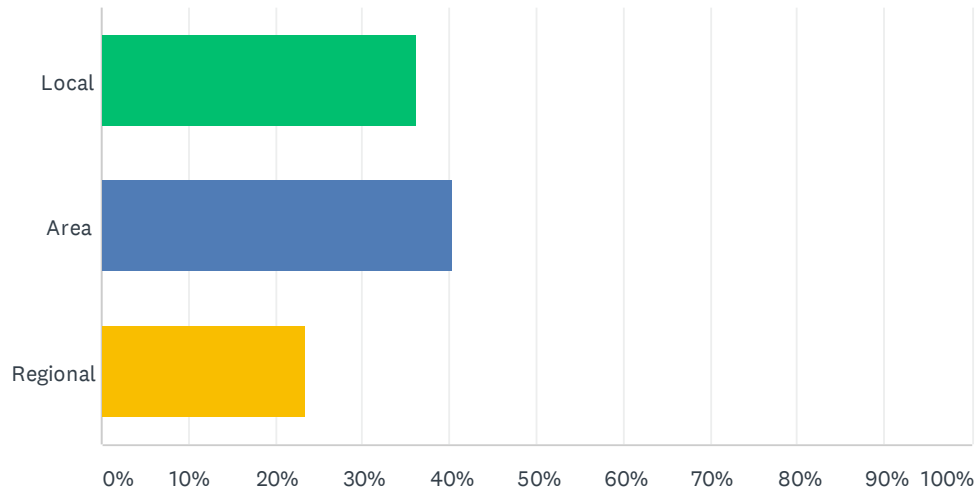


Q1 What is the designation of your library/practice resource centre?

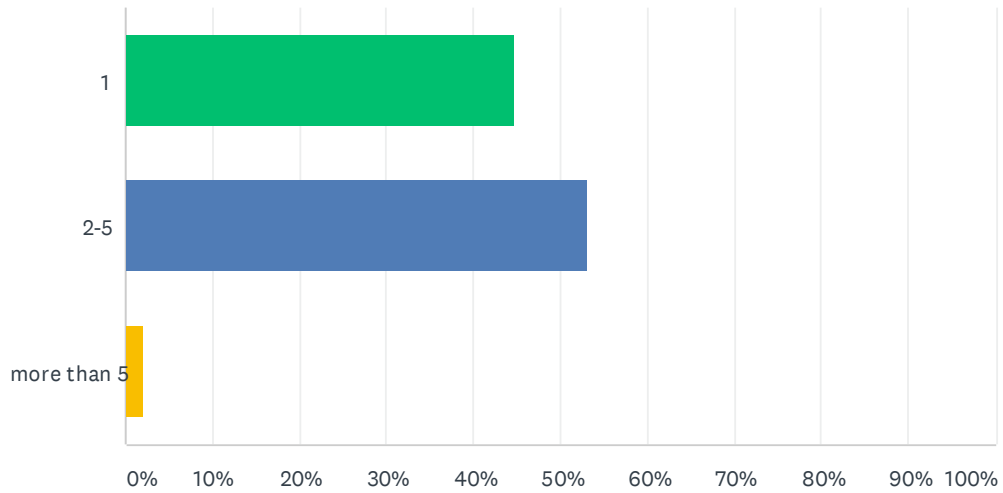
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
Local	36.17%	17
Area	40.43%	19
Regional	23.40%	11
TOTAL		47

Q2 How many staff are employed at your library/practice resource centre?

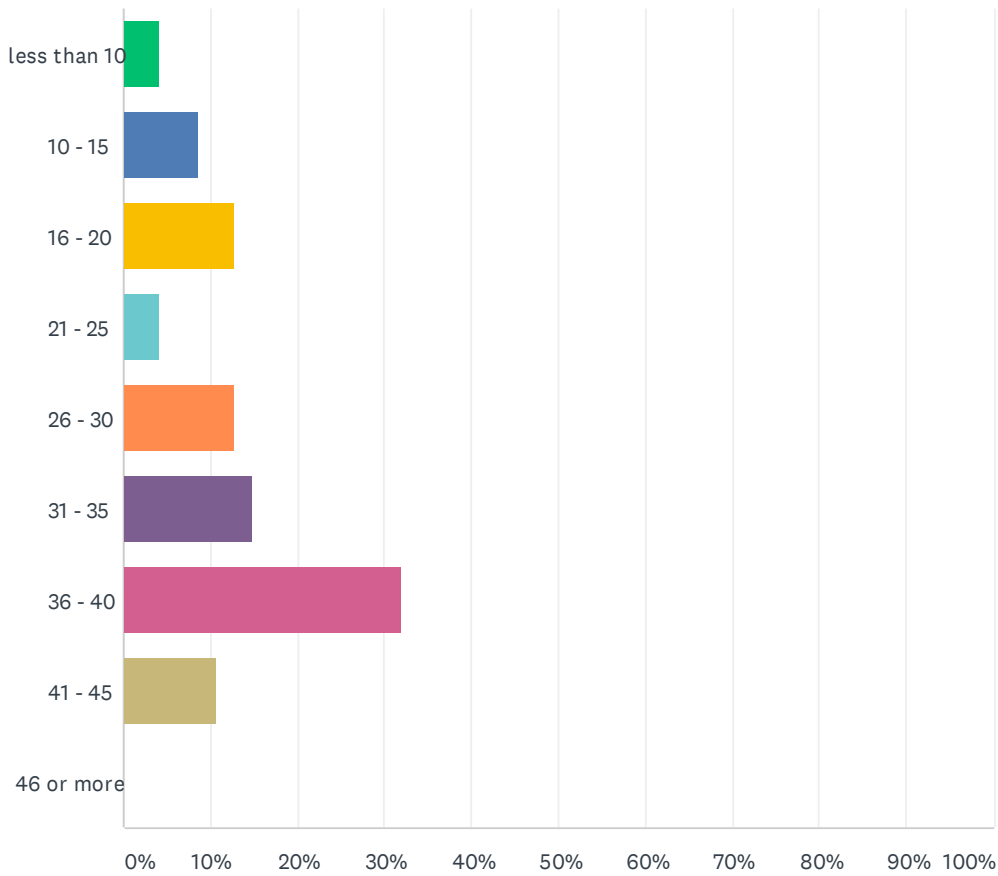
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
1	44.68%	21
2-5	53.19%	25
more than 5	2.13%	1
TOTAL		47

Q3 How many hours is your library/practice centre staffed per week on average?

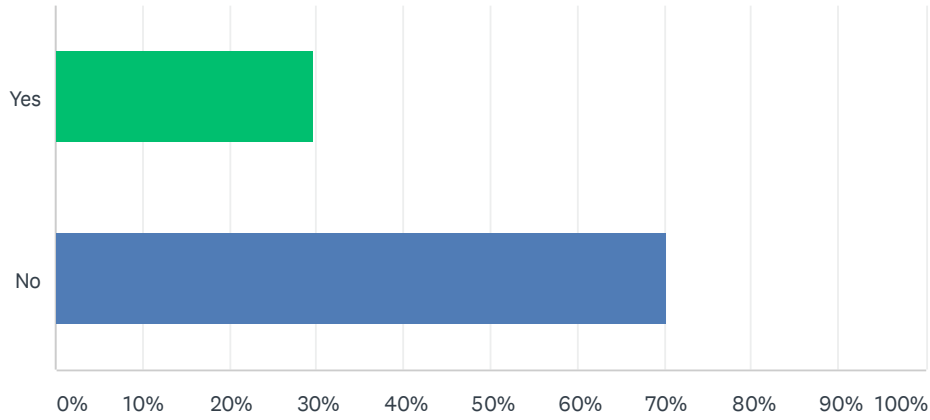
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
less than 10	4.26%	2
10 - 15	8.51%	4
16 - 20	12.77%	6
21 - 25	4.26%	2
26 - 30	12.77%	6
31 - 35	14.89%	7
36 - 40	31.91%	15
41 - 45	10.64%	5
46 or more	0.00%	0
TOTAL		47

Q4 Do you supervise other staff?

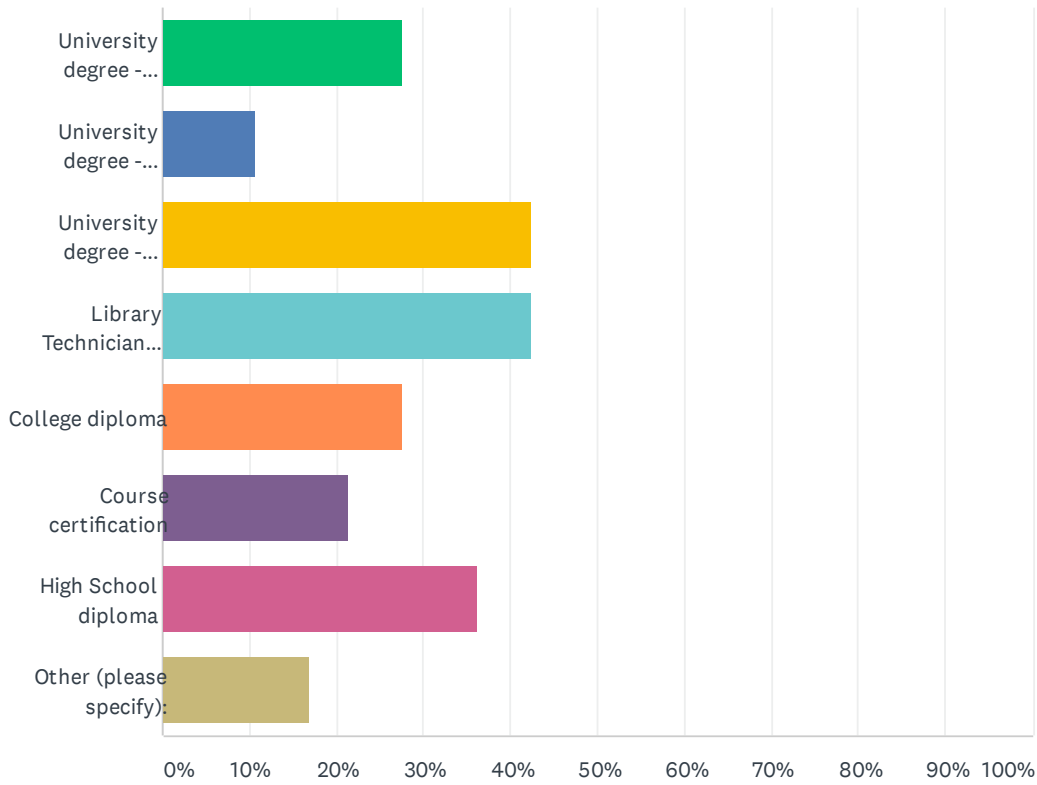
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	29.79%	14
No	70.21%	33
TOTAL		47

Q5 Please describe your education background (select all that apply).

Answered: 47 Skipped: 0

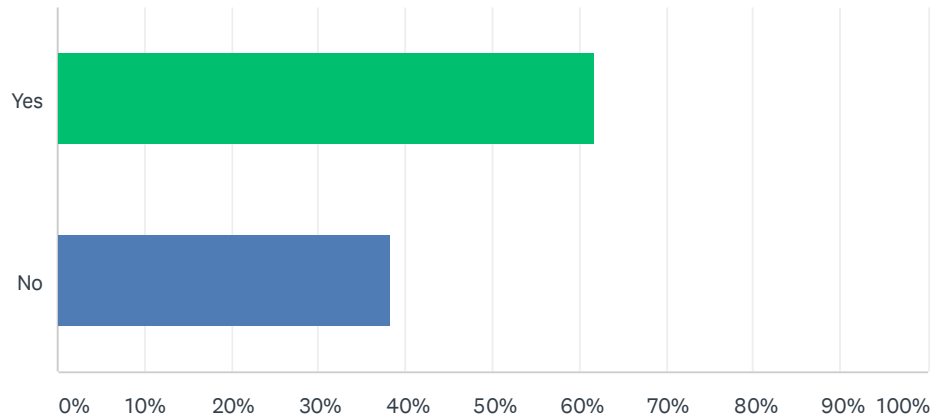


ANSWER CHOICES	RESPONSES	
University degree - MLS/MLIS	27.66%	13
University degree - graduate degree	10.64%	5
University degree - undergraduate degree	42.55%	20
Library Technician diploma	42.55%	20
College diploma	27.66%	13
Course certification	21.28%	10
High School diploma	36.17%	17
Other (please specify):	17.02%	8
Total Respondents: 47		

#	OTHER (PLEASE SPECIFY):	DATE
1	one semester at McGill University	7/17/2020 12:28 PM
2	Records and Information Management Certificate	7/17/2020 11:05 AM
3	Master of Science in Teaching	7/7/2020 2:00 PM
4	two undergraduate degrees, library accreditation as Teacher-Librarian - many other courses	7/7/2020 1:12 PM
5	working towards library tech diploma	7/7/2020 12:48 PM
6	Library related College/University courses	7/7/2020 12:40 PM
7	B Ed.	7/7/2020 12:31 PM
8	Over 37 years of Court Library and Law Association experience	7/7/2020 12:27 PM

Q6 Have you undertaken any course of study designed to assist you in being able to reference legal information? (excluding product or database training)

Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	61.70%	29
No	38.30%	18
TOTAL		47

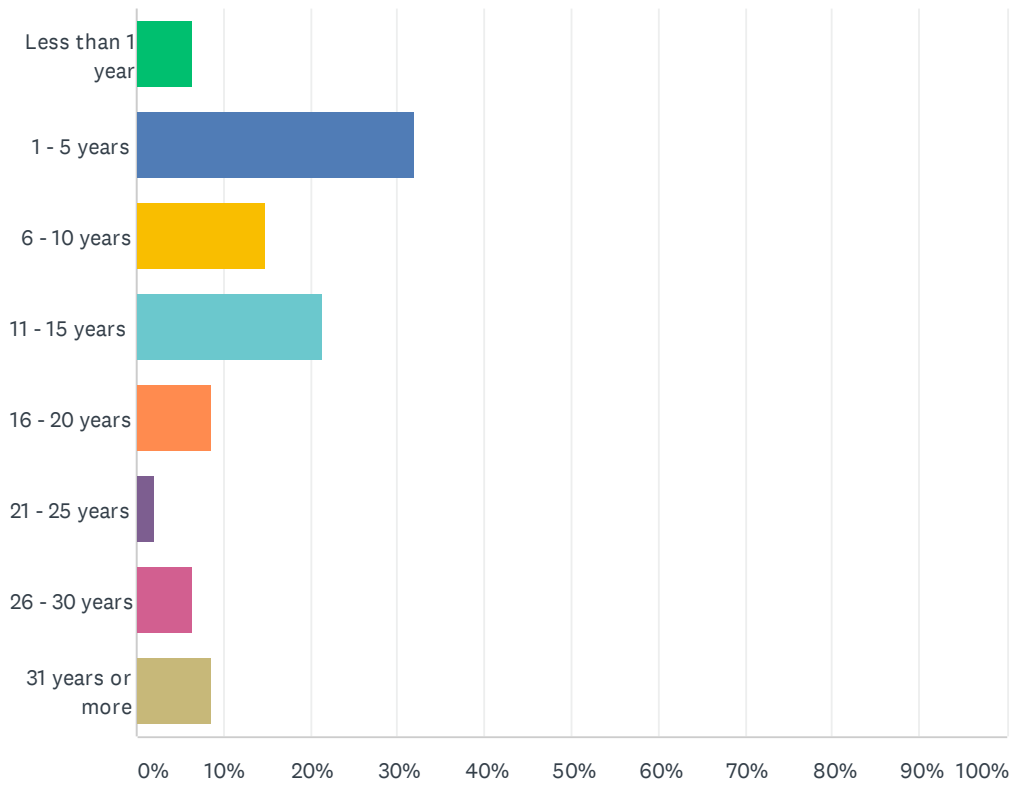
Q7 If your answer to the above question is "Yes", please briefly describe the course(s).

Answered: 26 Skipped: 21

#	RESPONSES	DATE
1	Michael Lines course "Legal Research" as well as the Library and Information Technician program at Mohawk College.	7/17/2020 12:28 PM
2	Did legal research course when I started back in 2004	7/17/2020 12:00 PM
3	Reference in Business, Sciences, and the Professions (Law) Special Collections Online Information Retrieval (2 courses) Electronic Data and Text Retrieval	7/17/2020 11:05 AM
4	Seneca College-law clerk courses	7/17/2020 10:55 AM
5	I am currently enrolled in the Library Technician Diploma with Mohawk College. One of the courses I took was Legal Law Library and Legal Research course.	7/17/2020 10:24 AM
6	Legal research course from Mohawk	7/17/2020 9:59 AM
7	New Librarian's Law Institute	7/15/2020 12:05 PM
8	Mohawk College - Law Libraries and Legal Research course. Attended CALL's New Law Librarians' Institute.	7/10/2020 12:54 PM
9	U of T Legal Research on the Internet	7/9/2020 1:12 PM
10	Durham College, Records Keeping	7/9/2020 12:01 PM
11	6 weeks course on "Legal research online" and Course on Legal Research as a part of Program for Library Tec. Diploma	7/9/2020 11:04 AM
12	Mohawk College Legal Research course	7/9/2020 10:11 AM
13	1. Legal Information and Advanced Research Strategy - Western University 2. Legal Research - Mohawk College 3. Legal Issues for Information Professionals - Western University	7/8/2020 8:55 AM
14	I took a course online at Georgian College	7/7/2020 2:22 PM
15	Introductory Course on being a law librarian through Mowhawk College	7/7/2020 2:00 PM
16	I've taken a number of online legal courses throughout the years of my employment.	7/7/2020 1:34 PM
17	various courses, conferences and webinars • Law Libraries and Legal Research, 2004, Mohawk College • Simply Accounting, 2005, Private lessons with trainer • Microsoft Office Suite Software, 2006, Ontario Learn • Power of One, Solo Librarian, 2008, U. of T. iSchool • Legal Research on the Web, 2009, U. of T. iSchool Getting Started with Online Conferencing, 2010, CALL Elevator Speech: Justifying and Promoting Libraries, 2010, CALL Cost-saving Measures in the Library, 2010, CALL Taking the Business Case Approach, 2013, CALL Everyday Leadership for Special and Solo Librarians, 2014, SLA SLA Toronto Leadership & Management Conference, 2017 Effective Budgeting for Libraries, 2019, CALL Writing Persuasively to Build a Better Business Case for your Library – 2018 CALL Pre-Conference Leadership Essentials – 2017 CALL Pre-Conference Measuring for What Matters: Demonstrating Value & Operational Excellence 2015 CALL Pre-conference Leading Teams Through Change – 2013 CALL Pre-conference Advocacy 101 for Law Libraries – 2012 CALL Pre-Conference Pecha Kucha - Spice Up Your Training! - 2011 CALL Pre-Conference Workshop on U.S. Legal Research – 2010 CALL Pre-Conference Attended CALL conference 2010-2015, 2017-2020 and AALL Conference in 2018	7/7/2020 1:12 PM
18	Mohawk College LIBRLT405 - Law Libraries and Legal Research	7/7/2020 12:50 PM
19	Law library course through Mohawk College	7/7/2020 12:48 PM
20	Legal Research Course	7/7/2020 12:43 PM
21	Library related College/University courses	7/7/2020 12:40 PM
22	Law Libraries and Legal Research (Mohawk College)	7/7/2020 12:37 PM
23	New Law Librarian's Institute Mohawk College Law Libraries Course	7/7/2020 12:31 PM
24	New Law Librarians' Institute	7/7/2020 12:26 PM
25	Legal Service and Research	7/7/2020 12:24 PM

Q8 How many years have you worked at your current law library/practice resource centre?

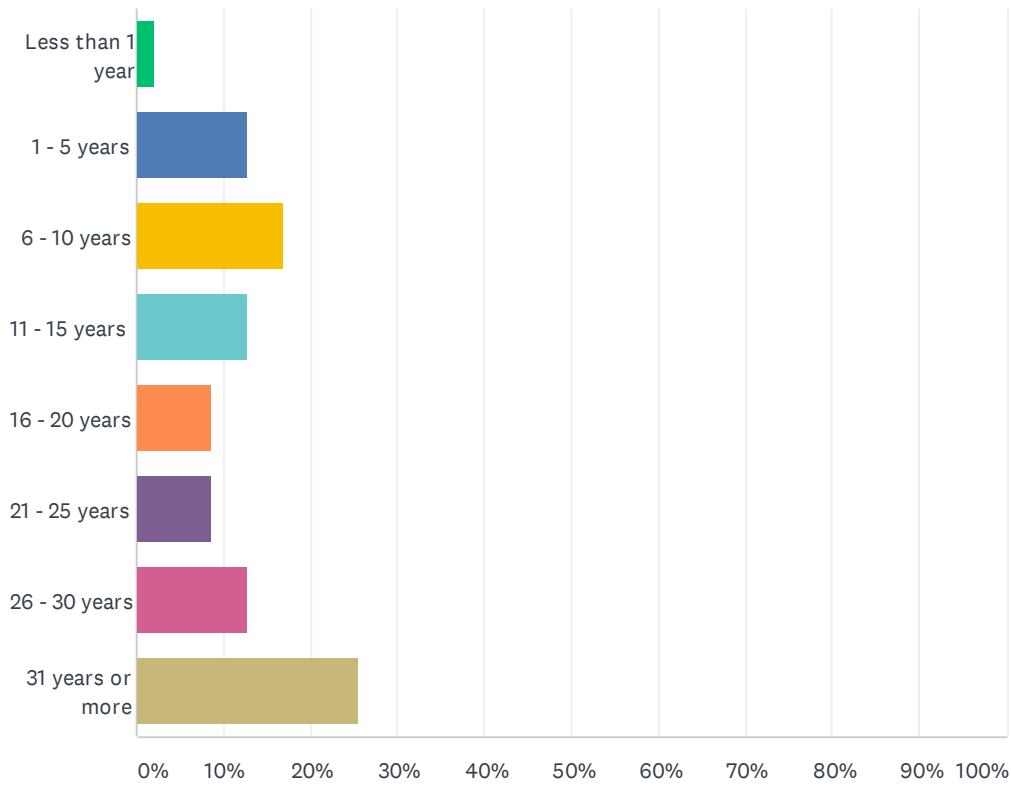
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 1 year	6.38%	3
1 - 5 years	31.91%	15
6 - 10 years	14.89%	7
11 - 15 years	21.28%	10
16 - 20 years	8.51%	4
21 - 25 years	2.13%	1
26 - 30 years	6.38%	3
31 years or more	8.51%	4
TOTAL		47

Q9 How many years have you worked within the library profession (legal or otherwise)?

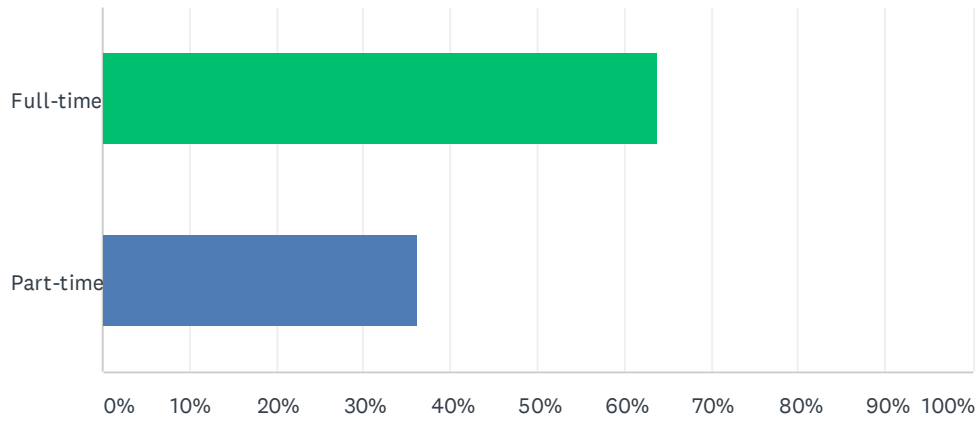
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES
Less than 1 year	2.13% 1
1 - 5 years	12.77% 6
6 - 10 years	17.02% 8
11 - 15 years	12.77% 6
16 - 20 years	8.51% 4
21 - 25 years	8.51% 4
26 - 30 years	12.77% 6
31 years or more	25.53% 12
TOTAL	47

Q10 Please indicate if you work full-time or part-time.

Answered: 47 Skipped: 0

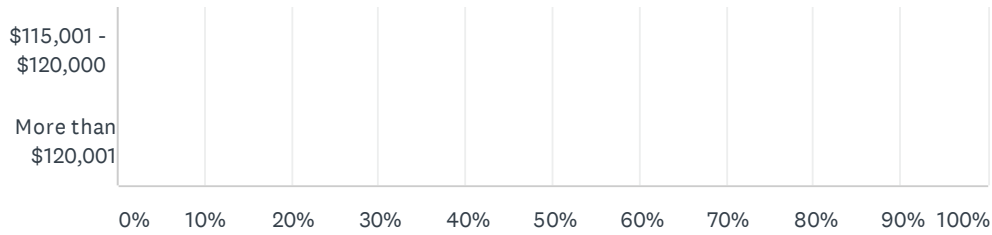


ANSWER CHOICES	RESPONSES
Full-time	63.83% 30
Part-time	36.17% 17
TOTAL	47

Q11 If you work full-time, please select your current gross salary range (excluding bonuses).

Answered: 31 Skipped: 16

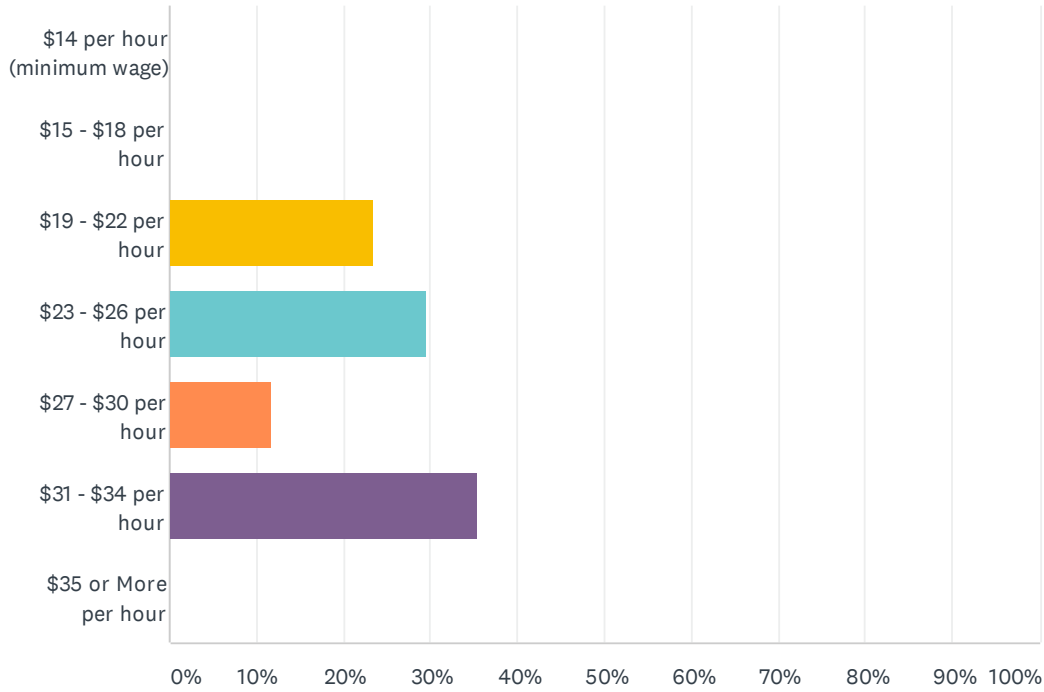




ANSWER CHOICES	RESPONSES	
\$25,000 - \$30,000	3.23%	1
\$30,001 - \$35,000	6.45%	2
\$35,001 - \$40,000	19.35%	6
\$40,001 - \$45,000	9.68%	3
\$45,001 - \$50,000	6.45%	2
\$50,001 - \$55,000	9.68%	3
\$55,001 - \$60,000	0.00%	0
\$60,001 - \$65,000	12.90%	4
\$65,001 - \$70,000	12.90%	4
\$70,001 - \$75,000	6.45%	2
\$75,001 - \$80,000	0.00%	0
\$80,001 - \$85,000	0.00%	0
\$85,001 - \$90,000	9.68%	3
\$90,001 - \$95,000	0.00%	0
\$95,001 - \$100,000	0.00%	0
\$100,001 - \$105,000	3.23%	1
\$105,001 - \$110,000	0.00%	0
\$110,001 - \$115,000	0.00%	0
\$115,001 - \$120,000	0.00%	0
More than \$120,001	0.00%	0
TOTAL		31

Q12 If you work Part-time, please select your current hourly wage range.

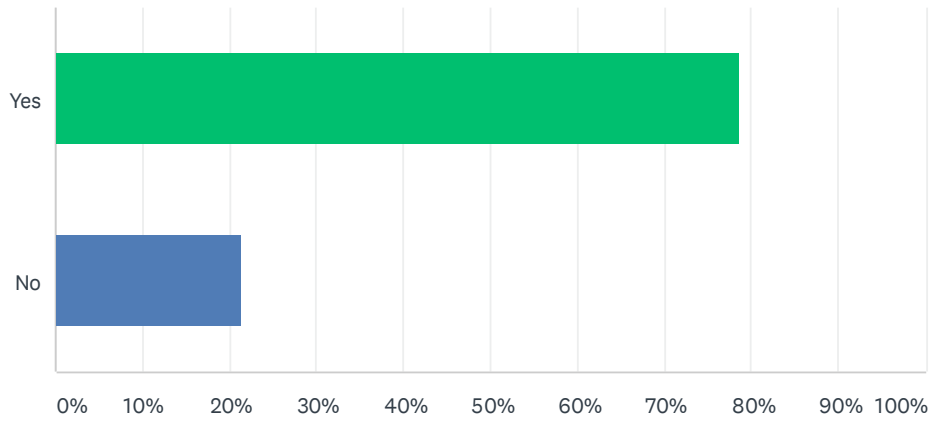
Answered: 17 Skipped: 30



ANSWER CHOICES	RESPONSES	
\$14 per hour (minimum wage)	0.00%	0
\$15 - \$18 per hour	0.00%	0
\$19 - \$22 per hour	23.53%	4
\$23 - \$26 per hour	29.41%	5
\$27 - \$30 per hour	11.76%	2
\$31 - \$34 per hour	35.29%	6
\$35 or More per hour	0.00%	0
TOTAL		17

Q13 Did you receive a salary increase in 2020?

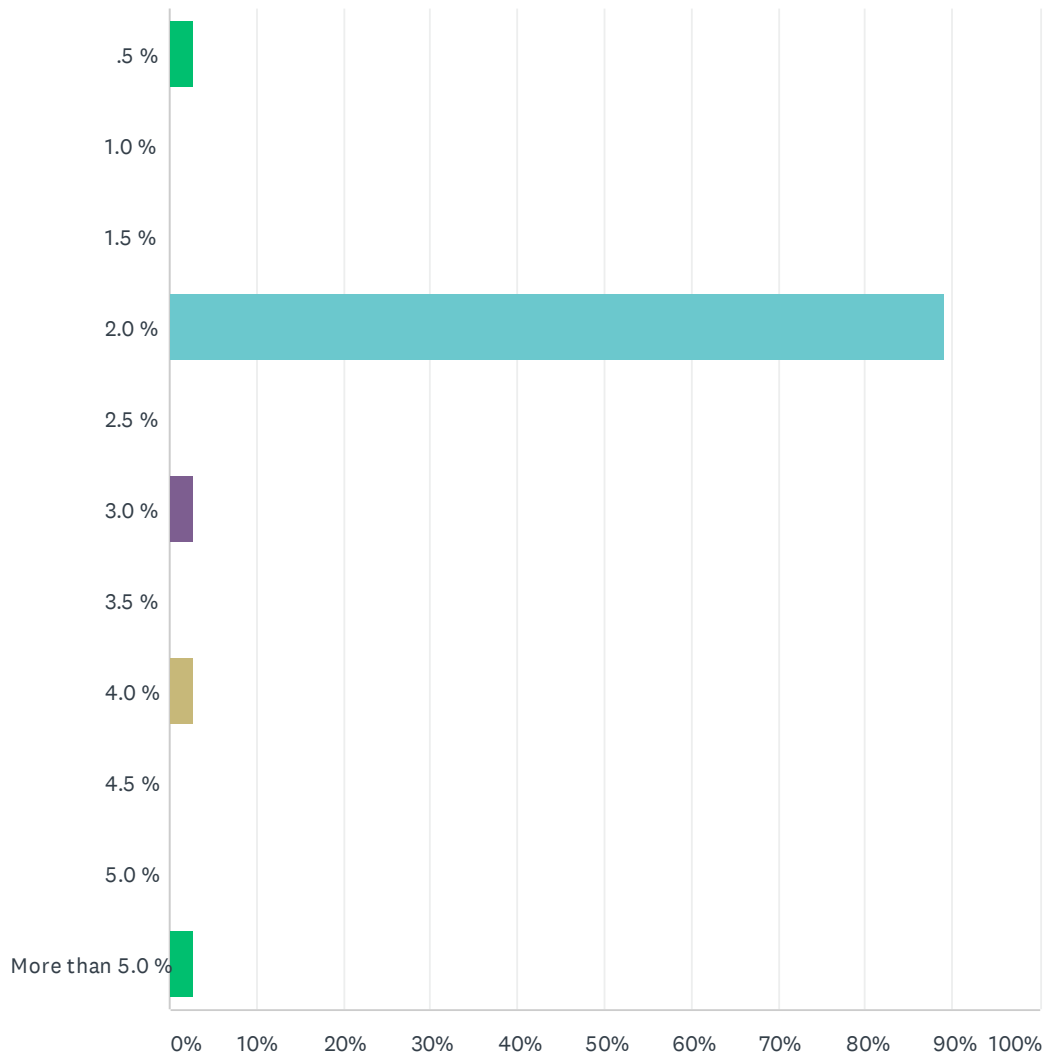
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	78.72% 37
No	21.28% 10
TOTAL	47

Q14 If you received a salary increase in 2020, what percentage did you receive?

Answered: 37 Skipped: 10



ANSWER CHOICES	RESPONSES	
.5 %	2.70%	1
1.0 %	0.00%	0
1.5 %	0.00%	0
2.0 %	89.19%	33
2.5 %	0.00%	0
3.0 %	2.70%	1
3.5 %	0.00%	0
4.0 %	2.70%	1
4.5 %	0.00%	0
5.0 %	0.00%	0
More than 5.0 %	2.70%	1
TOTAL		37

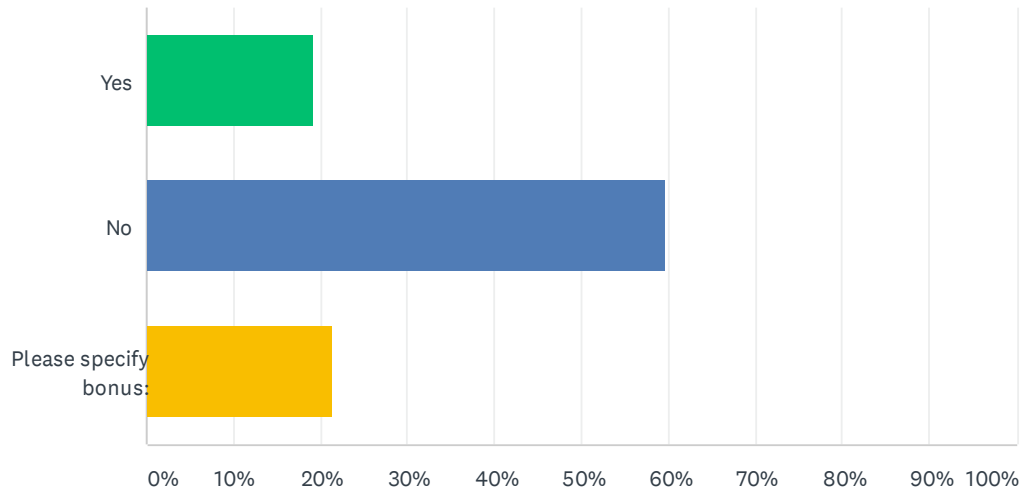
Q15 If you did not receive a salary increase in 2020, when did you last receive an increase?

Answered: 7 Skipped: 40

#	RESPONSES	DATE
1	2018	7/17/2020 1:06 PM
2	December 2019	7/17/2020 10:24 AM
3	2018	7/9/2020 12:01 PM
4	n/a	7/7/2020 2:05 PM
5	Started in October 2019. No salary change since then.	7/7/2020 12:47 PM
6	never	7/7/2020 12:25 PM
7	2018	7/7/2020 12:24 PM

Q16 Did you receive a bonus in the last twelve months?

Answered: 47 Skipped: 0

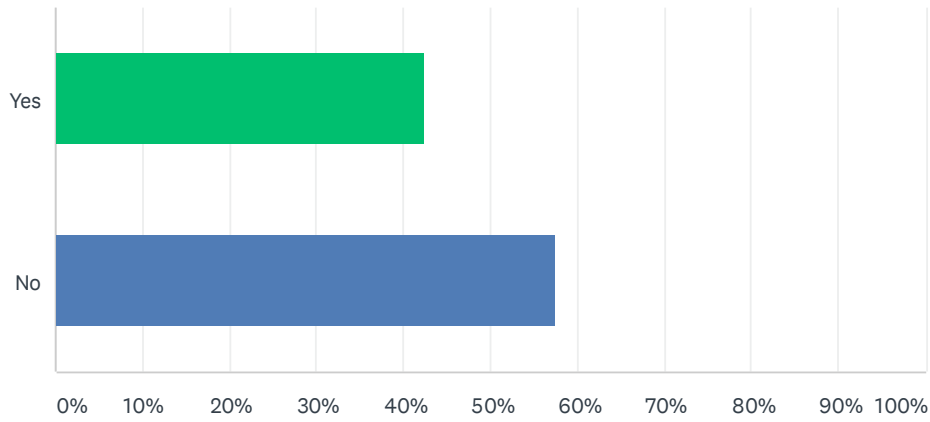


ANSWER CHOICES	RESPONSES
Yes	19.15% 9
No	59.57% 28
Please specify bonus:	21.28% 10
TOTAL	47

#	PLEASE SPECIFY BONUS:	DATE
1	year end bonus	7/17/2020 3:39 PM
2	1 week's pay	7/17/2020 1:06 PM
3	1000.00	7/17/2020 12:00 PM
4	500.00	7/15/2020 1:13 PM
5	End of year bonus.	7/10/2020 12:54 PM
6	8,700.00	7/9/2020 11:27 AM
7	Christmas	7/8/2020 11:21 AM
8	\$150 for 15 years of service	7/7/2020 1:12 PM
9	\$750.00 paid by the Non-Library Account to be added to my T4 slip	7/7/2020 12:40 PM
10	\$500.00 Christmas Bonus paid by Law Association	7/7/2020 12:27 PM

Q17 Does the Association contribute to your salary?

Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	42.55% 20
No	57.45% 27
TOTAL	47

Q18 Please list all employment benefits offered by your Association above the standard benefit package provided by LIRN.

Answered: 21 Skipped: 26

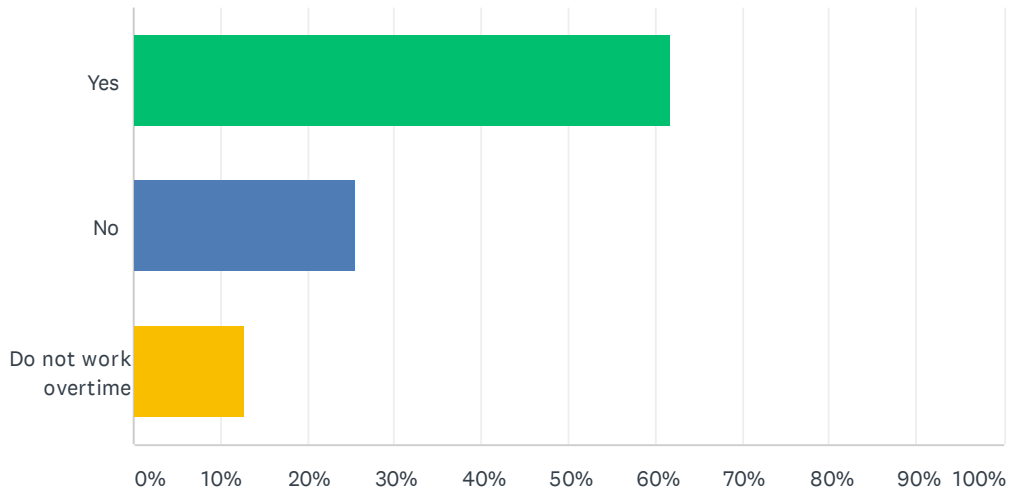
ANSWER CHOICES	RESPONSES	
1/	100.00%	21
2/	38.10%	8
3/	9.52%	2
4/	4.76%	1
5/	4.76%	1

#	1/	DATE
1	rsp	7/17/2020 3:39 PM
2	sick days	7/17/2020 1:40 PM
3	A monthly top up to my salary	7/17/2020 12:28 PM
4	don't receive benefits from LIRN	7/17/2020 12:00 PM
5	RSP	7/17/2020 10:55 AM
6	annual bonuses	7/15/2020 12:05 PM
7	RSP Contribution	7/14/2020 8:48 AM
8	Matching RRSP contribution	7/10/2020 12:54 PM
9	Matching RRSP	7/9/2020 1:12 PM
10	12 Sick/Personal Days	7/9/2020 11:27 AM
11	Vacation	7/8/2020 8:55 AM
12	RRSP	7/7/2020 3:58 PM
13	NA	7/7/2020 3:20 PM
14	parking	7/7/2020 1:34 PM
15	6 personal days	7/7/2020 12:50 PM
16	6 % vacation pay	7/7/2020 12:47 PM
17	I am able to make my own hours and take time off as needed	7/7/2020 12:43 PM
18	6 paid sick days a year (can't carry over)	7/7/2020 12:40 PM
19	monthly parking pass at courthouse	7/7/2020 12:37 PM
20	RRSP contributions	7/7/2020 12:17 PM
21	RRSP	7/7/2020 12:14 PM

#	2/	DATE
1	medical, dental, visual, massage, chiropractic	7/17/2020 12:00 PM
2	additional vacation days	7/15/2020 12:05 PM
3	End of year bonus	7/10/2020 12:54 PM
4	Christmas bonus	7/9/2020 1:12 PM
5	\$100 towards mobile phone per annum	7/7/2020 1:34 PM
6	3 weeks vacation and the week between Christmas and New Years off	7/7/2020 12:50 PM
7	8 sick days with pay per year	7/7/2020 12:47 PM
8	3 days Bereavement Leave (immediate family)	7/7/2020 12:40 PM
#	3/	DATE
1	\$53.11 per month for internet (new benefit)	7/7/2020 1:34 PM
2	4 weeks vacation leave (paid)	7/7/2020 12:40 PM
#	4/	DATE
1	Bank Statutory Holiday Time to take off later	7/7/2020 12:40 PM
#	5/	DATE
1	Bank Overtime Hours to take off later	7/7/2020 12:40 PM

Q19 Are you compensated for overtime?

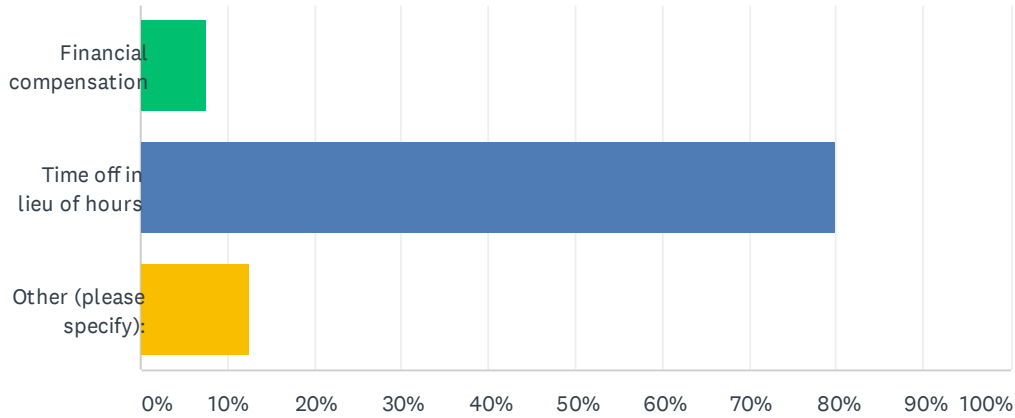
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	61.70% 29
No	25.53% 12
Do not work overtime	12.77% 6
TOTAL	47

Q20 If you work overtime, how are you compensated?

Answered: 40 Skipped: 7

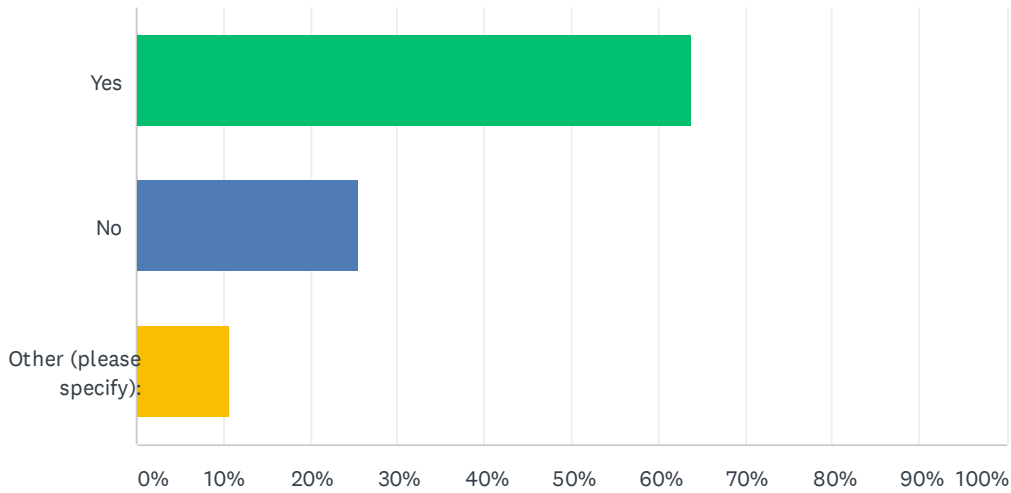


ANSWER CHOICES	RESPONSES
Financial compensation	7.50% 3
Time off in lieu of hours	80.00% 32
Other (please specify):	12.50% 5
TOTAL	40

#	OTHER (PLEASE SPECIFY):	DATE
1	Either time off in lieu of hours or regular hourly rate	7/9/2020 10:11 AM
2	I work at home at night and make myself available at all hours, even on holidays when possible. I do not get compensation for this- it is my choice	7/7/2020 1:34 PM
3	I am allowed to take time off in lieu of hours, but I am too busy during the work week, so I usually have an extra week vacation added to my vacation time.	7/7/2020 12:37 PM
4	nothink	7/7/2020 12:25 PM
5	I am not.	7/7/2020 12:24 PM

Q21 Is continuing education supported financially by your Association?

Answered: 47 Skipped: 0

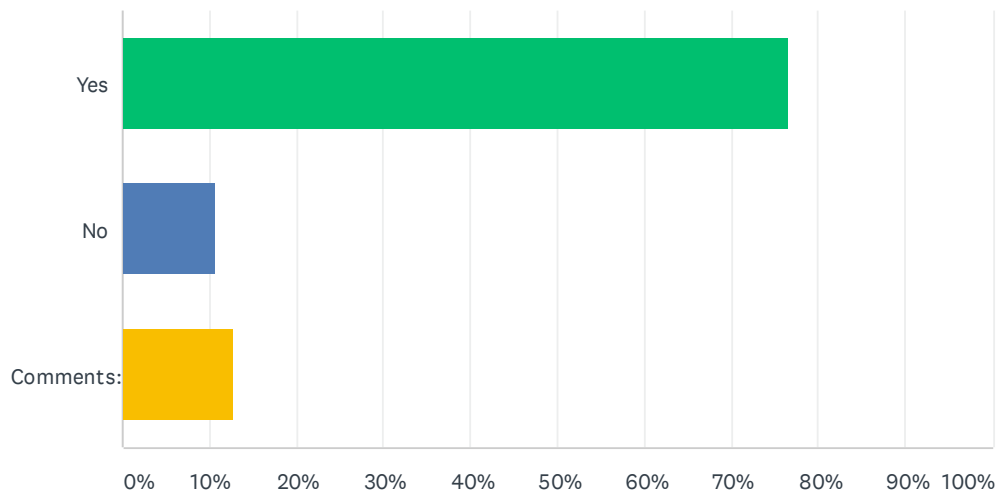


ANSWER CHOICES	RESPONSES
Yes	63.83% 30
No	25.53% 12
Other (please specify):	10.64% 5
TOTAL	47

#	OTHER (PLEASE SPECIFY):	DATE
1	issue has never come up	7/17/2020 12:00 PM
2	I have neer asked.	7/7/2020 2:22 PM
3	unsure as I have never asked	7/7/2020 2:05 PM
4	to a degree, the budget is very tight but can cover a webinar or two in addition to CALL conference fee - very little funding for travel above cost of COLAL	7/7/2020 1:12 PM
5	I don't know yet.	7/7/2020 12:47 PM

Q22 Is the participation in conferences such as CALL/ACBD supported by your Association in the yearly budget?

Answered: 47 Skipped: 0

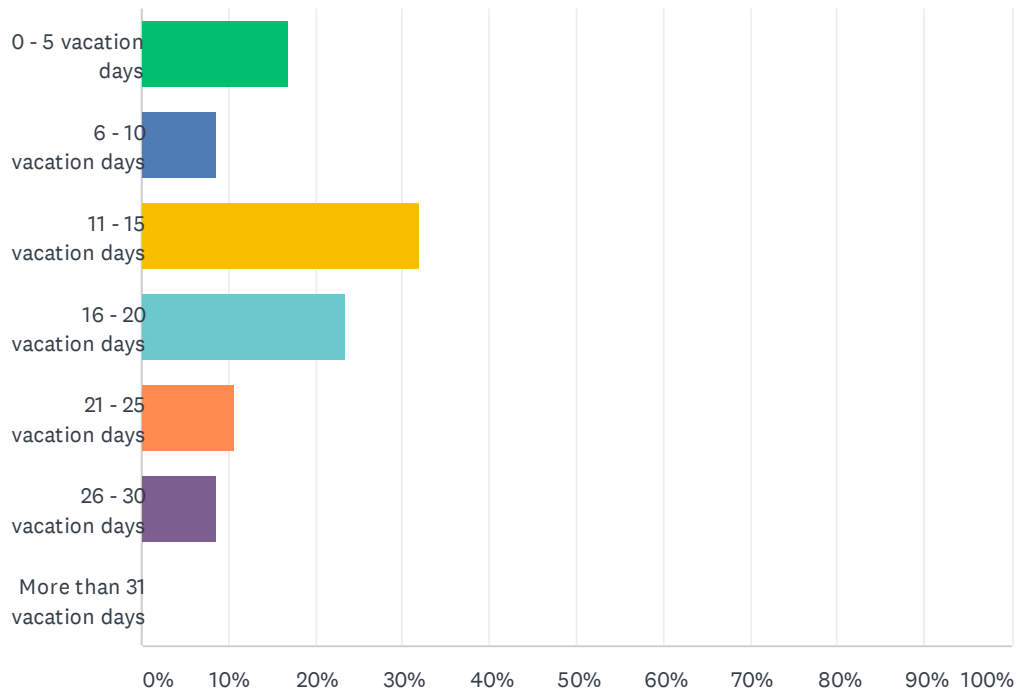


ANSWER CHOICES	RESPONSES
Yes	76.60% 36
No	10.64% 5
Comments:	12.77% 6
TOTAL	47

#	COMMENTS:	DATE
1	Although not allocated in the yearly budget as per the Association Executive a request is made to attend and the funds are provided.	7/17/2020 11:05 AM
2	unsure as I have never attended	7/7/2020 2:05 PM
3	I think it could be - I have never inquired.	7/7/2020 2:00 PM
4	the cost of registration but not travel	7/7/2020 1:12 PM
5	If I receive a bursary to attend CALL then it is supported. Attending COLAL Conference Toronto is supported.	7/7/2020 12:40 PM
6	It has never been part of the budget, but I can attend CALL if circumstances permit (with full approval of the executive)	7/7/2020 12:37 PM

Q23 Please indicate the number of paid vacation days you receive on an annual basis excluding statutory holidays.

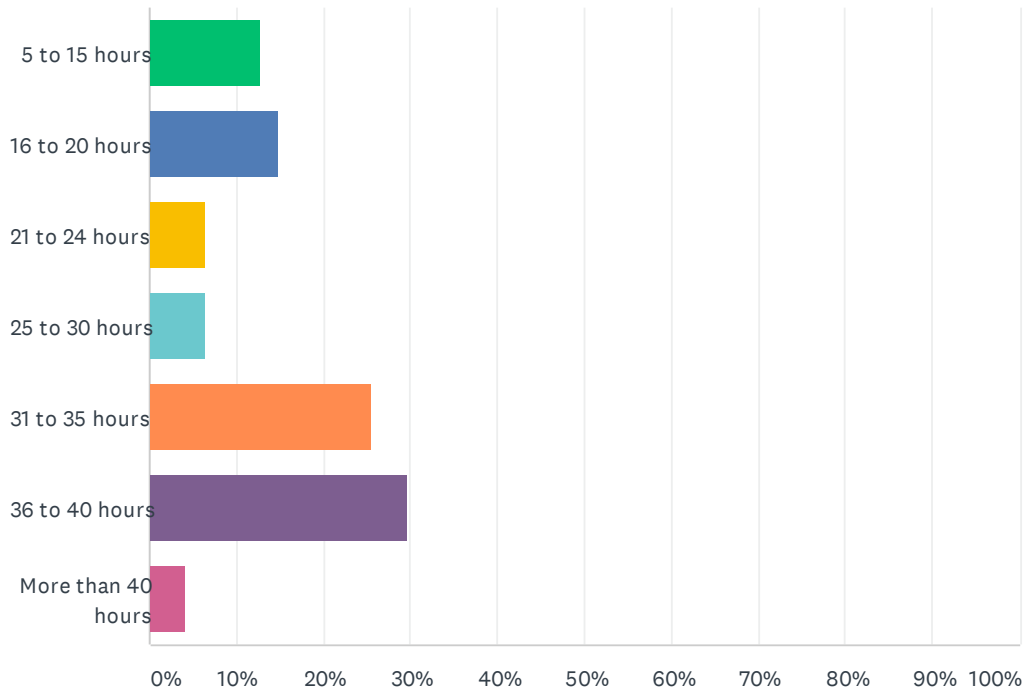
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES
0 - 5 vacation days	17.02% 8
6 - 10 vacation days	8.51% 4
11 - 15 vacation days	31.91% 15
16 - 20 vacation days	23.40% 11
21 - 25 vacation days	10.64% 5
26 - 30 vacation days	8.51% 4
More than 31 vacation days	0.00% 0
TOTAL	47

Q24 Please indicate the average number of hours you work per week.

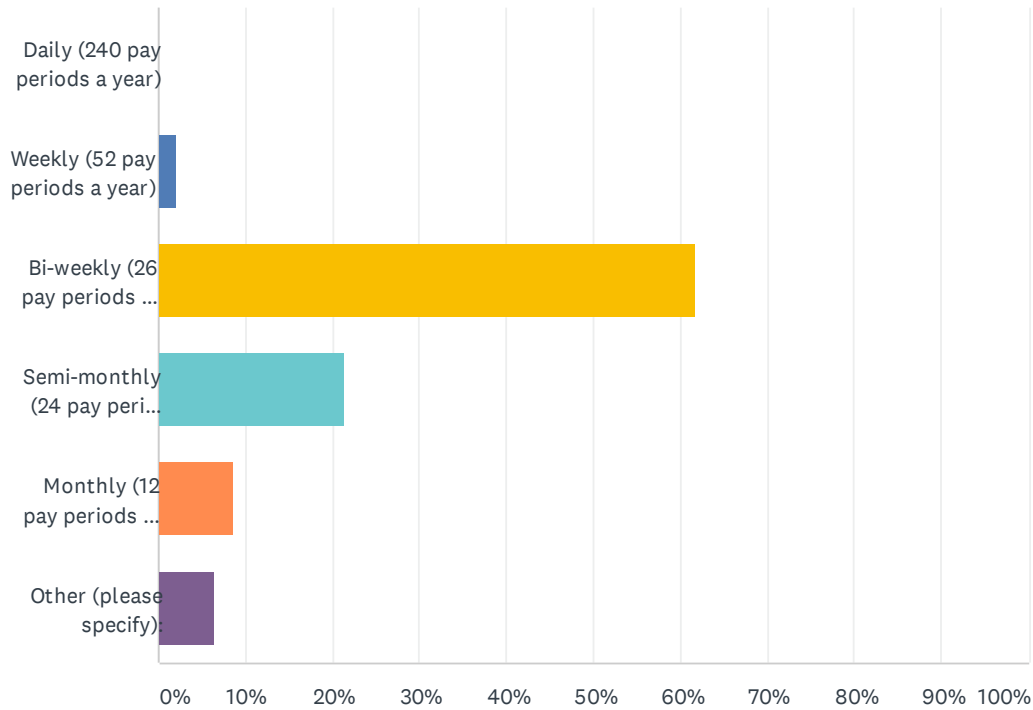
Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES
5 to 15 hours	12.77% 6
16 to 20 hours	14.89% 7
21 to 24 hours	6.38% 3
25 to 30 hours	6.38% 3
31 to 35 hours	25.53% 12
36 to 40 hours	29.79% 14
More than 40 hours	4.26% 2
TOTAL	47

Q25 What is your pay period frequency?

Answered: 47 Skipped: 0

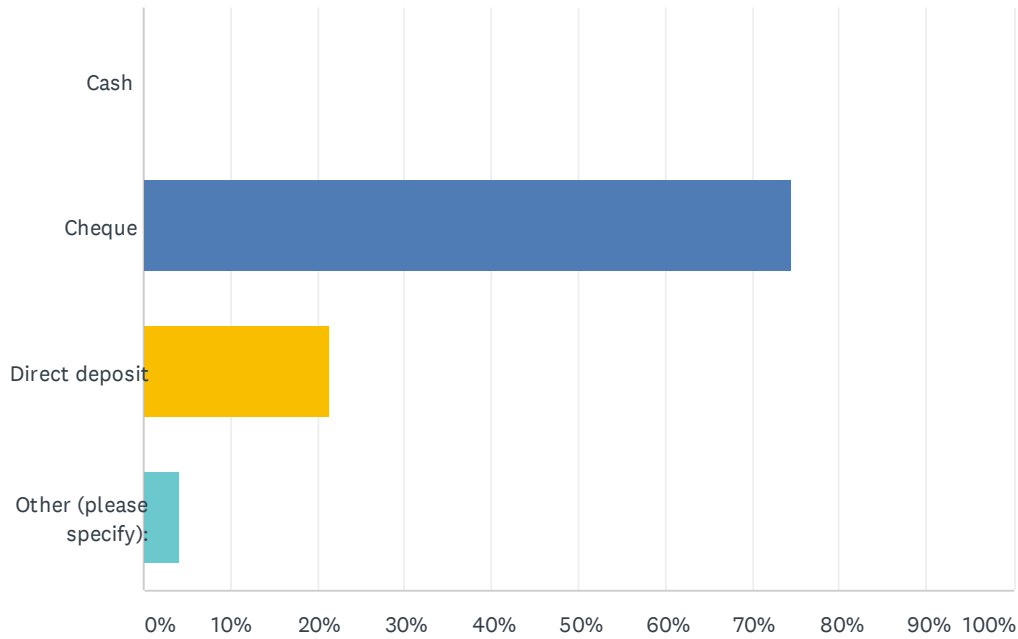


ANSWER CHOICES	RESPONSES	
Daily (240 pay periods a year)	0.00%	0
Weekly (52 pay periods a year)	2.13%	1
Bi-weekly (26 pay periods a year)	61.70%	29
Semi-monthly (24 pay periods a year)	21.28%	10
Monthly (12 pay periods a year)	8.51%	4
Other (please specify):	6.38%	3
TOTAL		47

#	OTHER (PLEASE SPECIFY):	DATE
1	On the 15th and last day of the month	7/8/2020 11:21 AM
2	quarterly	7/7/2020 3:20 PM
3	quarterly	7/7/2020 2:05 PM

Q26 What payroll method does your Association use?

Answered: 47 Skipped: 0

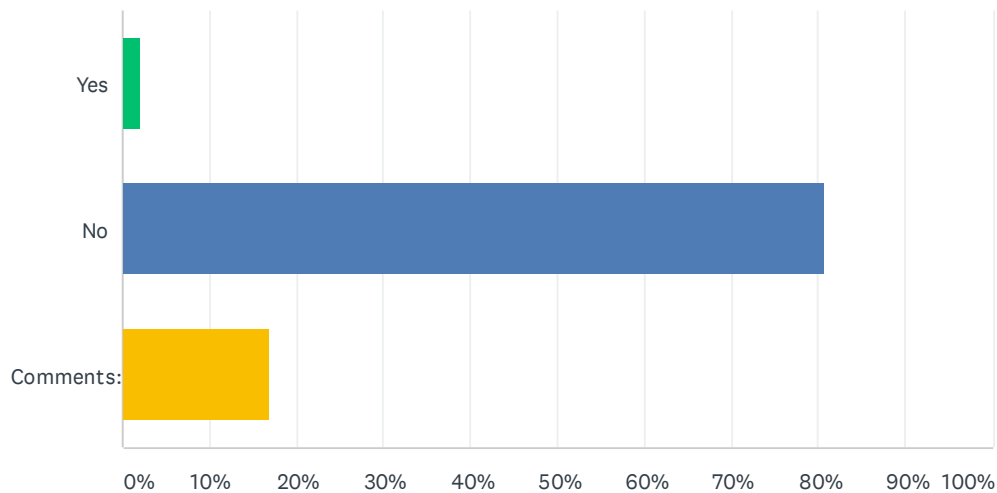


ANSWER CHOICES	RESPONSES
Cash	0.00% 0
Cheque	74.47% 35
Direct deposit	21.28% 10
Other (please specify):	4.26% 2
TOTAL	47

#	OTHER (PLEASE SPECIFY):	DATE
1	EFT	7/7/2020 12:27 PM
2	Cheque drawn by Accountants.	7/7/2020 12:27 PM

Q27 Are there any issues associated with the current payroll method practiced by your Association?

Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	2.13% 1
No	80.85% 38
Comments:	17.02% 8
TOTAL	47

#	COMMENTS:	DATE
1	just getting the cheques co-signed	7/17/2020 12:00 PM
2	Wish it were direct deposit rather than having to attend the financial institution to deposit the cheque	7/17/2020 11:05 AM
3	So far, obtaining 2 signatures for paycheques has worked out ok, but it does take some extra effort to ensure they are signed in time for distribution.	7/10/2020 12:54 PM
4	Cheques not being signed in a timely manner and not being paid on time.	7/8/2020 8:55 AM
5	finding two Executive members with signing authority to sign cheques	7/7/2020 1:12 PM
6	cheques require two signatures and I do not have authority to sign cheques	7/7/2020 12:50 PM
7	Trying to set up direct deposit.	7/7/2020 12:47 PM
8	Requires 2 lawyers to sign the cheques - payday has been late on occasion because there was no one available to sign.	7/7/2020 12:31 PM

Q28 If your Association uses Direct Deposit, please list the company.

Answered: 7 Skipped: 40

#	RESPONSES	DATE
1	ceridian	7/17/2020 3:39 PM
2	Ceridian	7/17/2020 10:55 AM
3	ADP	7/14/2020 8:48 AM
4	Ceridian	7/8/2020 11:21 AM
5	Ceridian	7/7/2020 3:58 PM
6	not sure	7/7/2020 12:17 PM
7	Ceridian	7/7/2020 12:14 PM

Q29 Do you have any other comments?

Answered: 6 Skipped: 41

#	RESPONSES	DATE
1	My association pays for my annual bonus which is discussed/approved by the Board each December. Prior to the Dec meeting, I have an annual lunch/dinner meeting for a performance review with the Personnel Committee (President & Past President) with written reports by both them & me.	7/15/2020 12:05 PM
2	Your number of hours begins with 5-10. My weekly LIRN (LibraryCo) hours are 4.5 hrs per week for a membership of nearly 50 lawyers. In December at their AGM, my Association added 5.5 hours per week to total 10. The Association pays the 5.5. However, with Covid restrictions on library access plus, in general, less work to perform, I am back to my 4.5 hrs per week from LIRN. No complaints. Just telling it like it is.	7/9/2020 12:01 PM
3	- one merit increase in 2008, only cost of living increase otherwise- no Association work, only library work is paid for by grant money from LIRN - Association has requested increase and been denied by LibraryCo. so Association does not control wage - staff performs ALL duties including bookkeeping, budgeting, collection-related selection, purchasing, processing, reference & research - there is no volunteer, student or outsourcing --- staff wage supported at 20 hours but probably 25 - 27 worked	7/7/2020 1:12 PM
4	I am eliminated from the LIRN benefit package, extended health i.e: dental, vision, massage, physiotherapy, chiropractor...because I of my age (70 or over). These benefits would have been worth about \$3500 to \$4000 to me and I specifically thought they would be provided when I negotiated my hourly pay rate. I have received no alternate compensation.	7/7/2020 12:47 PM
5	No.	7/7/2020 12:40 PM
6	none at this time	7/7/2020 12:37 PM