

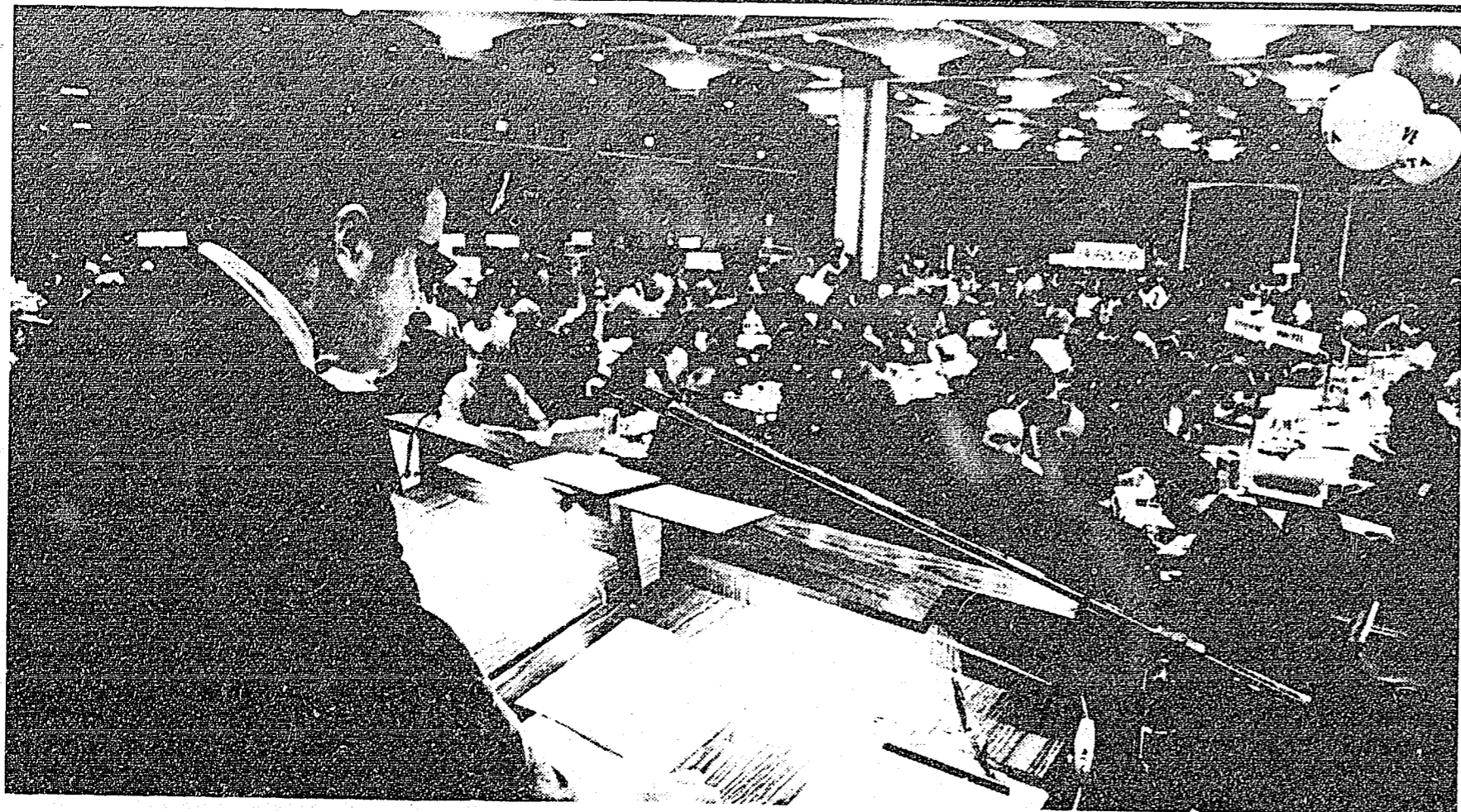
ANNUAL GENERAL MEETING HELD

BRITISH COLUMBIA TEACHERS' FEDERATION NEWSLETTER

VOL. 10, No. 11

BROADWAY PRINTERS LTD.

MAY, 1971



View from the front of the 55th Annual General Meeting of the BC Teachers' Federation. Almost an endurance test, the meeting was in session four days

tackling 58 resolutions, 47 recommendations, and 12 committee reports. Delegates now bring balloons, signposts, campaign buttons and staying power.

Elections Dominated the Convention

Like a play in four acts, the 55th Annual General Meeting ground slowly through the tedious but necessary business of putting the affairs of the organization in order.

Over a four day period, delegates evaluated last year's activities, considered policy resolutions from local associations, heard speakers, and elected officers for the Executive Committee.

Elections provided the main excitement during the hard working sessions.

Altogether delegates studied 12 committee reports, including a 92-page report from the Executive

Committee, and carried, with few referrals, the 47 recommendations that came out of them.

Had time permitted, they would have debated 58 resolutions, 23 of them late resolutions from the floor, but most of these were referred to the Executive Committee and Representative Assembly for further study.

ELECTION RESULTS

Of the four candidates in the race for presidency, Adam Robertson was chosen to lead the Federation and bring unity to the membership. He polled 398 of the 587 ballots.

A supervisor of elementary instruction from Creston, Adam Robertson has been a BCTF member since 1931 during which time he has served teachers both at the local and provincial level. He was first vice-president of the Federation 1969-70.

Robertson said the removal of automatic membership in the BCTF was a 'great loss' and that he intended to fight to have it restored.

Of last year's Executive Committee, Jim MacFarlan (Burnaby) was elected first vice-president and Frank Roemer, (Coquitlam) second vice-president. Harry

Peebles, (Ferne) and Larry Davies (Maple Ridge) retained their seats on the Executive.

New members-at-large include Terry Mullen (Prince George), Kelly Slater (Kelowna), Gary Onstad (Burnaby), and Rob Wilson (Lake Cowichan).

The seventh member-at-large, Ron Brown (West Vancouver) will be serving his second year of office unless he goes to Europe with the DND.

(Elections, P. 2)

Hilda Cryderman Fergusson Winner

Wherever the action is, you will find Hilda Cryderman. And the B.C. Teachers' Federation has bestowed on her its highest honor, the Fergusson Memorial Award, for her outstanding contribution to education.

Since 1933, the Fergusson Awards have honored teachers who, like Miss Cryderman, epitomize those exemplary qualities admired by all teachers.

Miss Cryderman has had a long, busy, active career, and she has been a trail-blazer in many ways.

In 1954 she was the first woman president of the B.C. Teachers' Federation and in 1957 she was the Liberal candidate for the Okanagan-Revelstoke riding in the federal general election.

She was a founder of Vernon's Business and Professional Women's Club and a provincial president and national treasurer; founder of Vernon and District Council of Women; director of United Appeal and president of the Okanagan Valley Musical Festival Association.

Miss Cryderman was the first arbitration chairman of the Okanagan Valley Teachers' Association in 1946, the only woman on the 14-member committee.



President elect, Adam Robertson.

President Sees a Stronger Federation

President Jim Killeen told delegates to the AGM that while the government's cancellation of BCTF automatic membership was 'punitive,' the change might strengthen the Federation.

'The organization could become selective in admitting members,' he said, 'or it could incorporate people who are not now members, such as teachers in community colleges or professionals.'

The immediate adverse effects, however, could come through a loss of control of ethical standards, an undermining of the BCTF Relations Commission, and need for the organization to put its resources into membership recruitment and retention, he said.

Killeen expressed concern over the concentration of power in the hands of the Minister of Education and the Deputy Minister: 'We shall be most interested to see how this power is used during the upcoming months,' he said.

Presenting delegates with a score card of Federation activities over the past year, Killeen stressed there were more gains than losses.

First gains went to the pensions campaign. Long-service teachers, he said, who could reach age 60 to 65 with service plus age equaling 90 will now enjoy a pension plan that compares favorably to pension plans throughout Canada.

'There will be 20,791 current members affected by the favorable gains in the pensions campaign. A recent analysis prepared by the Dominion Bureau of Statistics show this many teachers will meet the 90 requirement at age 60 and 64,' he said.

The agreements program went a long way towards satisfying its performance objectives, Killeen said.

'It appears at this time that we did better than keep pace with the increase of the gross national product in real dollars, better than the increase in consumer price index. Our immediate increase in salaries is staying somewhat ahead of the gross of those two indicators, and we did achieve other gains in terms of shortening increments patterns.'

Killeen said this year's activities were planned and co-ordinated bargaining and contrasted to the previous year of conflict and confrontation. 'We acted early to head off the influence of the six percent guideline being promoted by government, and this proved to be the right move. We responded positively to a desire of trustees to use the collective bargaining process properly. I think this was an essential element in our success this year.'

A complete examination of the Federation's activities was undertaken during the year, Killeen said, through a managing system known as planning, programming and budgeting.

Program planning involves a clear perception of the long-range goals and of the intermediate objectives necessary along the way, Killeen said. 'It involves a complete reckoning of the costs, time, dollars, facilities, services, and the estimations of expected benefits from each program alternative.'

Continued on Page 2

Delegates Okay Fund Fee Hike

Delegates approved a policy that would increase BCTF cash reserves by an amount of half a million dollars over the next 5 years.

This will be financed from an increased membership fee. Between two to three dollars of the next year's membership fee of \$84 will go to this fund.

Delegates approved a decreasing line of credit at the bank in order to provide funds immediately in case of emergency. This line of credit will be maintained until adequate cash reserves are built up.

Delegates also approved a change in the basis for setting fees, from a flat fee to a percentage of the average teaching salary of all BCTF members. The AGM approved .9 percent rate which will result in an \$84 fee, or an increase of \$4 of the present membership fee.

A one dollar levy was approved for assistance to Newfoundland teachers making a total fee of \$85 for next year.

The .9 percent was established with a provision for re-examination at each Annual General Meeting. Next year's AGM will have the responsibility to review and revise upwards or downwards this percentage.

Retiring? Read This:

By BRUCE WATSON

Bill 4, an Act to Amend the Teachers' Pensions Act, has now been approved by the B.C. Legislature and all allowances granted on or after July 1, 1971 will be calculated under the revised Plan. The new rates will therefore apply to those retiring on June 30, 1971.

The revised Plan has made provision for the writing of regulations prescribing the conditions to be met in order to qualify for the purchase of out-of-province teaching service, the purchase of military service, and reinstatement within the Plan.

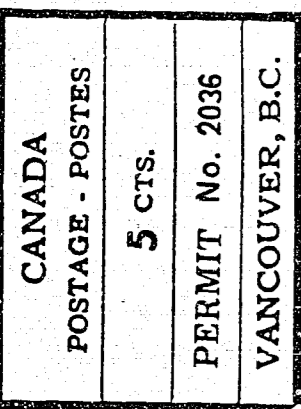
Although meetings with the

Commissioner of Teachers' Pensions are on-going, these regulations have not been written and will probably not be available until late May or early June.

Teachers who plan to retire at the end of this June may make application for the right to purchase service to the Commissioner of Teachers' Pensions, Parliament Buildings, Victoria. These applications should set out in as much detail as possible the dates and places where the service was performed.

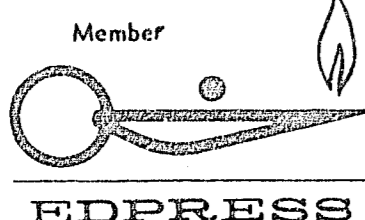
When the regulations are approved by Lieutenant-Governor in Council, applicants will be advised by the Commissioner of Teachers' Pensions what part, if any, of the regulations apply to them.

For persons who are retiring this year, please be reminded that your application for a pension must be submitted to the Commissioner of Teachers' Pensions.



IF UNDELIVERED, return to 2335 Burrard St., Vancouver 9.

Editor
JOHN HARDY



105 - 2235 Burrard Street, Vancouver 9, B.C.

Killeen Comments

Membership Study at May Assembly



AGM '71 received a number of resolutions dealing with conditions of membership in the BCTF — generated as a result of the provincial government's removal of automatic membership provisions which had been in effect since 1947.

This is a vital question and immediate developments and decisions are required.

The AGM resolutions have been referred to a small task force which is now in the process of examining them. The group is also looking at a number of submissions from interested members and at position papers prepared by staff.

It is expected that a significant portion of the May Representative Assembly meeting will be devoted to examining this entire question and that an interim report will be in hand at that time.

The issue is a complicated one, but members and prospective members must know clearly the rights, benefits, and responsibilities of membership. Teachers must also know the conditions under which they continue or commence membership. The work in progress is designed to clarify these questions.

On the AGM

As the optometrist said, hindsight is 20-20. There is no doubt that AGM '71 was both a long and difficult meeting and delegates are to be commended for their patience and hard work. Not for many years have we tried to deal with a mass of 58 resolutions and 47 recommendations. Not for many years have we had so many business sessions. AGM work seemed to be an attempt to prove a variation on a theme by Parkinson.

During the coming year, a study will be undertaken of all of the so-called 'political arms' of the BCTF. Respective roles of all groups will have to be sharply defined. This study was authorized by the January '71 Representative Assembly and confirmed by the Annual General Meeting.

While this study is in progress, local associations will be encouraged to forward items of concern and related resolutions to the Representative Assembly and to the Executive Committee so that matters will be dealt with during the year and not necessarily held for the AGM.

FERGUSON

(Continued from page 1)

The young Hilda took her teacher training at Victoria Normal School and she holds her Bachelor of Arts degree from UBC where she specialized in history, economics and political geography. After that she did post-graduate work in guidance and counselling.

For 13 years she was principal of the Coldstream Elementary School. Her later years in teaching were spent as a counsellor in Vernon.

When the Japanese were evacuated from the coast in the Second World War, she was asked by the Labor Department to organize and direct a youth group to 'save the berry crop.' The strawberries were ripening around Mission and the Japanese had gone. She had 100 high school girls who slept on pallets in Mission High School, up at 5:00 a.m. and out on the fields at 7:00. They saved the crops.

Miss Cryderman told the delegates at the AGM, 'I think a lot of people during the years deserve a piece of this award. My family always treated me as an equal and I never expected to be treated any differently.'

Miss Cryderman called for more leadership at the local level. She described a pilot project on radio in the Okanagan schools that was initiated by the local association and became so successful it is now handled by the CBC.

'Where's the fire, where's the electricity, where's the leadership?' she asked. 'You shouldn't have to call from outside your organization for that sort of thing.'



Past president Tom Hutchison presented Hilda Cryderman with the Fergusson Award for her outstanding contribution to the teaching profession.

Learning Conditions Evenly Distributed

A most significant recommendation passed by the Annual General Meeting, according to the Learning Conditions Chairman, came with a shift of responsibility for reporting intolerable teaching and learning situations from the individual teacher to the local association learning conditions committee.

Says Leon Dorais, 'The suspicion exists that a number of intolerable situations have gone unreported and unresolved, because

Federation policy requires the individual teacher to assume the responsibility for reporting these situations. This places on the individual teacher the responsibility of acting on behalf of the whole profession to dramatize an extreme situation.'

The committee shifted the responsibility to the local association learning conditions committee to examine every teaching assignment, and where necessary initiate action by



Trustee Chief Seeks Teachers' Trust

B.C. School Trustees' president Peter Powell came to the convention with an olive branch in the form of a peace sign and called for a truce in his conflict with teachers.

But he warned the delegates that no school board could turn over its powers to teachers.

Powell said the public has been given control of its school system, and 'It is going to keep it. It does so by delegating the control to a board of elected trustees and if control is abrogated by a board, then the public is cheated.'

Powell took issue with an editorial in the November edition of the BCTF Newsletter in which he was described as 'this strange man who does not seem of our time and place.'

Printed shortly after Powell assumed the presidency, the editorial had taken exception to Powell's maiden speech. The editorial asserted 'the power that preoccupies his thinking was long since dispersed throughout the structures of modern organization.'

The editorial suggested that he update his thinking and close the

gap between modern organizational reality and a lumber yard image of employees common to management thinking 30 years ago.

Powell said he views the relationship between the teaching profession and the board as a 'delicate one, part partnership, and part employee/employer but still subject to the same overall master, the public.'

'The board which does not consult its professionals is myopic, but the board which allows its professionals to take control is suicidal. So as a realist, I must accept that we will always have differences. However, we also have areas of common interest and the latter far exceed the former,' he said.

'Let us accept our differences where they are widely divergent and let us focus our energies on our areas of common interest. Let us forego oneupmanship for real constructive effort.'

'I have tried my utmost to avoid pointless controversy at all times during the past year and I shall continue to do so in the interests of education.'

Powell also objected to a statement that said the government in 1968 consigned school boards to irrelevancy by taking away local budget setting powers.

'If that were the case, I would not be standing here today, because I have better things to do with my time than to tilt at windmills. At that time, the owner of the system, the public, was handed a measuring device through its school board, and, what is more important, was given a control device with which to apply its measurement.'

'At one stroke, the school board became truly responsible for the educational level within the district, and truly accountable for it.'

For the past 30 years, Powell charged, education has avoided 'the merciless light of assessment' and teachers have fostered this state of affairs.

Teachers have developed a jargon and have put forward an emotional approach that nobody can properly measure the teaching effort and that there is nothing wrong with education that money won't cure. Teachers now face a widening credibility gap and the public is doing the assessing.

recommending that the teacher be withdrawn from the situation.

'Our experience shows that often the young, inexperienced or unaggressive teacher is saddled with an intolerable assignment,' says Dorais. 'These people are often ill-informed about BCTF policies, ignorant of reporting procedures, or unwilling to pursue steps to rectify the situation.'

'We ask our strongest procedure statement to be followed aggressively by those in the weakest position to act strongly,' he said.

Delegates also passed a recommendation that established BCTF policy as opposing the use of shift systems in both elementary and secondary schools.

Another milestone came with the establishment of minimum teaching and learning conditions which are now part of Federation policy.

Included in these minimum conditions are teacher qualifications, class size, learning materials, physical facilities, and time for instruction. (See Recommendation 40).

ELECTIONS

(Continued from page 1)

PENSIONS

The pensions issue foamed in a special Tuesday night session.

Teachers took a hard line on pensions voting overwhelmingly to retain the strike as a legitimate method of attaining pension goals.

Delegates agreed that the Federation should continue with the campaign for pensions and that there should be no increase in teachers' contributions. One major objective they agreed should be to convince the government to include a cost of living clause into the current pension arrangements.

Teachers also called on the Pensions Committee to exert every effort toward having an equal role with government in contributions to and investments of the teachers' pension plan.

At the outset, delegates knocked back a resolution asking that pensions be a subject for negotiation between the Federation and the government with impartial arbitration failing agreement.

Pension Committee Chairman, Tom Hutchison, urged delegates to be careful putting resolutions like this on the books. 'How are we going to get the government to give up control in this area? If we operate in this type of system what limits would an impartial pension arbitration board work within.'

Hutchison also answered critics of the pensions campaign who charged that there had been a change in policy after the new pensions legislation was introduced.

'We knew the act was going to be opened this year. We were instructed to negotiate by the 1970 Annual General Meeting and we took that to mean negotiate while the act was open because we don't know when it will be opened again.'

KILLEEN

(Continued from page 1)

Killeen also noted that many local associations improved their internal organization, and were better able to keep pace with the bargaining processes. He mentioned the thaw in the school construction freeze and pointed out that \$4,000,000 had been provided in B.C.'s 1971-72 budget for school construction.

Gains that would probably be called avoiding losses, were described by Killeen. Included here was the pledge of full legal support for any member dismissed as a result of the order in council brought in under the War Measures Act, an amendment in Bill 47 that would have denied teachers and other school board employees the right to serve as school trustees anywhere in the province, and strong representation by the BCTF to the B.C. Legislative Assembly on matters of teacher tenure.

As others see it . . .

Once Around the Province With Bill 47

A BLACK DAY

MARCH 23, 1971

On the motion for the third reading of Bill (No. 47) intituled An Act to Amend the Public Schools Act the House divided.

Motion agreed to on the following division:
Yeas—33

Messieurs			
Wallace	Chabot	Bennett	Skilling
Ney	Jefcoat	Peterson	Chant
Marshall	Tisdale	*Black	Loffmark
*Wenman	Bruch	Fraser	Gagliardi
Kripps, Mrs.	McCarthy, Mrs.	Campbell, B.	*Campbell, D. R. J.
Mussallam	Dawson, Mrs.	Wolfe	Brothers
Price	Kiernan	Smith	Shelford
Vogel	*Williston	McDiarmid	Richter
LeCours			

Nays—17

Messieurs			
Brousson	Hall	McGeer	Dowding
Gardom	Williams, R. A.	Williams, L. A.	Nimsick
Cooke	Calder	Macdonald	Barrett
Hartley	Clark	Strachan	*Dailly, Mrs.
Lorimer			

Bill read a third time and passed.

*M.L.A.'s who are ex-teachers

Teachers Closed Shop Confusion

If there is anything worse than bad law, it is bad law badly written. The controversial amendment to the Public Schools Act in this province is beginning to show signs of being poorly drafted.

The government, obviously because it is concerned about the increasing power and increasing militancy, both professional and political, of the B.C. Teachers' Federation, has decided to end the requirement that all teachers in B.C. must be members of the BCTF.

To be charitable to Education Minister Donald Brothers, one must assume that the inspiration for ending the BCTF closed shop came from Premier Bennett. He is the man who controls the budget and the teachers' pension fund, and it is the budget and the fund that are threatened by any effort from the teachers to get more money spent on education or their pensions. But if Mr. Bennett inspired the legislation, it is Mr. Brothers who must cope with its consequences. So far he seems only dimly aware of the possible consequences and hardly up to the job of dealing with them.

As the opposition parties have made abundantly clear in the legislature this week, the end of the closed shop in the schools could cause all kinds of trouble, if only because whoever drafted the changes in the Public Schools Act really didn't seem to know what he was doing.

The act, as amended, gives the teachers the right to opt out of the BCTF and become free agents. But the act only allows school boards to bargain with teachers' associations, not with individual teachers. The boards were once able to bargain with individual teachers, but this power was removed by the government in 1965, probably because it was no longer needed. Now it is needed, and it no longer exists. But things could get worse yet.

There seems to be nothing to stop groups of teachers from breaking away from the BCTF and setting up their own bargaining associations. There could, conceivably, be several such associations bargaining against one another in the same school district.

That would bring nothing but trouble. What would happen if a school board signed a contract with two associations and a third held out and went on strike? Would a few teachers be able to put up picket lines and close down an entire school district? Is the problem of bargaining for teachers' salaries, which has just shown signs of becoming simplified, going to be far more complicated by the multiplication of teachers' associations?

These questions deserve answers — better answers than Mr. Brothers gave the legislature this week. He merely referred the opposition members to Section 137 of the Public Schools Act, which defines school board bargaining procedures.

But that section doesn't answer any questions — it raises them. Would Mr. Brothers, or anyone else in the government who sets education policy, please tell the public, the teachers and the school boards just what is going on.

ROBERT WENMAN

MLA's from all parties expressed disappointment in the legislature Tuesday at the reluctance of Education Minister Donald Brothers to engage them in a debate on education philosophy.

Robert Wenman (SC—Delta) joined opposition MLA's in pressing Brothers for a statement about the aims of the education system in B.C.

Wenman described B.C.'s education system as 'a rudderless ship' and added:

'Somehow, somewhere, take the rudder of that ship before it sinks in chaos,' he said.

(Victoria Times)

DUDLEY LITTLE

'Teachers should not be allowed to strike, or threaten to withdraw services,' says Dudley Little, the Skeena MLA.

Teachers are now trying to dictate government policy, the Skeena MLA told his colleagues in the legislature. 'Some of their representatives are foreign born and strongly favour communism,' Little charged.

(Omineca Herald)

ALAN MCKINNON

Greater Victoria School Board chairman Allan McKinnon said: 'The Minister certainly has chosen a hell of a way to start off Education Week.'

(Victoria Times)

ALLAN WILLIAMS

Allan Williams (L—West Vancouver) said Brothers' 'printed' philosophy wasn't understood by anyone else and he doubted that Brothers himself had understood it. 'It's a credit to the public school system we have that it has been able to withstand the assault of this minister for the past three years,' Williams said.

(Times)

Government Move Hailed

Although teachers do not share his opinion, Trustee Peter Powell of North Vancouver, president of the B.C. School Trustees Association, was delighted when the provincial government introduced Bill 47 in the Legislature.

'The balance of power in the public school system is being restored,' he said.

'The professional educators will be subjected to the same limitation in achieving their objectives through their professional association as are the elected representatives of the public on school boards,' said Mr. Powell.

'For 65 years the BCSTA has acted in the best public interest with completely voluntary membership, while facing a powerful organization which had all the advantages of a closed shop union. Teachers will find that one of the benefits of voluntary membership in the BCTF is that it makes sure that the organization democratically reflects the views of its members.'

'Another change of great significance is the disqualification of teachers and other school board employees from running for office as a school trustee in any school district. In the past two years the B.C. School Trustees Association has asked the provincial government to make this change.'

(Lions Gate Times)

City Trustees Rap 'Anti-Teacher Stand'

Vancouver school trustees chastised B.C. School Trustees Association president Peter Powell Monday night for his 'anti-teacher sentiments.'

Referring to recent statements by Powell lauding the provincial government bill allowing teachers to opt out of the federation — until last week a closed-shop union — the school board moved to send a letter to Powell.

The move was made by trustee Olive Johnson who said: 'Powell's statements were ridiculous and irrelevant. I wish to dissociate myself from his conception of trustees and teachers as "we" and "they".'

'We've worked very hard to establish responsible bargaining, working together with the teachers. Statements like his could just toss all this out the window.'

(Vancouver Sun)

Teacher Trouble

The provincial government has found a new heavy-handed method of quieting the growing militancy of teachers.

Legislation introduced last week in the B.C. legislature seeks to open the teaching profession to people who are not members of the B.C. Teachers Federation.

Education Minister Donald Brothers is apparently adamant on

the open-shop question and the powerhouse Social Credit government should have little difficulty in passing the proposal if it really wants to ram it through.

Since some 75 per cent of the Federation's fees go directly towards improving the qualities of education, the open-shop plan would appear rather rash at this juncture.

The immediate consequence of the legislation is the weakening of the Federation itself. The bargaining position of teachers will be greatly reduced and the ability of the BCTF to screen applicants and to control its professional programs will be measurably cut back.

The upshot of the whole situation is that educational quality in B.C. will suffer a severe setback.

North Okanagan teachers have expressed the view they are being punished because of the strong stand taken on the pension question for retired teachers. Even if the government is not taking into consideration the current pension battle, its timing in introducing the membership bill is terrible.

Teaching, the much maligned modern profession, is taking a clubbing it does not deserve.—Vernon News, March 8.

Agassiz Harrison Reprint

Some of the things the provincial government does are hard to understand, and ending the closed shop of the B.C. Teachers' Federation is certainly one of them.

Professional associations are permitted a completely closed shop and so are unions. The BCTF, which falls somewhere between the two in its functions is not to have one any longer. It makes no sense.

It is claimed that a lot of teachers want to get out of the Federation. We will be very surprised should events prove that to be true. Nor do we see how anyone else will benefit by the change.

Had the government chosen to do something about the fact that unsatisfactory teachers cannot be replaced if they survive their probationary year, we could see some point in it. Or if they had to bargain on a province-wide basis, or if merit ratings were introduced as part of the pay scale calculations.

Of course there is the threatened strike by teachers to protest about pensions. Could it be that the government is removing the closed shop in preparation for using strike breakers? It hardly seems likely. There is a surplus of teachers just now, but nowhere near enough to break a strike.

Maybe it's just a warning to the BCTF to quit pushing its weight around. If so, we doubt that it will succeed. It's more likely to bring about a complete confrontation between the teachers and the government, and on an issue where the government has nothing in particular to gain.

Opposition Parties Support BCTF Position on Bill 47

By STAN EVANS, BCTF Staff

All New Democratic and Liberal members of the Legislature supported the BCTF in its efforts to have pensions of retired teachers increased to an adequate level, when this matter was dealt with in a Bill to Amend the Teachers' Pensions Act. The same full support by the opposition parties was given in objecting to the amendment to the Public Schools Act that removed the BCTF automatic membership provision.

The legislative procedures of dealing with amendments to existing enactments have their own peculiarities. Proposals to change an act of the Legislature are submitted in the form of an amending bill by the Minister whose department is responsible for the administration, in the case of pensions, by the Provincial Secretary. Where money is involved the bill is categorized as a 'message bill' and after its submission cannot be amended by any member of the Legislature.



At the Committee Stage (a committee-of-the-whole consideration) each section of the bill in turn is considered and voted on. The vote is not taken until each member who wishes to speak has had an opportunity to do so. The whole bill is then voted on as amended or without amendments. The committee then rises and the chairman reports to the Speaker



There's a look of expectancy from Harley Robertson, a BCTF past president as Adam Robertson waits the vote disclosure, then congratulations.

Delegates told Get Involved At the Grass Roots Level

Wendell Sparkes, Vice-president of the CTF, told delegates at the AGM that teachers must become involved at the grass roots level in national, provincial or local political action and in home and school groups.

Sparkes is also president of the Provincial Association of Protestant Teachers of Quebec. In that province, teachers have just finished a series of rotating four-day strikes.

'It is difficult for teachers to use a strike effectively,' Sparkes argued. 'They don't have any economic leverage when they walk out. Actually, in a fiscal sense, a strike helps their employers, the government and school boards, because it saves them money — the money they would have had to pay out in wages for the strike.'

'Community action and political involvement hold much more promise,' he commented.

Sparkes felt that action on each issue must be determined on its own merits. In the case of the recent action, the \$1,200,000 lost in wages by the one-day strike had to be weighed carefully against the overall value of a protest move. In B.C.'s case, it might have been appropriate to direct the money into a special fund, possibly earmarked for the retired teachers.

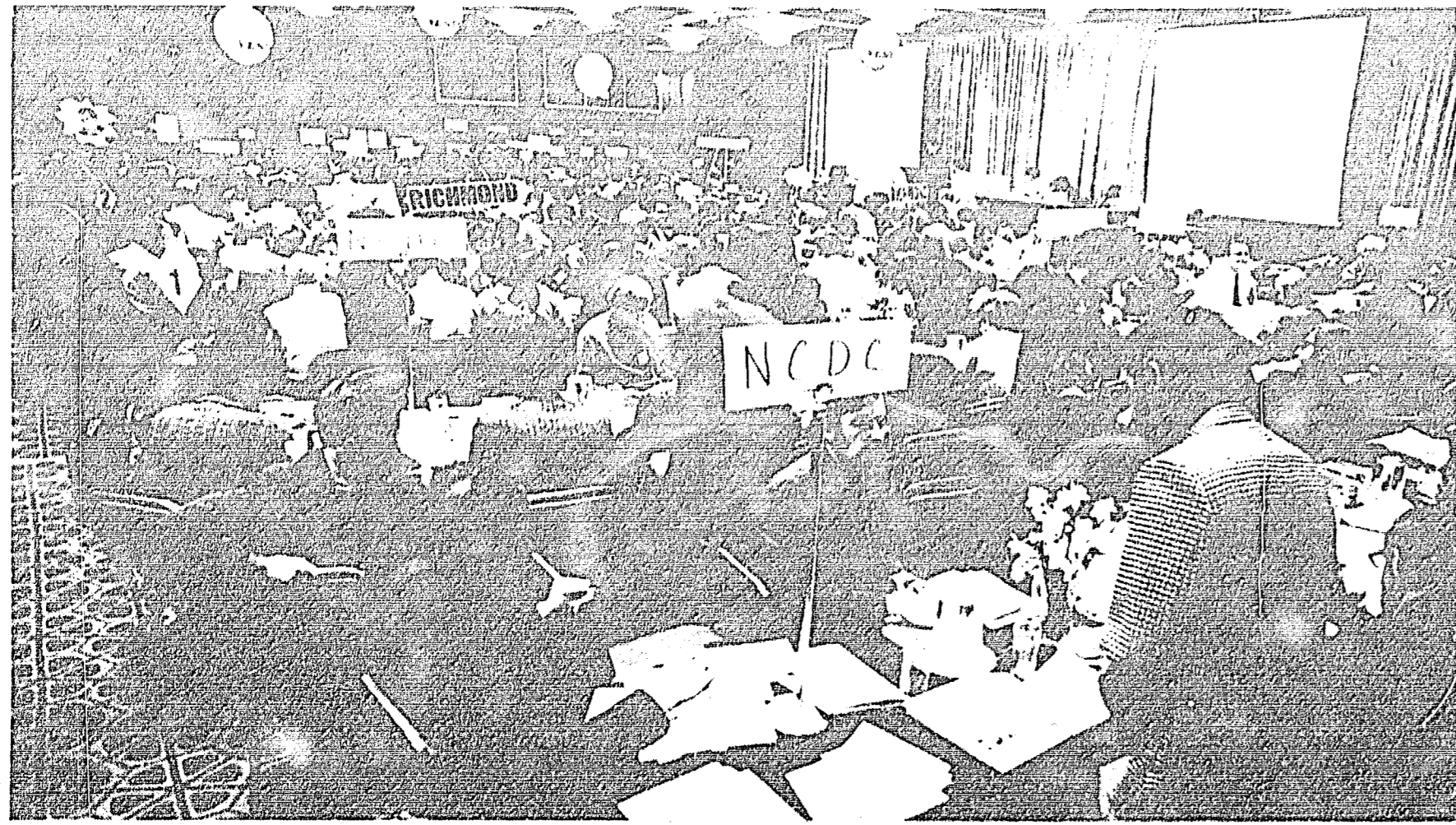
'Governments don't regard education as a number one political priority these days,' he said. 'Teachers must realize this before it is too late.'

During his visit to Vancouver, Sparkes expressed appreciation to the teachers of British Columbia for their 1968 gift of \$20,000. This sum was voted in order to assist financially the teachers of Quebec who were at loggerheads with their government.

Sparkes also commended the BCTF for its contribution to the work of the Canadian Teachers' Federation.



Wendell Sparkes, CTF vice-president, gave the Hilroy Awards to Gerald McCann, standing beside him and to R. M. Kalra. The Hilroy Fellowships provide grants to teachers across Canada who wish to develop new and experimental approaches to teaching.



Chairman of the Teacher Awards Committee, S. W. Wright presented the top award of \$1500 to Susan Close (foreground) and Janice Mickelthwaite. Mrs. Janice Stasiuk, a principal from Port Alberni, received \$1,000 and Terry Mullen, Prince George, received \$500 for a staff differentiation project.



Lynne Sinclair (above) received the Charlesworth Memorial Award which is presented annually to the son or daughter of a BC teacher. A graduate of Semiahmoo School, White Rock, Lynn is the daughter of Harold Sinclair, a counsellor at Princess Margaret School in Surrey.

PERRAULT CLAIMS

Unemployment Insurance Good for Teachers

The way Ray Perrault tells it, Canada's newly expanded unemployment insurance program starting in 1972, will 'save' the B.C. government 3.9 million in welfare costs in 1972.

And by 1975, the welfare cost 'saving' to the province and municipalities should be at least 5 million.

Perrault, parliamentary secretary to Labor Minister Bryce Mackasey, said that the initial cost to teachers will be about 32¢ a week, rising to a maximum of 50¢ by 1975.

He made a surprise visit to the AGM to explain and defend the extension of unemployment insurance to the teaching profession next year. It will cost school boards

66¢ a week per teacher, he said, making a total cost of \$800,000 for B.C. boards in 1972, and rising to 1.6 million by 1975.

Perrault argued that teachers should not object to inclusion under unemployment insurance because they are no longer immune to unemployment. 'Temporary interruption of earnings is now a fact of life. Public servants are finding themselves redundant and universal unemployment insurance is now the social philosophy of all parties,' he claimed.

However, the White Paper on Unemployment Insurance has been strongly objected to by the BCTF through briefs to the CTF. During the summer of 1970, a small

BCTF task force prepared a critique of the Mackasey White Paper which was used by CTF as part of a brief presented to the Parliamentary Committee on Labor, Manpower and Immigration. The CTF draft brief was examined by a committee drawn from the member organizations across Canada, rewritten, and presented by a small CTF delegation on October 13.

It is argued in the brief that the plan remains faithful to the concepts of 40 years ago. The plan, the brief says, is an attempt to restore solvency to an existing program which has increasingly demonstrated its inadequacies as an answer to the real problems.

The BCTF has objected on the grounds that teachers would be unfairly taxed because they have a very low unemployment risk in comparison with other sectors of the labor force. Also, the BCTF objects because the 1.6 million a year taken from school board revenues are for education, not to subsidize a national fund for the unemployed.

'The White Paper appears to be a noble and appealing production,' observes the study group. But they say that the White Paper is actually a 'mixed model' of social legislation and an insurance plan.

Perrault brought new details of the scheme to the convention. He said it will be phased in starting July 1 and operating fully by 1972, and will cover 96 percent of the Canadian work force, including doctors, lawyers, architects, teachers, and maybe MPs.

Benefits of \$100 a week can be obtained by unemployed persons after eight weeks employment instead of the present 20 weeks.

The plan also will provide 15 week sick benefits and pregnancy benefits which Perrault calls a 'significant change' since there are now three million women in the Canadian work force.



AGM '71

AGMs get more colorful all the time. The graphic daisy came with the Delta group. The photocopier was supplied by Xerox for convention use — not the



operator, that's Miss Jones of the Federation staff and a familiar figure at six AGMs.



Away from the maddening crowd, Vic Montaldi, pacing the floor, supervises the scrutineers as they count the ballots.

Public Indifferent PTA Head Charges

Underlying the entire confused education picture is a monumental public apathy throughout our province, charged the president of the B.C. Parent-Teacher Federation.

Mrs. Catherine Schoen said, 'There is a widespread parental refusal to take a constructive and active interest which we of the Parent-Teacher Federation so far have been unable to counteract successfully on a large scale.'

She said school teachers must not be satisfied to be identified in the public mind just for salary demands and retirement benefits, however justified they may appear. Teachers should seek a leadership role in the far-reaching educational changes now being sought.

Education cannot flourish without the active involvement of significant numbers of parents, Mrs. Schoen argued. She said that no single school or school district in Canada has functioned really well for a sustained period of time without the support and backing of

an informed and involved community.

'And by "involved" I mean that parents at least actively inform themselves and are appreciative of what goes on behind the classroom door.'

'If we can turn from the sterile and unproductive atmosphere now prevailing in so many schools to a genuinely enthusiastic joint effort between students, teachers and parents, it will transform education in our province almost overnight. Our children could be receiving, in fact, an education which at present is but a vision in the minds of a few teachers and parents.'

Mrs. Schoen said teachers and parents have talked about co-operation in the past but there have been reservations and skepticism on both sides. 'Teachers and principals have been suspicious that parents merely would contribute harassment of an already overworked staff, while parents often, sued lack of staff enthusiasm as a convenient excuse to do nothing.'



The Honorable Donald Brothers, Minister of Education, talks to the gentlemen of the press who wanted to know why he didn't talk to the teachers.

Minister Silent At AGM

Education Minister Donald Brothers termed his failure to address the convention as it was called for in the program, 'just a misunderstanding'.

Brothers attended the presentation of annual awards and also evening banquet.

'On March 20 I received an invitation from the BCTF to attend presentation ceremonies and banquet, which I accepted and made other plans for the earlier part of the day. Later I was asked to speak at 2 p.m. but my other plans were already made.'

In a press conference, Brothers said he thought he had a good relationship with teachers. His decision to end automatic membership came as a result of his discussions with many teachers, he said.

LETTERS

Thanks . . . for money

Dear Sir:

I need hardly say how grateful the NTA is at the tremendous response which the teachers of British Columbia have made to our request through CTF for financial aid in our current dispute with the Government of Newfoundland. Not only does this give a tremendous shot in the arm to our finances but it also gives a great boost to the morale of our teachers which has suffered somewhat as a consequence of the shoddy treatment teachers have received at the hands of the government of this province.

In acknowledging receipt of the contributions of your teachers we are not un mindful of the troubles you people have been going through yourselves with your own government. We think it is particularly thoughtful and generous of you to extend a helping hand to us at a time when you must be fully engaged in dealing with the consequences of arbitrary government action in your own province.

I am sure I speak for every teacher in Newfoundland when I reiterate our deep appreciation to all members of BCTF for their great generosity on this occasion.

. . . for support

To the Members of the British Columbia Teachers' Federation:

At a meeting of the Executive of the British Columbia Retired Teachers' Association held this morning it was unanimously agreed to express our appreciation of what the members of the

. . . for recognition

Dear Mr. Killen:

I search for the words to express my appreciation for the Fergusson Memorial Award, and the humility in accepting the Federation's highest honor.

I can only say once more — 'thank you.'

B.C.T.F. have done on behalf of the retired teachers of this province.

The retired teachers are much encouraged to know that the active teachers are loyally supporting their cause, and especially as we realize that it was at considerable loss to themselves.

We wish to thank the members of the B.C.T.F. for their forceful action on our behalf; we feel that public interest and support for our position have been greatly increased.

W. W. AULD,
President.

My years in the organization I consider contributed in large measure to my effectiveness as a teacher. I trust the predominant goal of the Federation will continue to be professional excellence.

Yours very truly,
Hilda Cryderman

AGM a disappointment

Dear Sir:

The Annual General Meeting of the BCTF was a big disappointment to me. It had an air of unreality about it. It carried on as usual as if nothing had happened. It did not tackle the three problems that are going to affect the lives of all of us: pensions action, voluntary membership and unemployment insurance.

It did pass some Utopian resolutions that state what should or should not be done.

The AGM voted that teachers should not do lunch hour super-

vision, that we should reach maximum salaries within seven years, that registers should be simplified, that students and teachers should be free to dress as they please, that local associations should be able to discuss school board budgets with trustees, that teachers' aides should work under the direction of the teacher, that classes should be smaller, that sick leave should be portable, and that more Canadian teachers should be hired as university teachers in Canada.

Without a resolution indicating any determination to achieve these goals by any set time, their usefulness seems limited.

A suggestion that the AGM go on to discuss new business such as the voluntary membership issue, was rejected. The meeting preferred to discuss how teachers and pupils should meet the challenge of voluntary membership.

Yours truly,
John Collins.

Resolutions and Recommendations

... how they fared

LATE AND NEW RESOLUTIONS

RESOLUTION 1
Carried
RESOLUTION 2
Defeated
RESOLUTION 3
Defeated
RESOLUTION 4
Defeated
RESOLUTION 5
Carried
RESOLUTION 6
Withdrawn
RESOLUTION 7
Carried
RESOLUTION 8
Carried
RESOLUTION 9
Carried
RESOLUTION 10
Amended and Carried
RESOLUTION 11
Referred to Curriculum Directors
RESOLUTION 12
Defeated
RESOLUTION 13
Defeated
RESOLUTION 14
Carried
RESOLUTION 15
Defeated
RESOLUTION 16
Referred to Executive Committee
RESOLUTION 17
Carried
RESOLUTION 18
Amended and Carried
RESOLUTION 19(a)
Carried
RESOLUTION 19(b)
Defeated
RESOLUTION 20
Carried
RESOLUTION 21
Amended and Carried
RESOLUTION 22
Referred to Executive Committee
RESOLUTION 23
Tabled
RESOLUTION 24
Defeated

RESOLUTION 25
Referred to Executive and Pensions Committees
RESOLUTION 26
Carried
RESOLUTION 27
Amended and referred to Executive Committee
RESOLUTION 28
Carried
RESOLUTION 29
Carried
RESOLUTIONS 30, 31, 32, 33, 34, 35
Referred to Executive Committee and Representative Assembly
LATE RESOLUTION 36
Referred to Executive Committee
LATE RESOLUTION 37
Referred to Executive Committee and Representative Assembly
NEW RESOLUTION 38
Referred to Executive Committee and Representative Assembly
NEW RESOLUTION 39
Referred to Executive and Pensions Committees
NEW RESOLUTION 40
Referred to Executive Committee and Representative Assembly
NEW RESOLUTION 41
Defeated
NEW RESOLUTION 42
Referred to Executive and Pensions Committees
NEW RESOLUTION 43
Carried
NEW RESOLUTION 44
Referred to Executive and Pensions Committees
NEW RESOLUTION 45(a)
Carried
NEW RESOLUTION 45(b)
Carried
NEW RESOLUTIONS 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56
Referred to Executive Committee and Representative Assembly
NEW RESOLUTION 57
Defeated

NEW RESOLUTION 58
Referred to Executive Committee and Representative Assembly

LATE RESOLUTION 36
That a statement be prepared respecting our demands for pensions.

That every candidate in the next election be asked to sign his name as being in support.

That the results of this request for signatures be publicized in every constituency. (Referred)

LATE RESOLUTION 37
That the Public Schools Act should be amended to make membership in the BCTF automatic for all teachers in the public schools of the province. (Referred)

NEW RESOLUTION 38
That in the interim period while re-organization of the Representative Assembly is being considered,

direct representation on the Representative Assembly be provided for in the following manner: each local association not including in its membership a

Geographical Representative or Executive Committee member be entitled to send an observer, at BCTF expense, to the Representative Assembly. (Referred)

NEW RESOLUTION 39
(A recommendation from the Kamloops District Retired Teachers' Association. Copies may be obtained upon request.) (Referred)

NEW RESOLUTION 40
That the following statement be inserted in Section 27, 'Professional Ethics,' of Policies and Procedures:

'That a member of the BCTF who enters a school, performs his teaching duties, or provides

medical reasons for absence from school, on the day or days of a BCTF directed strike, shall have committed an offence under Article 15 (5) of the BCTF Constitution and By-Laws and be subject to the penalties and enumerated therein.' (Referred)

NEW RESOLUTION 41
That this AGM strongly recommend to Premier Bennett that he consider redirecting the March 19 pay of striking teachers to the retired teachers' pensions. (Defeated)

NEW RESOLUTION 42
That the BCTF exert every effort to achieve a full role in the administration and investment of the Teachers' Pensions Fund. (Referred)

NEW RESOLUTION 43
That a major objective of the Pension Committee should be the implementation of statement 25.01 (3) — escalation of pensions. (Carried)

NEW RESOLUTION 44
That this AGM direct the Pension Committee to prepare for the Executive Committee, for submission to the government, recommendations that will eliminate any discriminatory sections of the Pensions Act in connection with pension benefits for dependents of women teachers. (Referred)

NEW RESOLUTION 45
That the BCTF continue its campaign to achieve the pension goals adopted at the 1970 AGM: (a) with no increase in the rate of teacher contributions, and (b) retaining the tactic of strike as a legitimate method of attaining goals. (Carried)

NEW RESOLUTION 46
That the BCTF publish a calendar for general distribution stating the days BCTF members are prepared to be in attendance in the schools, and that such calendar: (a) shall have at least one week of four days or less in every month school is in session except for the month of June, and (b) shall be binding on all BCTF members. (Referred)

NEW RESOLUTION 47
That the BCTF exclude from membership for at least one year any member who does not heed the call of his own local association and the BCTF Executive Committee. (Referred)

NEW RESOLUTION 48
That any member who does not maintain his BCTF membership while teaching full-time in a public school in British Columbia not be granted 'automatic' membership if he later applies, but be made to wait at least one year between the date of his application and the date of BCTF consideration of his application. (Referred)

NEW RESOLUTION 49
That all local teachers' associations list all teachers (including administration personnel previously classified as teachers) in their area and mark (*) those persons names who pay association fees, that this list be made available to all local schools, and that a master list be made from these, to be available from the provincial association. (Referred)

NEW RESOLUTION 50
That the BCTF encourage all local associations to convince their boards of the need to apply the Rand formula. (Referred)

NEW RESOLUTION 51
That any teacher not paying fees to the BCTF be barred from receiving any advantages sponsored by the BCTF. (Referred)

NEW RESOLUTION 52
That all local associations refuse membership to non-BCTF members. (Referred)

NEW RESOLUTION 53
That the BCTF declare that none of its members will work with teachers who are not paying dues to the BCTF. (Referred)

NEW RESOLUTION 54
That all presidential candidates address this AGM on the subject: Compulsory/Voluntary Membership; such addresses to occur before the report of the Nominating Committee; each address to be limited to three minutes. (Defeated)

NEW RESOLUTION 55
That it be considered a violation of clause 5 of the Code of Ethics for a member to make a written assessment or criticism of a colleague to a third party without first giving a copy to the member concerned. Written objections by the subject of the report should be appended to the document if it is submitted to a third party. (Referred)

NEW RESOLUTION 56
That it be considered a violation of clause 5 of the Code of Ethics for a member to make a written assessment or criticism of a colleague to a third party without first giving a copy to the member concerned. Written objections by the subject of the report should be appended to the document if it is submitted to a third party. (Referred)

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Continued on Page 7

SUPPORT

(Continued from Page 3)

the committee's adoption of the bill with or without amendments.

In what is called the third reading the legislature votes on the bill with or without amendments. If there have been no amendments, third reading immediately follows the committee consideration. If there have been amendments, third reading is delayed until the next sitting of the House.

Voting is always oral but if any member asks, a standing vote is taken. The clerk then reads the names of each member voting for or against. With the unanimous approval of the House a standing vote may be recorded. A standing vote is called a division, and when division is asked for, a warning bell sounds throughout the Parliament Building to permit members absent from the chamber to return in time for the standing vote.

A division and recording of the vote is often called by the government or the opposition because of the assumed political advantage of being able to refer back to the way in which the opposing group voted.

After receiving third reading a bill becomes law on a date specified in the bill or when proclaimed by the Lieutenant Governor, usually at the prorogation of the session of the Legislature.

In the second reading of the bill to amend the Teachers' Pensions Act, practically every member of the New Democratic and Liberal parties, led by Dennis Cocke (NDP) and Allan Williams (Liberal), spoke in support of the bill as a whole, but argued for adjustments for retired teachers larger than the proposed \$10.50 to \$21 per month. Social Credit MLA's Ernie LeCours and Herb Capozzi also supported increased adjustments. Some speakers appealed to the Provincial Secretary to withdraw the bill and meet with BCTF representatives in an effort to negotiate a more acceptable increase in present pensions.

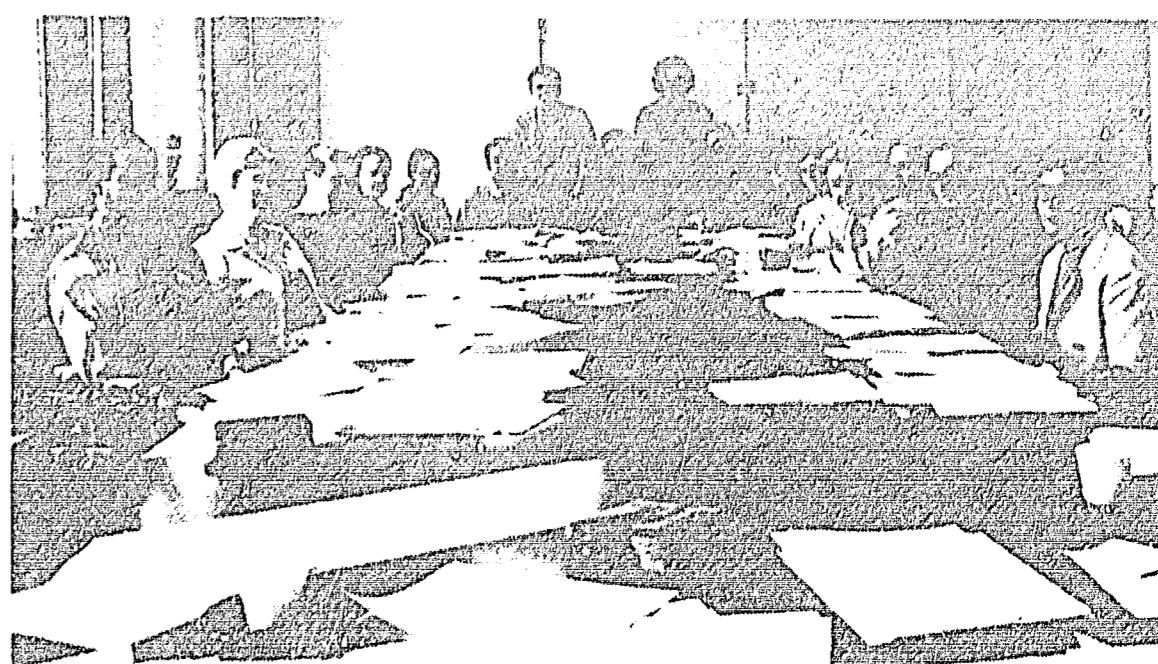
In an unprecedented procedure,

Provincial Secretary W. D. Black read a 26-page printed statement in closing the debate.

When the vote was taken, Mr. LeCours joined the NDP's and Liberals in opposing the bill and all other Social Credit members present voted in favor. As could be predicted, Premier Bennett called for a division and the recording of the vote. As has already been mentioned, the only way a member could show his dissatisfaction with the proposed limited increase to existing pensions was to vote against the bill.

At the committee stage all sections of the bill except Section 4 received the unanimous support of the members of the House. The 14-hour debate on Section 4 (the section pertaining to the increase in present pensions) was almost a repetition of the debate in second reading. Dr. Scott Wallace announced he would refrain from voting on this section although he was convinced that the retired teachers were not receiving just consideration compared with the improved pensions provided for future retirees. Social Credit member Robert Wenman also criticized the proposed pension increases. Social Credit MLA's Ernie LeCours and Herb Capozzi joined with all the New Democrats and Liberals in voting against Section Four, while all other Social Credit members present voted for the section. However, when voting on the whole Bill in committee and in third reading, all Social Credit MLA's voted for and all Opposition members voted against.

Again Premier Bennett called for a Division and the recording of the vote at each opportunity — on the vote on Section Four of the bill in committee, on the vote of the whole bill in committee and on the vote on the bill in third reading. It should have been perfectly clear to everyone that the negative votes were solely against the proposed inadequate increases in existing pensions and that each member who voted no at any stage was in support of the other provisions of the Bill.



Members of the French Language Commission at the BCTF building.

Journalism Course Set for August

Mrs. Linda Daniel, Lecturer in Communications, University of Washington and winner of the Peabody and Wall Street Journal awards in journalism education, will be in Vancouver this summer for the Writing 11 short course.

Four basic areas will be covered over the two week period, August 9-20.

A section on Introduction to Mass Communications will deal with the role of the mass media in modern society. A section on Curriculum Development and Teaching Methods will be related to the B.C. curriculum guide for journalism teachers. A section on Publications Advertising and production will include discussion sessions and the production by workshop participants of a newspaper.

Mrs. Daniel has been instrumental in developing a sophisticated corps of journalism teachers in the State of Washington.

An enthusiastic person, she brings lots of energy to the summer course as well as good ideas for teachers and ways to help them solve the problems they will

confront. She's been through this many times before.

Other instructors will be Bill Johnston also of Washington, and Frank Shepherd of Coquitlam's Centennial School.

Teachers who have already applied for the course will receive a registration form in the mail; other teachers are asked to apply now.

PTA CHARGES

(Continued from Page 5)

She said a close co-operation with parents will afford teachers a precious opportunity of gaining professional standing which always comes up in discussions of public education. 'The leadership roles in student-teacher-parent groups would in most cases be naturally filled by the professionals, the staff members.

'By seizing this opportunity to lead, to organize and to educate, teachers would gain recognition as

professionals by the community at large.'

Mrs. Schoen concluded that education was facing a magnificent opportunity at this very moment.

'I suggest to you that the time has come for a joint effort by our respective organizations. I propose to you specifically that we compose a joint working group that is to join students, teachers and parents into a new relationship, a constructive, co-operative venture from which all parties stand to gain enormously.'

Education Needs a Mediator

By JOHN HARDY,
BCTF Staff

When two institutions like the BCTF and the government come into conflict in pursuing their goals, they face three great alternatives: deadlock, coercion or peaceful adjustment.

The Federation's goal was to obtain better pensions for its members, and it was successful, except for the case of the retired teachers. The narrower goal, one of justice for the retired teachers, conflicted with the government's goal, one of saving, not spending money.

It would cost more dollars the government said to pay extra benefits to retired teachers and since the government's heart is where its dollar goes, the institutions entered a state of deadlock, or 'no deal.' Peaceful adjustment lay in such alternatives as the teachers paying a half percent more, government paying more, or some other trade-off, but alternatives were rejected and deadlock prevailed.

The shift to coercion by the Federation took place with the 12-hour strike plan that was in effect weeks before the actual strike. The shift for government took the form of new legislation, hastily prepared and ill-worded, called Bill 47, that was unrelated to the pensions bill though clearly punitive in intent.

On one side in this power play, then, was a strike, and on the other, Bill 47. Were these balanced threats?

Not really.

A strike customarily shuts down the means of production, thereby costing the employers money; a strike by teachers saves the employers money. Taken as a protest, or as a means of drawing public attention to the issue, a teachers' strike has much to recommend it. But a strike of unspecified duration — and there were indications the government was prepared to let it go for at least a second week, until protests from parents had built up — would cost the teachers money.

Against that threat, or non-threat, depending on your outlook, balance Bill 47 — not only the part that removed automatic membership, but also the shifts of control from a superintendent of education to a minister of education.

While teachers were concentrating on pensions, the government was looking at another area. It's rather like the samurai and the sword. While the opponent watches the movement of the sword, he can react only to those movements. As long as teachers watched the pensions issue, they could react only to that issue, and meanwhile the government was carving out great chunks of democracy from the public school system in general, and out of the Federation's hide in particular.

There are perhaps three main aspects of Bill 47 that should be considered.

The first, the removal of automatic membership provisions in the Federation, is part of the government's war, not on teachers, but on all large organizations with their potential for pressure politics. In a society of organizations, the war is not only unnecessary, but also could prove disastrous for its long-term effect. Organizations form a pluralism with built-in checks and balances that arise through the conflicting goals of one with the other. The alternative to organizations is a mass society in which individuals lack anchor points and behave in the manner of the rootless, alienated youth.

But the government was concerned only with the short-term easing of pressure and not with the long-range consequences.

The second aspect of Bill 47 involves the transformation of a minister of education into an authority on education — a capacity that the present minister has not demonstrated during his time of office.

As of now, the politician can make professional decisions on such matters as textbooks and courses of study, district superintendents' reports, and the quality of instruction. It's more likely he will make political decisions for political reasons. Taken at its most dismal position, these new powers are chilling.

For example, the minister can decide that the program of studies and the quality of education in any district is unsatisfactory, and then decide to improve it by cutting off the grant. Certainly an unusual way to improve quality; this reducing of funds, contains more than a little poison in the physic.

As another example, again a dismal

prospect, the minister can tell a district superintendent to write a report on any teacher or principal or supervisor and the minister has the final say on dismissal. He can now suspend or cancel the certificate of a teacher who fails to 'honor an agreement,' whatever that may mean. Could it be interpreted as going on strike? Could it be interpreted as taking too many days off for organizational duties? Or could it even be for holding political views that differ from those of the minister?

Whatever the answer, there is clearly a great potential for abuse in the exercise of these powers. This holds true for the third aspect, that of a loss in autonomy for school boards.

Not only can the minister reduce the grant to a local board, he can do away with it. Local boards have always existed at the minister's pleasure. With Bill 47, the minister now has the power to appoint the first members of a board. It is thus possible for the minister to dissolve established districts, integrate local boards to create new ones, and appoint the first trustees.

There is an inherent symbiotic relationship of trustees and teachers. Both groups seek to improve instruction by means that usually cost money — new buildings, facilities, materials and the like. Both groups are answerable, though in different ways, to the children and the parents in a district. These relationships among organizations defy control by a legislature. The more symbiotic the relationship becomes, the less the control by government, which probably explains the potential in appointing first members of a board.

Coercion is a common element of all governments. It is needed to secure compliance with legislation. Squeamish men do not retain power for 17 years. However, extensive coercion places a great strain on the resources of government, which is to say that government by consent rather than government by force is the desirable state. Governments will rely on extensive coercion when respect for their authority is low and there exists widespread dissent in the population.

Moreover coercion of a majority will fail

for the majority can vote against the incumbents in the next election and replace them with more responsive officials. It is unlikely, however, the majority of voters are overly concerned one way or the other about Bill 47.

It has not attracted public attention in quite the same way as the legislation banning cigarettes and liquor advertising. And were the government to ban cigarettes and liquor, we would have an example of unenforceable legislation. Bill 47 appears quite enforceable.

What then is required?

The answer is what has been required all along to move these institutions from a state of deadlock to peaceful adjustment — mediation. Peaceful adjustment can be brought about through institutional arrangements that encourage negotiation, exploration for alternatives, and search for mutually beneficial solutions. Teachers presented their case to government and government replied, not with negotiation, but with legislation.

No conciliation service existed. Yet in popular government there is supposed to exist a highly important kind of negotiator, roughly equivalent to the labor mediator. He is the elected politician who has to gain support of voters and, in doing so, find ways of conceding to one group as much as possible of what it wants without alienating other groups.

Bryce Mackasey performed this role during the threatened strike by the railwaymen. Mackasey sat down with both sides in the dispute to thrash the matter out and reach a consensus. These were long, hard days for him, and the strain showed on Mackasey, who appeared red-eyed, on television to announce the settlement — but the service was invaluable.

The one who should function as a mediator for teachers is clearly the minister of education. The minister should be competent and willing to represent education at the cabinet level. This requires that he speak with authority on any matter affecting education in the province, including, specifically, the well-being of teachers.

If he won't do it, who will? If he can't, education needs a new minister.

RECOMMENDATION 1
Carried
RECOMMENDATION 2
Carried
RECOMMENDATION 3
Carried
RECOMMENDATION 4
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RECOMMENDATION 5
Carried
RECOMMENDATION 6
Not Considered
RECOMMENDATION 7
Carried
RECOMMENDATION 8
Carried
RECOMMENDATION 9
Referred to Executive and Representative Assembly
RECOMMENDATION 10
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RECOMMENDATION 11
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RECOMMENDATION 15
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RECOMMENDATION 16
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RECOMMENDATION 17
Amended and Carried
RECOMMENDATION 18
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RECOMMENDATION 23
Carried
RECOMMENDATION 24
Carried

RECOMMENDATION 25
Carried
RECOMMENDATION 26
Amended and Carried
RECOMMENDATION 27
Carried
RECOMMENDATION 28
Carried
RECOMMENDATION 29
Amended and Carried
RECOMMENDATION 30
Carried
RECOMMENDATION 31
Carried
RECOMMENDATION 32
Carried
RECOMMENDATION 33
Carried
RECOMMENDATION 34
Carried
RECOMMENDATION 35
Not Considered
RECOMMENDATION 36
Carried
RECOMMENDATION 37
Carried
RECOMMENDATION 38
Carried
RECOMMENDATION 39
Carried
RECOMMENDATION 40
Amended and Carried
RECOMMENDATION 41
Carried
RECOMMENDATION 42
Carried
RECOMMENDATION 43
Carried
RECOMMENDATION 44
Carried
RECOMMENDATION 45
Carried
RECOMMENDATION 46
Carried
RECOMMENDATION 47
Carried

RECOMMENDATION 36
That Article 3(1) be amended to read: 'Active membership may be granted on application to the Executive Committee and upon payment of a fee according to the scale of fees then in force, in accordance with article 5(1).' (Carried)

RECOMMENDATION 37
That in line 17 of article 4(1) the words 'Federation members employed as' be inserted before the words 'Assistant Superintendents.' (Carried)

RECOMMENDATION 38
That the AGM recommend to local associations and other groups of the BCTF that a study be made of these 'Criteria of Teacher Competence' with the object of communicating with the committee and that from the results of these communications the committee place before the 1972 Annual General Meeting a statement of 'Criteria of Teacher Competence' for debate and adoption. (Carried)

RECOMMENDATION 39
That the committee continue its work. (Carried)

RECOMMENDATION 40
That statement 19.A.04 in Policies and Procedures be deleted and replaced with: 'Factors indicative of intolerable teaching and learning conditions include any major deviations from those conditions outlined as desirable in 19.A.05, and, specifically, any deviations from the following minimum conditions or from better standards now found in existing agreements:

1. Teacher qualifications: The teacher must have the necessary academic and professional background to teach the type of program he is asked to undertake. Assignments must be given to ensure the best utilization of staff.

2. Classes: Students must be classed or grouped in a manner that is conducive to good learning. The

Summer Short Courses, '71

REGISTER NOW!

Remember, there are deadlines for registration for all short courses. Register now and assure yourself of an exciting learning experience.

COURSES OFFERED IN SEVEN CITIES

For the convenience of teachers across the province, short courses are being offered in several centers: VANCOUVER, VICTORIA, NANAIMO, COURTENAY, CAMPBELL RIVER, PRINCE GEORGE, CRANBROOK.

A schedule of all courses is included.

COURSE CHANGES

Changes have been made in plans for the following course :

THE THOMPSON-OKANAGAN INDIANS

This course has been cancelled for the summer on the advice of the resource person, a practicing anthropologist. It will be offered during the winter of 1972 possibly as a series of weekend workshops.

A BEHAVIORAL APPROACH TO THE EDUCATION AND TRAINING OF THE MENTALLY RETARDED

This course was announced as a BCTF sponsored course in our previous publicity. This was an error on our part. We are co-sponsoring with the B.C. Association of Instructors of Retarded Children and the Provincial Association of Teachers of Special Education in sponsoring the course. The program for the week will focus upon 'multiple handicap' and 'behavior modification.'

For information and registration forms contact:

Mr. A. D. Fabbro
221-119 West Pender,
Vancouver, B.C.

WRITING 11 — JOURNALISM

This course will be offered August 9-20 at the Prince of Wales Secondary School, 2250 Eddington Drive, Vancouver 8, B.C.

Mrs. Linda Daniel and Mr. Bill Johnston of the University of Washington, Seattle, Washington, and Mr. Frank Shepherd, Centennial Secondary School, Coquitlam, B.C. have accepted positions as instructors for the course.

ACCOMMODATION

Participants are responsible for their own accommodation during the period of any course.

In addition to information available in the British Columbia Tourist Directory, the following may be useful.

Accommodation is available at UBC, Totem Park Residences:

SUMMER RATES

\$11.00 (single) per person, per day
\$10.00 (double) per day, twin beds

Suites

\$17.00 (single) per day
\$28.00 (double) per day

The above includes three meals per day.

For further information on Totem Park Residences Contact:

Mr. Gordon Craik, Convention Manager,
Totem Park Residence, UBC,
Vancouver 8, B.C. (228-2097)

and

University of Victoria, Student Residences:

RATES

\$4.50 (single) meals extra
\$3.50 (double) per person, meals extra

For further information contact:

Mrs. S. Baker,
Housing Office,
University of Victoria

REGISTRATION

Registration forms are included in all brochures for all courses listed. Additional forms can be obtained by writing to:

Division of Professional Development,
B.C. Teachers' Federation,
No. 105 - 2235 Burrard Street,
Vancouver 9, B.C.

SCHEDULE OF SUMMER '71 SHORT COURSES

VANCOUVER: Prince of Wales Secondary School,
2250 Eddington Drive,
Vancouver 8, B.C.

The Planning Stage of Teaching	July 5-9
Fee: \$40 (25 hours)	
Learning Disabilities	July 5-16
Fee: \$80 (50-60 hours)	
Learning Disabilities (ADVANCED COURSE) for participants who attended in 1970 or who took the 1971 basic course	July 19-23
Fee: \$40 (50-60 hours)	
Learning in the Small Group	July 5-9
Fee: \$50 (30-40 hours)	
Making and Using Media	July 5-16
Fee: \$80 (50 hours)	
The Kindergarten Approach to Learning	July 5-16
Fee: \$80 (50 hours)	
Writing 11 — Journalism	August 9-20
Fee: \$80 (80 hours)	

COURTENAY - CAMPBELL RIVER: Site to be announced

Elementary School French
Fee: \$80 (60-70 hours)
July 5-16 and
August 23-September 3

CAMPBELL RIVER: Strathcona Lodge, Upper Campbell Lake

Eco Education
Fee: \$40 (40-50 hours)
July 12-16

VICTORIA: Richmond Elementary School,
2780 Richmond Road,
Victoria, B.C.

Effective Class and Group Interaction for Teachers
Fee: \$80 (60 hours)
June 28-July 9
and July 12-23

NANAIMO: B.C. Vocational School,
401 Wakesiah Avenue,
Nanaimo, B.C.

Foods 12A and 12B Workshops
Fee: \$15 per five-day workshop
July 5-August 27

Specialty Workshop
Fee: \$15 per five-day workshop
July 5-August 27

PRINCE GEORGE: Site to be announced

Learning Disabilities
Fee: \$80 (50 hours)
August 16-27

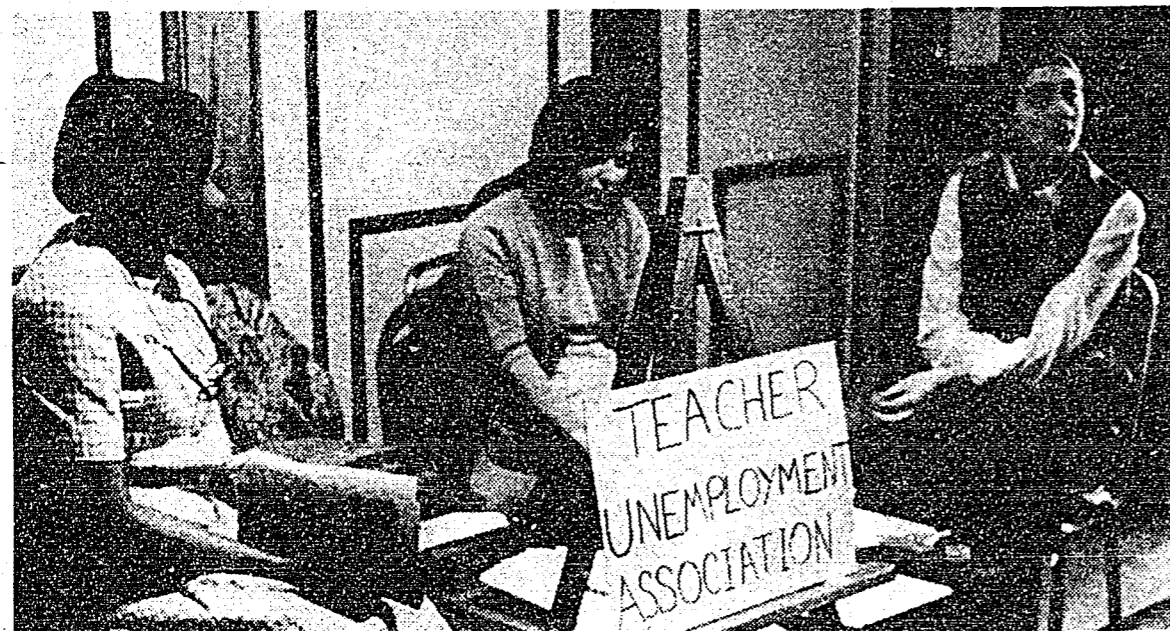
Making and Using Media
Fee: \$80 (50 hours)
August 16-27

The Kindergarten Approach to Learning
Fee: \$80 (50 hours)
August 16-27

CRANBROOK: Central Elementary School,
220 Cranbrook Street, North,
Cranbrook, B.C.

Learning Disabilities
Fee: \$80 (50 hours)
August 16-27

Registration deadlines have been established for courses:
JUNE 1 for those courses which are held in JULY.
JULY 1 for those courses which are held in AUGUST.



Grim scene at the AGM — unemployed teachers set up a stand to discuss their problems with delegates.

Public Will be Protected From Fraudulent Advertisers

The Executive Committee has established procedures for dealing with misleading advertising to promote commercially produced educational materials.

A resolution from Burnaby argued that the public deserves protection from those who sell unproven programs because the public has no way of knowing that a claim is or is not misleading. Evaluation, they argued, should be done by professional teachers.

Following the resolution, the Executive submitted the question to legal counsel for advice.

One section, 33-D, reads:

'Everyone who publishes or causes to be published an advertisement containing a statement that purports to be a statement of fact but that is a) untrue, b) deceptive or c) misleading or is intentionally so worded or arranged that it is deceptive or misleading, is guilty of an indictable offence . . .'

Procedures for handling cases of misleading advertising were discussed and established at the Executive meeting in March. Teachers are asked to submit their concerns in writing to the General Secretary

Newfoundland Strike Fails

After three weeks of strike Newfoundland teachers reported back to the classroom with no gain, the government standing firm on an offer that was rejected earlier on a vote by 87 percent of the membership.

Newfoundland teachers, at odds with the government over salaries, had rejected an offer involving a two-year agreement. Teachers wanted to extend it into a three-year agreement with the prospect of negotiation over what went into the third year part. Government wanted no further negotiations.

The teachers were supported by local boards, local unions and other organizations.

NTA president, Walter Cull, asked teachers to return to full teaching duties as of March 11, on the understanding that a third-year would be negotiable. Cull says there was an 'apparent discrepancy' in the government's understanding of the agreement and teachers returned with a two-year contract.

Classroom doors had been closed in selected schools around Newfoundland and teachers affected received a daily indemnity from the NTA, at a total cost of approximately \$235,000.00.

RECOMMENDATIONS

(Continued from Page 6)

RECOMMENDATION 41

That the following statement be added to the Learning Conditions section of Policies and Procedures:

'That it is the responsibility of the local association learning conditions committee (and, if necessary, the provincial Learning Conditions Committee) to examine every teaching assignment. Where there appears to be a violation of the minimum standards adopted by the BCTF and, if circumstances warrant, the examining committee(s) shall initiate action to rectify the situation, and where necessary recommend to the BCTF Executive Committee that the teacher be withdrawn from the situation.' (Carried)

RECOMMENDATION 42

That the following statement be added to the Learning Conditions section of Policies and Procedures:

'That the BCTF oppose the use of shift systems in both elementary and secondary schools.' (Carried)

RECOMMENDATION 43

That Honorary Life Membership be conferred upon the following: Jean Fraser, Roy Mountain, Mollie Cottingham, Ruby Lidstone, Hazel Huckvale, Logan Morrison. (Carried)

RECOMMENDATION 44

That the BCTF seek the support of

the B.C. School Trustees Association, the Canadian Teachers' Federation and the Canadian School Trustees' Association in an approach to government at the national, provincial, regional and local levels' to establish on a planned basis the provision of adequate, co-ordinated and integrated services for pupils of public school age, to replace the present separate department services from health, welfare, manpower and corrections departments, so that, through co-ordinated services, the public educational system may be utilized at the optimum level of efficiency for the benefit of all pupils. (Carried)

RECOMMENDATION 45

That the number of geographical representatives for each geographical area remain unchanged for the year 1971-72 except that one additional geographical representative each be granted to Okanagan and North Vancouver Island. (Carried)

RECOMMENDATION 46

That the reorganization of the Representative Assembly being planned through PPB include the principle of direct representation of local associations. (Carried)

RECOMMENDATION 47

That a levy in the amount of \$1 per member be made to assist the Newfoundland Teachers' Association. (Carried)