

BCTF president Jim McFarlan at news conference announces year's pay objectives.

## BCTF makes case for 13-15% pay hike for teachers

Teachers do not anticipate any major problems in bargaining this year, according to BCTF president Jim MacFarlan. The case is quite clear.

'The economy is booming with increases in profits, prices and incomes at record levels,' MacFarlan told a press conference. 'The only possible cause of a major confrontation,' he said, 'would be a denial of the teachers' case by the opposite side, or a refusal to admit the evidence.'

MacFarlan quoted the school trustees' newspaper of March 1972 which says that in British Columbia, teachers' salary increases have followed the trend set by all other workers in the province and that school boards have successfully restrained teachers' salary increases to the average weekly wages.

Average weekly wage increases in B.C., MacFarlan reported, show an increase of 12 percent, June 1973 over June 1972. Several major employee groups have received increases ranging from 10 percent to 15 percent among them: the IWA, which received, for some 10,000 of its members, interim increases up to 11.0 on top of a previous settlement of over 9 percent; the B.C. Government Employees, who received a 10 percent increase in June; the B.C. Government Ferry Authority workers, who received 15 percent; at the same time some segments of Pulp Workers have received increases in the 10 percent area.

The evidence, he said, shows 13-15 percent to be a 'modest amount.'

MacFarlan registered

teacher concern about inflation. Statistics Canada reported the country suffered its largest monthly rise in living costs in more than 22 years, a leap of 8.3 percent from June 1972 to June 1973. The consumer price index, if it continues at the current rate, will jump 16 percent by 1974, he pointed out.

'If the cost of food continues at the same rate it did in August it will increase by 38 percent in a year. Food prices increased 3.2 percent in August,' he said.

'The evidence that a pay increase is needed is overwhelming this year, more so than in the past 15 years.'

This record rate of inflation, he said, is particularly hard on beginning teachers whose salaries are lowest on the grid. 'Beginning teachers have fewer dollars to buy groceries and pay for housing, those items most affected by inflation.'

Local associations, he said, were being urged to shorten salary scales by removing the bottom steps to help offset the effects of inflation on beginning teachers. An area of particular concern is Vancouver Island South, where most districts still have salary scales that take 14 years to reach maximum.

'We expect that a majority of the school districts will negotiate settlements, rather than move to arbitration. Arbitration is generally not necessary. The process proves nothing except that teachers are entitled to the going rate.'

MacFarlan was also confident that some school boards would follow the optimistic trend already established in the area of working and learning conditions.

### Inflation fight:

## We won't be scapegoats

BY MIKE MIDZAIN

As another salary bargaining season gets under way, teachers' negotiating committees can expect to be confronted with the argument that because inflation is running apace, teachers should be prepared to settle for something less than the obvious going rate of increase 'to set a good example' of moderation and restraint for the rest of the nation and lead the way in the battle against inflation, something which even the federal government has so far been unwilling or unable to do.

Such argument ignores the two very basic facts: teachers alone by their 'example' can not solve the economic problems of the nation; wage settlements alone, if at all, are not the cause of the current runaway inflation.

Currently there are world wide shortages of lumber, feed, grains, oil and many mineral and industrial products. The world wide price inflation reflects an excess of demand over supply, aided and abetted

by the market power of industry to establish its own prices, at whatever level the traffic will bear.

A recent report on the profits experience of major B.C. companies shows an average profit increase of 100 percent for last year. MacMillan Bloedel registered a profit increase of 175 percent, and B.C. Packers an increase of 228 percent. Where was the wage increase that required the kind of product price that helped to produce such profits?

The latest Statistics Canada report shows that in the last 12-month period ending in August, grocery prices were up 16.2 percent, and meat, fish and poultry prices were up 28.3 percent. Where was the wage increase that required this price increase?

We are not aware of any qualified theory of inflation that points to wage increases as the villain in inflation.

Back in 1926, for every \$100 of Canadian wages and salaries, \$18 went to corporation profits. In the second quarter of 1973 the figure was \$21.50. Clearly wages and

salaries have not even kept pace with profits.

Even the Prices and Incomes Commission in its final report had to point out that labor's share of the national income has not changed significantly since 1953. And the Financial Times, in its June 25, 1973 issue conceded that 'available statistics do not bear out the suggestion that labor income has risen excessively in the past few years.'

What has risen excessively are prices. But prices are not set by the restraining processes of two-party negotiation and binding arbitration as are teachers' salaries in B.C. People really concerned about inflation should be looking into the processes of price-fixing and profiteering in their search for villains.

For teachers, the present runaway inflation has to be met not by taking less, but by getting the kind of increase which will properly reflect the current rate of settlements in the community, and adequately anticipate the continuing inflationary price spiral.

### On Bremer briefs

At its meeting on September 14 and 15, 1973, the BCTF Executive Committee endorsed the following motion:

"That in any presentations to the 'Bremer' Commission, sub-groups of the BCTF (local associations, PSAs, committees, etc.) are requested to bear in mind the following principles:

- (a) Advice and assistance are usually available from the BCTF office for any group which wishes to make a presentation.
- (b) In any presentation, relevant BCTF policies should be stated.
- (c) Copies of any submissions should be filed with the General Secretary.
- (d) No representation can be made under the name of the BCTF unless it is ratified by the Executive Committee.
- (e) Any representation should state clearly the group being represented.
- (f) There are regular channels for representation on established BCTF policy (13.02 and 27.E.12).
- (g) Every BCTF member has the right, as a private citizen, to make representations on his or her own behalf.

# Economic boom justifies demand

By JIM CAIRNIE

Booming growth and intensifying inflation have been the dominant characteristics of the economies of both Canada and British Columbia so far in 1973.

At the national level, every one of the major indicators of economic activity rose at near record rates. Gross national product, the single measure of the total productive wealth of the nation, increased 13.3 per-

cent during the first half of 1973. Not since the mid-fifties has the rate of change been so rapid.

During the same period personal income rose 13.2 percent, and wages, salaries and supplementary income were up 12.5 percent. Unemployment dropped by 7.3 percent and the employed labor force increased by 5.1 percent.

Exports and imports both rose by 22.4 percent, and corporate profits before taxes

were up a whopping 29.5 percent.

The boom evident from first and second quarter statistics appears likely to continue through 1973 and into 1974. J. E. Toten, vice-president, Planning and Economics, Bank of Montreal, recently predicted that we can realistically expect 'the Canadian economy will operate just below its long term potential growth rate during 1974.'

British Columbia has enjoyed even greater growth. In his budget speech the Premier of the province noted that the 'B.C. economy performed strongly in 1972' (with an annual increase in gross provincial product of 13.0 percent) and predicted optimistically that 'the economic outlooks promise future growth in all sectors of the B.C. economy in 1973.'

The mid-year forecast is for a gross provincial product of at least \$13.3 billion, a 12 percent increase over the \$11.9 billion of 1972.

In the first quarter of 1973, exports rose by 24 percent, imports by 18 percent and retail sales by 15.5 percent. Consumer spending totalled \$1 billion in the period, an increase of 15.5 percent over the same period in 1972.

Despite record growth some spokesmen from the major industries of the province have indicated that they will adopt a 'wait and see' attitude and are delaying exploration and expansion until the policies of the government become clearer.

The response of Gary Lauk, the Minister of Industrial Development, has been that new government policies will not limit prices or restrict development, but will be concerned with getting a fair return to the provincial treasury for exploitation of natural resources.

He is optimistic about the economy of the province and cautioned businessmen about delaying expansion, saying 'My message to businessmen is — you can't lose.'

A recent summary of the sales and profits of 36 of B.C.'s important primary and secondary industries over the past three months revealed that on the average sales were 34 percent higher than in the same period last year, and profits were 104 percent higher.

Parents want teachers to help their children learn many things because they consider the education of their children is beyond them both in terms of time and training. For this help they are prepared to pay.

Parents must make money available for teachers' salaries, for schools and for materials. In order to provide these requirements in an orderly way, they elect school boards to manage the schools. But authority to manage is not necessarily good management. Examples of when and where they are not brings us to the issue called 'scope of bargaining.'



## 'All conditions negotiable'

by JURD KIRBY

assumes very different dimensions.

To meet these latter expectations, all of the conditions related to the job performed by teachers must change.

Jurd Kirby is the BCTF director of Economic Welfare.

Yet people charged with managing the schools in this province have in effect said to teachers, 'We will negotiate with you what you are to be paid but not what is expected of you or the job nor the conditions under which you attempt to fulfill those expectations.'

This creates severe problems for teachers because students, parents and other people in the community express their dissatisfaction directly to teachers about the kind of job being done. In addition, teachers feel the frustration of trying to do an 'in depth' job under adverse conditions.

Teachers must have an equal say with parents, children and their representatives about the

Local associations, as one of their objectives, will be negotiating better maternity leave provisions. At present, only 14 districts have any maternity leave provisions recorded in the agreement, and some of these merely record board policy.

The BCTF advises that any local policies requiring women to leave school up to six months prior to the due date of birth are unenforceable.

The Maternity Protection Act is just that — a protection that the employee may not be forced to work for a duration of 16 weeks. What women teachers of B.C. must realize is that if they wish to work in this time period before and/or after the birth, it is their right to do so. However a board may insist that women return to work after a leave of no longer than 16 weeks.

The duration of maternity leave should be a highly individual concern. Some women might wish to obtain leave for as short a time as possible while others might prefer several years. What agreements committees should be concerned with is obtaining a flexible clause which will provide for the needs or wishes of the individual. A flexible clause without pay is the very minimum that we should ex-

## Research on quality?

# B.C. lacks small classes

Dr. Olson's 'Indicators of Quality' study is attracting wide interest, a healthy sign and we're happy to see it.

One question people are asking, in one form or another, has to do with the word 'quality' — a troublesome word we admit — and further whether Olson's 'quality' would apply to B.C. schools?

Let's be clear about Olson's use of 'quality': the indicators in the study are process measures. These indicators do not measure, or even pretend to measure, scholastic achievement or future income earnings of students. The indicators do assess the degree to which positive interchanges occur, provision for individual attention is made, creative and divergent thinking is fostered, and healthy interpersonal relationships are present.

We believe similar relationships between class size and quality exist in B.C. We would like to have research conducted in B.C. to prove the point.

But we cannot accept the proposition that a program of substantial class size reduction should wait until such research has been conducted. Anyway, it would not be possible to obtain a meaningful sample of small classes. B.C. lacks small classes.

There were only 81 elementary classes in the 11-15 range in B.C. last year. (Olson indicates 15 is probably the ideal size for an elementary class.) Only 271 classes were in the range 16-20. Put another way, less than one percent of elementary classes were within the limits of a 'small' class; three percent were just above the limit in the 16-20 range.

Actually, fewer than half of B.C. districts had any classes in the 11-15 range, most of them in remote or isolated situations.

In the metropolitan area, which has 40% of the province's students, of 3,474 classes, only five were in the 11-15 range and only 22 in the 16-20.

The awful reality of staffing provisions in B.C. schools, a reality the government did not face when it threw a handful of dollars in the pot last year, is that we do not have enough 'small' classes to do any research comparing process in small and large classes.

A shocking comparison can be made, for example, between the research conscious districts who participated in the Indicators of Quality study and school districts in B.C. These quality conscious districts in 1969 had 58.6% of their elementary classes and 73.8% of their secondary classes with 25 or fewer pupils. In B.C. the corresponding figures for 1972 were 14.0% and 43.3%.

We are confident the benefit of small classes can be demonstrated. All we ask is a chance to show it.

—J.H.

## BRITISH COLUMBIA TEACHERS' FEDERATION

**Letter** Member

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**EDPRESS**

## Teachers' demands for 1974 in detail

A six-point package of objectives developed by the provincial Agreements Committee was approved by the Executive for recommendation to local associations. Local associations can determine their own priorities within this package, but it is expected that all of the objectives will be receiving equal emphasis:

1. Increases in salaries and allowances which will adequately reflect the buoyant economy and be commensurate with salary increases achieved by other major employee groups.

2. In addition to the overall salary increase locals to pursue the following objectives:

a. reduction of number of increments in salary grid.

b. establishment of Category 3 (three years of university preparation) as the minimum level of payments.

c. maintenance of allowances for posts of special responsibility.

3. A fringe benefit package to span all aspects of income protection, e.g., new BCTF/B-CSTA Group Insurance Plan, Long Term Disability, Extended Health Benefits.

4. Adequate leave of absence provisions to enable members to pursue certain civic, professional and personal obligations without loss of income.

5. Procedures which will ensure for all members due process in the terms of their employment.

6. Improvements in specific aspects of learning and working conditions.



Therefore, by a vote of four to three, two abstentions, it's been decided the economy is not booming, prices are not rising, and profits are low.

## IWA negotiates two hikes in a single contract year

Additional increases of up to double the original negotiated raise for the last year of a two-year contract have been negotiated for over 18,000 forest industry workers. Negotiations on behalf of the remaining forest industry employees are continuing.

These increases were negotiated under a wage reopener clause in the IWA-FIR coast master agreement. The original agreement provided for an increase of 9.0 percent for journeymen, or 46.5 cents per hour. The renegotiation provides for additional increases of up to 78 cents per hour for some

categories, retroactive to April 1973.

Ben Thompson, president of IWA local 1-71, is reported to have said that the increases were agreed upon 'in view of cost-of-living increases.'

B.C. teacher salary increases of an average of 8.9 percent for 1973 were based on the available information on the 'going rate' of increases to major employee groups, in which the forest industry is the largest single group.

In view of these additional retroactive adjustments, the 8.9 percent has fallen badly off the mark, and will require a considerable 'catch-up' factor in 1974 settlements.

way the schools are run, because only they have the training and the intimate experience with the situation that allows them to judge whether or not the expectations of the schools can be fulfilled under the conditions provided.

Even if we assume that parents listen closely to children about their educational needs, and that parents effectively communicate to their trustees what they expect of schools, the trustees could not, by exerting their so-called prerogative, order those things to come about. Trustees have no way of gaining the full picture on resources and restraints in personnel without some kind of honest and intensive dialogue with teachers.

All too frequently when individual teachers have taken the practical problem of how to achieve the expectations of parents and children in their classroom to the hierarchy, their efforts seem to get lost in bureaucratic machinery or political polemics. It seems that considerable political muscle is needed to remove these roadblocks.

If we look at our relations with school boards we find the only reliable method of gaining the muscle and achieving such a dialogue has been through the process of collective bargaining.

Accordingly, we have said to trustees many times, and recently to the provincial government in a brief, that amendments to the Public Schools Act should extend the scope of bargaining to include all conditions of employment,

(Continued on Page 4)

## Average earnings

# Up by 12% in year

The latest Statistics Canada report shows for the month of June, average earnings in B.C. were 12 percent higher than a year ago. And this 12 percent does not even reflect the substantial retroactive additional adjustments of up to approximately 11 percent achieved by the forest industry.

These average earnings are an important factor in the 'going rate' concept of what is fair and reasonable for teachers. The other factors are the negotiated increases going to other major employee groups.

What are some of these negotiated increases?

1. The original IWA negotiated increase for the year ending in mid-1974 was 9 percent. As noted above, this has

since been substantially increased.

2. The majority of Pulp and Paper workers have recently concluded an agreement calling for 24 percent over the next two years, with 10 percent each year going to rate changes and the rest to fringe benefits.

3. B.C. Government Employees will receive a minimum of 10 percent. Category adjustments and elimination of intermediate scales will make the settlement considerably in excess of 10 percent.

4. Construction workers have turned down an employer offer of 10 percent for 1974. A B.C. teacher's objective of 13 to 15 percent is consistent with the available data and with all predictions for 1974.

## Year's salary gains wiped out by inflation

Inflation Has Wiped Out Teachers' Salary Gains — Where Has That Percentage Gone?

Last fall's negotiations produced an average increase of 8.9 percent for 1973 B.C. teachers' salaries.

At that time this increase appeared fair in relation to community wage increases, and adequate to take care of rising prices and taxes, with a bit left over for improvement of living standards.

Inflation was running at an annual rate of about 4.7 percent, and increased income tax could be expected to consume approximately another 2.4 percent, leaving a net gain of around 1.8 percent.

But eight months into the year shows that the apparent gain has turned into a loss.

Here is what has happened to the 8.9 percent increase:

Negotiated increase	8.9
Increased income tax	2.4
Higher consumer prices (August 1973)	8.3
Loss (August 1973)	1.8

If price inflation continues at anything even near its current rate for the rest of this year, teachers will have suffered a considerable reduction in real disposable income.

Wage demands for 1974 will have to include this loss, and the anticipated 'continuing' price increase, as one of the determinants of what is a fair and reasonable objective.

## The case for maternity leave

By LINDA SHUTO

pect. The ultimate goal should be paid maternity leave.

Linda Shuto, a Burnaby teacher, was appointed for two years to the BCTF staff on the Status of Women project.

An article in the American School Board Journal by M. Chester Nolte (March 1973) states: 'The Chesterfield County (Virginia) school board had its maternity leave policy struck down when a court found no rational basis for treating pregnancy in a manner different from that accorded any other medical condition. The court said that because no penalty was attached to being ill or indisposed (sick leave was available without penalty), the board's insistence on penalizing pregnant teachers amounted to unequal treat-

ment for pregnant teachers as opposed to ill teachers.'

Alternative types of paid leave might be negotiated such as a 'cost of substitute' clause if the leave were to be of short duration. Some locals might wish to include the option of using accumulated sick leave for maternity purposes although the long-term implication of this may prove to be more harmful than beneficial.

Currently, the Public Schools Act permits boards to grant paid maternity leave, but it is unprecedented in B.C. Individuals, however, do have the right to apply for paid maternity leave. Some locals have already obtained a one-day paid paternity leave following birth and serious thought should be given to obtaining the same benefits on a longer term for women.



## Small classes favored

Support for the class size movement has come from the fifth annual Gallup Poll of public attitudes toward education.

Answers show that the public favors smaller classes but does not understand the relationship between class size and school costs.

The poll sampled 627 adults and found that every major group in the population holds the belief that student achievement is related to class size. Seventy-nine percent said smaller classes make 'a great deal of difference' to student progress.

However the relationship between small classes and hiring more teachers doesn't seem to have been made in the public's mind because only 39 percent said additional expenditures would affect student achievement, with 48 percent feeling that more money would make 'little or no difference.'

The poll reveals a good deal of citizen support for education, but it also reveals a continuing lack of confidence.

For example, 82 percent of parents surveyed said they are satisfied with the things their children are learning. Yet when the sample of 627 adults was asked if their attitude toward schools had changed in recent years, 36 percent said it had become less favorable; only 32 percent said it had become more favorable.

The poll points to one factor to explain the public's split personality toward schools. 'The more respondents know at firsthand about the public schools, the more favorable are their views,' it says, 'the less interested and less well informed, the less favorable. Most important is the fact that persons who depend on the media for their information are most critical of the schools.'

Educators in the sample would include pupils' lack of interest along with parents' lack of interest among the top 10 problems. Lack of proper financial support rates as the number one problem with this group, and the lack of good teachers number eight.

# The BCTF's case for compulsory membership

by **JIM MacFARLAN**



The suggestion, in the recent throne speech, that new labor legislation will provide an 'opting out' clause so that a person may pay the equivalent of union dues to a church could have serious repercussions for the BCTF.

On August 16 we presented a brief to the Minister of Education requesting compulsory membership in the BCTF with automatic check-off of fees. This was in keeping with the decision of the 1973 AGM.

We argue that the BCTF provides for every teacher in B.C., a service that results in improved salaries, pensions, learning conditions, fringe benefits, and a host of professional activities. Every teacher, we say, should share the cost of providing those services.

In addition, the BCTF maintains discipline over the members of our profession through the enforcement of our Code of Ethics. We contend that not one

single person should be exempt from the provisions of the code, which governs relations between teachers and students, teachers and their colleagues, and teachers and their professional organization.

It seems reasonable that the government should agree with our request and enact appropriate legislation at this session. In the 1971 legislative debate, several of the current cabinet ministers attacked the Socreds for their 'punitive and vindictive actions' and for the 'harm which would come to education' if automatic membership were removed.

Jim MacFarlan is president of the BCTF.

One of the principles of law must be the universality of its application. Exemptions from the law are at variance with the principle that laws must apply equally to all. Exemptions for any privileged

group make the enforcement of the law difficult and reduce the law's credibility in the eyes of the majority of citizens. We want our Code of Ethics to be a 'professional law.' To be effective it must have the principle of universality, equal application, and no provision for exemption, just as has any other law or regulation.

For a quarter of a century our Federation enjoyed compulsory membership. We should remember that the Social Credit government removed compulsory membership not on religious grounds but as a punitive political act. Is there a real human cry in the land for a religious exemption clause in either the Labor Act or the Public Schools Act? Or are some people perhaps anxious to dispel the myth of the 'godless socialists' by passing some seemingly liberal and tolerant legislation?

Even the suggestion that a person could opt out on religious grounds and yet be required to pay fees to an organization on the Rand Formula basis would not be satisfactory. If we believe in pure control through our Code of Ethics and our standards of competency, the Rand Formula option, while less obnoxious than the suggestion that one may pay equivalent fees to the church of one's choice, is simply not acceptable.

Perhaps Father McInerney of St. Andrew's Church made the best summary to the whole issue when he spoke to the IWA recently in Vancouver. Workers, he said, have an obligation to join a union and participate in its activities if the majority wish it. 'If they see problems, they should work from within to reform the unions.'

Any attempt to provide less than compulsory automatic membership in the Federation is a threat to both the protective or trade union function of our organization and the professional aspect, which must be concerned with standards of competence and ethics.

## On class sizes

### Minister misses a variable

By **JOHN HARDY**

Education Minister Eileen Dailly spoke to the Canadian Education Association convention in Vancouver, September 26, and touched on class size.

There is no doubt that there is an obvious relationship between smaller classes and high scoring. However, I understand that the one single variable affecting quality

learning is the instructional style displayed by the individual teacher in the classroom. e.g. High scoring styles are small group work, individual work, discussion, lab work, pupil report, demonstration. Low scoring styles are lecture, question and answer, seat work, tests,' she said.

'Obviously, there is a relationship between smaller class size and high scoring styles, but not necessarily. e.g. Teacher with only 20 students could still be constantly lecturing at his or her students.'

Not so. Olson says: 'Instructional style and class size are the two things that go

together to produce quality in school classrooms — not one by itself but the two things working together, teachers and students changing their roles in accordance with different class sizes and different instructional styles that really makes the difference.' BCTF Newsletter, September, 1973.

Actually, a teacher with only 20 students could lecture but, for classes of that size, only 22 of 1,395 observed used the lecture method.

We are genuinely pleased with the Minister's speech, however, and especially with the reference to 'Indicators of Quality.'



## Professional groups recruiting members

BY **LORNA ROBB**

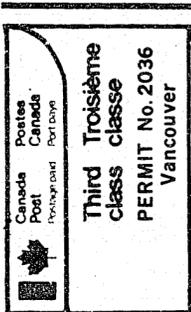
PSA council chairperson, Vic Guenther, urges teachers to act promptly in enrolling as members in at least one provincial specialist association. The different groups are now planning extensive and varied programs in professional welfare for their teacher members.

The newly adopted "evergreen" plan for membership in the BCTF Provincial Specialist Associations means that a teacher may join at any time during the year. Membership is in effect for exactly

one year from registration date.

Early fall mailings will go only to members who have enrolled before the circulation dates. Last year the office obliged late registrants by sending them back mailings, but this year that service will not be in effect.

PSA application forms have been distributed to schools for staff use, and additional copies are available from the BCTF office on request. Acknowledgment cards are mailed to individuals as their applications are accepted.



IF UNDELIVERED, return to 2235 Burrard St., Vancouver 9.

## Brief Takes

Status of Women task force needs two more people. Applicants should be familiar with task force report. Contact Status of Women, BCTF, by October 15.

### HELP WANTED

Experienced teachers required for interesting overseas assignment, July-August 1974. Expenses paid, no salary. A challenging opportunity to help teaching colleagues in developing countries.

Degree and five years' teaching experience essential. Write the BCTF for CTF Project Overseas applications.

**RETIRED TEACHERS**  
Retired Teachers' Association coffee party, Saturday, October 20, 11:00 a.m. to 2:00 p.m., at Langara, Vancouver City College. All welcome. Extended Health Benefits — present rate to remain until end of 1973. In

January 1974 — will be revised downward.

### NORTH VANCOUVER

North Vancouver, the second district to seek a superintendent outside the department ranks, invites interested members to submit applications no later than October 20, 1973.

Continued from p. 3 and the learning environment. This would include: teachers' salaries and bonuses or teachers' salary and bonus schedules; procedures for grievance resolution and transfers; procedures for school policy decision-making; promotions; reports on teachers; leaves of absence with or without pay; class size; instructional time; personnel, materials and equipment

available for instructional purposes, including school libraries, buildings, and facilities or the employment of instructional and support personnel such as librarians, counsellors, and clerical personnel.

Education Minister Eileen Dailly has responded to our position by indicating that her representatives would welcome a meeting with the representatives of trustees and teachers to attempt to resolve

the issue. The BCTF indicated that an early resolution to the problem is very important and that it is desirable to have those meetings soon to discuss enabling legislation for the spring sitting of the House.

In the meantime, all local associations should continue to press their school boards for some effective say about the factors that influence the learning environment and the teacher's job.

## 'All conditions negotiable'

# We're the worst in Canada

Latest comparative data on class sizes from Statistics Canada, 1971-72, shows that B.C. leads the way with the highest elementary class sizes in Canada, the highest secondary class sizes in western

Canada and the second highest pupil-teacher ratio in the nation.

Ralph Sundby, chairperson of the provincial Learning Conditions Committee, told the Representative Assembly that

government spending on public school education is woefully inadequate.

In a report presented to the RA analyzing the learning conditions program, the GRs were told that up until 1972-73

B.C. teachers actually lost ground in learning conditions.

In 1966, the report says, the BCTF initiated a class size campaign and at that time B.C. pupil-teacher ratios were only exceeded by the Maritime provinces.

As a result of the famous 'over 40' class size campaign, says the report, and the publicity and awareness flowing from it, the average elementary class size was reduced by almost two pupils per class in 1967-68 to 30.1. 'It has never been that low since.'

'If the new government had provided the same 21.9 percent of the 1974 budget as the previous government allocated in 1965 to elementary and secondary education,' says the report, 'an additional \$47 million would have been provided in government grants to hire more teachers for class size reduction and to improve library and other services.'

The case for small classes was based on the evidence given by Dr. Norm Olson, in the research from Columbia University 'Indicators of Quality,' who says that instructional style and class size are the two things that go together to produce quality in school classrooms.

The RA was told that two things have to happen together:

reduction in class sizes while in-service programs are provided to assist teachers to take advantage of the opportunities which small classes provide to make learning more personal, more creative, more student-centered and more suited to individual needs.

'Because B.C. now has the highest average elementary class sizes and the third highest average secondary class sizes in Canada,' Sundby said, 'the inadequacy of B.C. class sizes has now become a crisis. Existing class sizes prevent quality education.'

Sundby reminded the RA that school boards should have heard a submission for increased staffing needs from the local association well before November 15, the deadline for a preliminary board budget.

This submission may be part of the learning conditions negotiations, it may be included in the agreements negotiations or it may be made in a separate presentation, but the important thing is that most districts are going to need from 10 to 25 percent increases in teaching staff in order to provide quality conditions in most classrooms, he said.

'Every effort should be made to persuade boards to budget for such staffing increases,' Sundby said.

## newsletter

BRITISH COLUMBIA TEACHERS' FEDERATION

VOL. 13 No. 3

BROADWAY PRINTERS LTD.

NOVEMBER, 1973

# Union shop restored

Automatic membership, removed by the former Social Credit government as a punitive act in March 1971, has been restored to the British Columbia Teachers' Federation.

'This is a great day for B.C. teachers,' BCTF President Jim MacFarlan said.

'At the present time we have a Code of Ethics which governs relations between teachers and between teachers and pupils. To be effective the code must apply equally to every teacher. With compulsory membership that will be the case as it was prior to March 1971.

'The time and money which we have spent compiling and updating our membership lists and on recruiting can now be devoted to other services, such as professional development, curriculum, research, Indian education, and so on.

'On behalf of the province's 24,000 teachers may I congratulate the Minister and the government.

'And I would like to give the legislators our assurance that the primary aim of the B.C. Teachers' Federation will be, as it has been for more than 50

years, the provision of quality education for every student in the province.'

For 24 years prior to 1971 the BCTF had 'union shop,' an arrangement that requires a person who finds a job in an occupation to join the union or professional association as a condition of employment.

Recognized professions have membership as a condition of practice so that they can discipline their members and control standards of practice.

In what teachers recognized as massive retaliation for BCTF criticisms of education policies, the Social Credit government unleashed a series of changes in legislation, such as removing automatic membership, calculated to destroy the effectiveness of the organization.

'No government can weaken any profession,' C.D. Ovens said at the time, 'a profession may only weaken itself.'

Teachers throughout the province, however, pledged to support the Federation and solidarity increased.

A task force on membership was struck to study long-term considerations related to the goals of winning for the tea-

ching profession control over conditions of entry and professional standards as well as the automatic membership question.

Following the election of a new government, the Representative Assembly decided in September 1972 that no final decision would be made on the type of membership in the BCTF until information on the various alternatives had been circulated to all teachers.

The task force submitted its report to the Assembly as well as to the AGM for finalization and last Easter the AGM voted overwhelmingly for automatic membership.

Jim MacFarlan noted that automatic membership through new legislation 'restores to us the position that we had enjoyed for 25 years prior to the former Social Credit government's vindictive action which was a futile attempt to destroy the Federation.'

'I would like to personally congratulate the vast majority of teachers — between 98 and 99 percent — who retained their membership through these years on a voluntary basis.'

## MLAs-BCTF meeting 'highly successful'

BCTF representatives hosted 30 MLAs at dinner in Victoria, October 24, to discuss teacher concerns as well as to listen to concerns expressed by the MLAs.

Attending for the BCTF were Executive Committee members Jim MacFarlan, President, Bill Broadley, First Vice-President, Rob Wilson, Second Vice-President, members-at-

large Don Kelley, Dorothy Glass, John Uzelac, Charles Arthur, Peter Minshull and BCTF staff members Bob Buzza, Isobel Cull, Stan Evans, and Jurd Kirby.

BCTF President Jim MacFarlan gave a short talk before dinner to explain areas of concern for teachers, topics that were pursued at the small tables during the meal.

'It was a highly successful meeting,' MacFarlan says, 'many MLAs expressing interest in further discussions with us and with the teachers in their own riding.'

'Certainly I urge local presidents to discuss these issues with their MLAs,' MacFarlan says.

In his talk, MacFarlan stressed teachers' concern for the individual child in the school system and a corresponding need for smaller classes to personalize education.

The Federation's frequent concern, he said, has been the quality of education offered in the province.

Three factors contributing to quality, MacFarlan continued, are first a philosophy that recognizes the needs of each child, with education meeting that need so that the child can play his or her part in a democratic society.

The other factors he mentioned were competency of teachers, a matter requiring changes in teacher education and methods of evaluation, and the resources for teachers to perform their tasks, specifically smaller classes.



MLAs and teacher representatives in Victoria from left Bob Skelly, Don Lockstead, Leo Nimsick, Gordon Dowding, Phyllis Young, and BCTF President Jim MacFarlan. Photo by George Simpson

## Where is the money for smaller classes?

B.C. elementary classes are the largest in Canada. B.C. secondary classes are larger than those in any western province. B.C. pupil-teacher ratios are higher than every province except Newfoundland.

It would cost millions of dollars to hire sufficient teachers to bring B.C. class sizes down to the Canadian average and many million more to provide high quality conditions to all B.C.'s school children.

Where is the money going to come from? Let's start with the Provincial Government. Estimated increase in total budget for 1974 over 1973 is \$266,945,670. That is 18.4 percent higher in one year.

Public elementary and secondary schools are to receive \$42,882,000 of that \$266,945,670, a percentage increase of 15.0 percent which will help to restore some of the services which had been cut back over the last few years.

However, this is completely inadequate to restore elementary and secondary schools to the same level of priority which they enjoyed in the mid-1960's.

In 1965 elementary and secondary education expenditures accounted for 21.9 percent of the total budget. The 1974 estimates call for 19.1 percent.

If elementary and secondary education had been maintained at 21.9 percent of the budget in 1974, it would have represented \$376,000,000 instead of \$329,000,000. That is \$47,000,000 more than is actually provided. Sufficient to make B.C.'s class sizes among the best in Canada instead of the worst.

Of course the 1974 budget contains items such as the guaranteed annual income, the elderly citizens' renters grant and medical grants which were not even in the 1965 budget. Those three items alone account for more than \$130,000,000 in the 1974 budget for which not one penny was provided in the 1965 budget.

The government takes justified pride in year-by-year increases in the proportion of each budget which goes to education and social services. The 1973 Budget Speech points out that the proportion of revenue allocated to education and social services rose from 58 percent in 1965 to 69 percent in the 1974 estimate.

This has meant a great improvement in the provisions for the elderly, the sick and the disadvantaged. Unfortunately it has not led to significant improvements in services for school children particularly for young school children.

As a matter of fact in 1965 elementary and secondary expenditures accounted for 34.3 percent of total educational and social services expenditures. For 1974 the proportion is only 27.5 percent.

Also in terms of the total budget, elementary and secondary expenditures are down from 21.9 percent in 1965 to 19.1 percent in 1974.

The money for lowering class sizes and improving staffing should come from the Provincial Government. Teachers and trustees have a joint responsibility to convince the Provincial Government that school children deserve a higher priority than they have been receiving.

—Mike Zlotnik



Seaforth elementary staff making decisions.

## Staff committee meets

By RALPH SUNDBY  
The staff of Seaforth Elementary School in Burnaby has operated as a staff committee for the past two years.

Because of the school's size — 17 rooms — the teachers decided that the entire staff would make up the staff committee. At the initial meeting, a chairperson and a recording secretary were elected.

The committee meets on a regular basis to handle routine matters and at the call of one or more members to discuss concerns as they arise.

Most of the input is provided by Cliff Sproule, the principal. However, other staff members exercise the privilege of introducing topics and putting motions.

The agenda is structured by the chairperson, the principal and the secretary on the basis of requests from individuals.

Decisions are by majority vote.

A record of proceedings is kept in a book posted in a place conveniently available to any staff member.

When decisions call for action, an appropriate person or persons accept responsibility for implementation.

As part of its function the committee maintains an ongoing initiative to evaluate and improve the education processes and the operation of the school.

Chairperson Karen Strickland is pleased with the orderly and rational debate and with the attitude toward the administration of the school.

'I tend to think of the principal first as a person and only second as the leader of the school,' she said.

## 1500 oversized classes

Incomplete returns on preliminary surveys show some 1500 classes in the province exceed 36, the number designated intolerable by the BCTF.

High areas in the data turned into the BCTF office by learning conditions chairpeople are:

Vancouver with 552 secondary violations and 56 elementary classes over 36.  
Surrey with 132 classes over 36. Prince George with 81. Richmond with 125. Victoria with 48.

In kindergartens, the survey indicates more than 3,000 children in the province are in classes over 26 — the limit of tolerability.

## Class sizes:

## Teachers and trustees joint brief

North Vancouver teachers submitted a brief to the school board asking for budgetary provisions to provide for an entitlement of 24 to 1 from the current 27 to 1 in elementary schools, and in kindergartens a ratio of 23 to 1 from the current 30 to 1.

The teachers asked the school board to join with them in a submission to the Minister based on the educational needs of the district and the trustees agreed.

A representative group of parents also presented a brief at the school board meeting. 'Parents supported the case very nicely for class sizes,' says Cliff Boldt, local association president, 'because they looked at Vancouver and saw that Vancouver has budgeted for a ratio of 20 to 1.' It was important, he feels, that parents were there to make a representation.

As a result, the board asked the superintendent to prepare a brief reflecting entitlements of 26, 25, 24 and 20 in elementary schools and to devise alternative budgets, a change from past practice where one budget only has been presented.

Chairperson of the North Vancouver School Board, Don Burbidge, asked what commitment teachers were prepared to make with smaller classes and Cliff Boldt replied there were two commitments necessary: one was a budget commitment to reduce the size of classes in the district and the other was a commitment from the teachers to change teaching styles in accordance with the small classes.



Voting time at the October Representative Assembly.

## Charlesworth scholarship

## Awards to North Van, White Rock

The B.C. Teachers' Federation has awarded \$500 scholarships to students from White Rock and North Vancouver.

Winners of the Charlesworth



Charlesworth winners, Kathy Potter, above, with BCTF vice-president, Bill Broadley and Tom Sinclair, below with his parents, Harold and Ellen Sinclair.

Memorial Scholarship, an award presented annually in memory of the first General Secretary of the Federation, were Tom Sinclair, a graduate of Semiahmoo School, White Rock, and Katherine Potter, a graduate of Argyle, North Vancouver.

Both students earned straight A marks as well as making a contribution to the social activities in their schools.

Winning scholarships is becoming a tradition in the Sinclair family. Harold Sinclair, a counsellor at Surrey's Princess Margaret Secondary,

watched his daughter Lynn, also a graduate of Semiahmoo, win a Charlesworth in 1970.

As well as obtaining an impressive academic record, Tom Sinclair served on the White Rock City Youth Council, on the school student council, performed in the school band and in a number of plays, two of which were entered in the B.C. Drama Festival.

Kathy Potter is the daughter of Sydney Potter, a counsellor at Delbrook Secondary. Active in school life, Kathy played in the concert band, was a choir member, and one of Argyle's Motet Singers.

Her music teacher, Lloyd Burritt, reports that three years ago she asked to enter Grade 10 band although she had no previous music experience.

'I told her it had never been done before, but if she practised the clarinet in July and August, I would test her in September,' he says. 'For the past three years, Kathy has been a top clarinet player in the Argyle Senior Concert Band.'

## Status of Women

## Cope kits available for texts

By LINDA SHUTO



is dramatically demonstrated by the drop-out rate of women at university.

Since it is economically unfeasible to revise or replace textbooks, cope kits are needed to aid teachers.

Hopefully, many more cope kits will be produced over the coming year. This must be viewed as a patchwork method to alleviate an immediate problem. Publishing companies and Department of Education officials must become aware of

the impact that models have on the lives of children and attempt to provide books free of rigid role definitions.

This does not imply that there should be no more stories with full-time homemakers or girls playing with dolls. It simply means that females and males should be shown in various fields of work with various characteristics, thereby presenting students with models which provide for individual choice.

## Representative Assembly

## Programs, budget approved by assembly

The shortest survey on record was conducted at the October Representative Assembly during an intensive discussion of corporal punishment.

Angry at the removal of corporal punishment by what they termed a unilateral action, teachers felt the Minister had left the rest of the system intact and provided no alternatives.

A suggestion was made that the Primary Teachers' Association be asked to submit information to the winter session of the Representative Assembly on the effects of the removal of corporal punishment. Jeanne Moutray, Victoria, a past president of the Primary Teachers' Association, stood up to say that she would give the answer to that question right now.

Primary teachers, she said, wanted smaller classes, qualified, professional teachers, time for planning, adequate resources — and primary teachers were against the strap.

Alternatives to corporal punishment are under examination by the BCTF Professional Development Division and the Professional Development and Curriculum Committee.

The main business of the Oc-

tober Representative Assembly, however, was to examine the budgets of the Federation for 1973-74 and to approve them in principle. This meant examining all the programs of the Federation with their related objectives, activities and costs, a process which occupied most of the three-day assembly.

In other business the RA:

Reviewed the long-term disability plan and opted to retain Great-West Life at least until April 1 at .56 per \$100 of salary, meanwhile continuing discussions toward improving the plan with other insurance companies.

Developed procedures for establishing the list of candidates for BCTF office, with nominations to be submitted to the Nominating Committee chairperson by December 31 in any year.

Received an oral report from the Task Force on Teacher Competence and a report from the Task Force on BCTF Reorganization with progress to date.

Endorsed a proposal to government that will indicate the BCTF favors retention in the Public Schools Act of the principle of teachers having the democratic right of serving as school trustees in districts in which they are not employed.

## Letter to the Editor

Dear Sir:

I must take issue with two related items in your October edition.

Jim MacFarlan's case for compulsory membership does not hold water. The question of closed shop or union shop is properly a matter for negotiation between a local association and a school board. If the organization represents the teachers well and provides professional leadership there is no question that we can win a closed shop.

Our 25-year experience with government-granted compulsory membership has not strengthened the BCTF's role as an organization which promotes excellence in education. Before we were granted this gift we had to divorce ourselves from the body of the trade union movement yet conduct ourselves as if we were a trade union, but without the right to strike. No real progress was made during those 25 years toward making the BCTF an organization of professionals.

It is true that in the 25 years salaries have increased, after better increases were won by organized labor. It is true that the BCTF provides services to local associations to assist in bargaining; the same services can be had from private agencies in Vancouver and elsewhere. It is true we have a code of ethics, but I have never heard of it being used in a manner that will strengthen a teacher who takes a stand on moral or ethical grounds, or

upon sound educational principles. If you wish, I can cite a personal experience of the reverse.

What is most true is that the government which gave also took away, as soon as it became apparent that the BCTF in all its aspects was not going to serve the interests of the government. Is there any assurance that, once again granted compulsory membership, the government of the day will not take it away? Only if we win it in the same manner as the other unions won the closed shop, in negotiations with the boards.

In the 25 years we enjoyed compulsory membership, we did a few things. We created a training ground for aspiring politicians. And we created a bureaucracy which more often stands between teachers and that other bureaucracy in Victoria than does it convey teachers' wishes. No better example of this can be found than your item 'On Bremer briefs.' Our bureaucracy will filter your recommendations so that they conform!

Every citizen or group of citizens has a right, and a duty, whether or not he is a member of the BCTF, to write John Bremer if he has something to say about education. Let Bremer worry about the form of the submission and BCTF policies and procedures.

If you doubt it, look up Magna Carta.

Bruce Ewen  
Coquitlam

## One promise met, six to go the old deal... the new deal...

### Social Credit has given you:

The biggest class sizes in Canada (except Newfoundland!).

Innocent children learning about drugs in the streets.

Tragic neglect of children with speech and hearing defects and emotional disorders.

Drastic cutbacks in Art, Music, Physical Education and Science programs (a Sacred Cabinet Minister said in the Legislature this year that Art and Music are "baloney").

Local School Boards stripped of their powers. Centralization of power in the hands of the Minister of Education.

Discriminatory legislation making teachers second-class citizens by abolishing their collective bargaining rights.

Thousands of expensively trained school graduates unemployed and wasting away on welfare.

### The New Democrats stand for:

A planned program to reduce class size with the first priority the little children in their early years.

Special counsellors in the schools working with trained community workers to halt drug abuse.

Specially trained teachers to give INDIVIDUAL attention to every child with a learning disability.

New programs to develop in our children an appreciation of cultural and recreational aspects of life.

Restoration of decision-making power in the hands of the local community; involvement of parents, trustees, teachers and students working together.

Restoration of teachers' rights. Repeal of Bill 3.

A planned progressive society that will utilize all the talents an improved education system can develop.

Here's the official publication of the provincial NDP handed out last election.

Since the NDP formed the government, Bill 3 has been repealed giving teachers back their bargaining rights. That's one promise kept — promptly.

Now we want to point out that the class sizes in B.C. are worse than Newfoundland!

There are five other promises to keep.

# \$5,000 donated to VGH kidney center

The B.C.T.F. Assistance Society donated \$5,000 in September toward the purchase of a reverse osmosis unit for the Renal Division at the Vancouver General Hospital.

Vancouver teacher Alex Burns, a director of the Kidney Foundation of Canada, B.C. Branch, and a renal patient himself, says the reverse osmosis unit will be used to extract bacteria pyrogens from the Vancouver water supply.

These pyrogens, a bacteria small enough to pass across the artificial kidney membrane into the patients, cause severe fevers during the treatment associated with muscle aches, pains, and a general feeling of being unwell, he says.

Two years ago, the Assistance Society provided funds to help purchase two consoles for the Renal Unit.

Currently, seven teachers in B.C. are benefiting from the program, says Alex Burns, so that they can go on making contributions to the teaching profession.

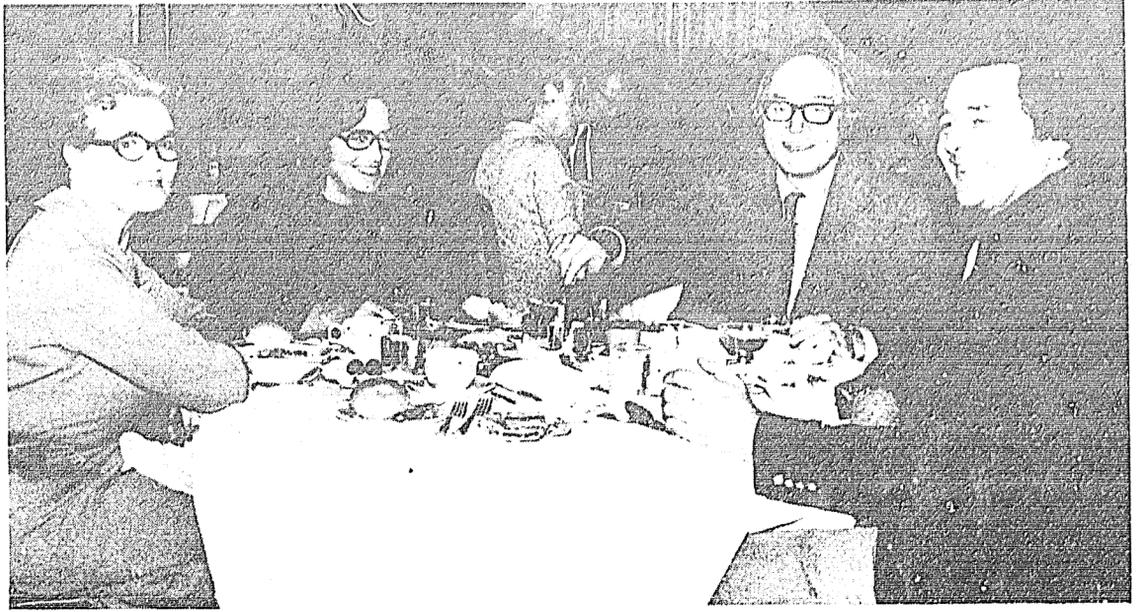
Cost of the reverse osmosis unit, originally invented to make fresh water out of salt water, is \$15,000, of which the provincial government will donate \$5,000 and the B.C.T.F. Assistance Society \$5,000.

Dr. John E. Price, president of the Medical Board of the Kidney Foundation, says that most people do not recognize that when new equipment is required in a hospital, the hospital has to find two-thirds of the cost of this new equipment.

Nor, he says, were there any provisions in the financing of hospitals to provide for depreciation of equipment.

'One of the things that currently plagues hospitals in this province,' Dr. Price says, 'is that their equipment is out-dated and is expensive to maintain because of continuous breakdowns and yet funds are not available for replacement purposes.'

'Thus, the type of donation that the B.C.T.F. Assistance Society has given is welcome since it will help to free other funds to enable us to replace out-dated equipment.'



Another shot from the teacher, MLA meeting in Victoria, showing from left, Education Minister Eileen Dailly, BCTF Executive Committee member Dorothy Glass, Attorney General, Alex McDonald, and Don Kelley, BCTF Executive. Photo by George Simpson

## Library is the heart of the school

By JOHN CHURCH

'There is a new sense of accomplishment and pride in our school district, Vernon,' declared District Superintendent, P. C. Grant, when he recently commented on the fact that Vernon, in June 1973, had won the national award, Category A, Encyclopedia Britannica competition for the school district which was

starting to make the biggest advances toward upgrading library services and facilities.

He added that he felt teachers and pupils and the school trustees now quite literally understood what was meant by the phrase, 'the library is the heart of the school.' He also mentioned that the Harwood Demonstration School Library Project

provided a means for teachers, principals and teacher-librarians to watch inquiry-centered or library-focused education in action.

Mrs. Grace Funk, teacher-librarian at Harwood Elementary School, 2206 45th Avenue, Vernon, reinforced the observations of the superintendent by emphasizing the

importance of having an entire staff visit the school.

'This is a demonstration school, not just a demonstration school library project. We are interested and concerned with the total education of the child, not just one aspect,' she added. 'We believe it is important for teachers to see the library as an extension of the classroom, and the classroom as an extension of the library. The library is not apart, nor is it a part; it is the whole. That's why I insist that it is important to regard the library as a concept, not just as a place'

Warren Grabinsky, formerly a member of the UBC Faculty of Education, and now the Coordinator of the Vernon District Resource Center, suggested that visitors should also come to the district center. 'Not only can we show visitors our services and facilities, but also we can talk to them about the importance of realizing the minimum library standards by September 1, 1974.'

Visitors are welcome at Harwood Elementary School every day of the week. A letter to Stuart Galbraith, Principal, or to Grace Funk, Librarian, or a telephone call to 942-2913 would be appreciated before the visit.



Hilroy winners were officially presented with their awards at the October RA by a friend of Sam Hill, Alan Scoble on right. Winners from left are Eric Hampson, Vancouver Tech, Dick Dunlop, Handsworth, North Vancouver and Marlene Morgan, Kensington, Burnaby.

## BRIEF TAKES

### Duncan

Duncan elementary school observes its 60th anniversary on December 13, ex-students and teachers welcome. Contact Jock Giliatt, 1033 Nagle St., Duncan.

### Project overseas

As part of Project Overseas 1974, CTF will be sending six Canadian teachers to Thailand during the summer of 1974. Interested members should contact Jim Cairnie, BCTF. Deadline: November 20.

### Educational cruising

There are 180 spaces available to teachers and students in B.C. on Educational Cruising, a program designed to take students to contemporary and historical centers in Europe, Eurasia, Scandinavia, the Middle East and Africa. Forty North Vancouver stu-

dents fly December 7 from Vancouver to London, then to Naples where they will board a P&O liner for a tour of Greece and Morocco.

Teachers interested in participating in the 1974 program should contact Ron Pusey, 1808 Westover Road, North Vancouver, for more details.

### Health conference

Some 250 delegates, selected on both the geographical and multi-disciplinary basis from within the province, will attend a three-day major health conference to be held in Vancouver November 1-3. Emphasis will be on the development of action programs at the community level.

### Retired teachers

The 350-member Victoria chapter of the B.C. Retired Teachers' Association elected Henry Hyson president in July.

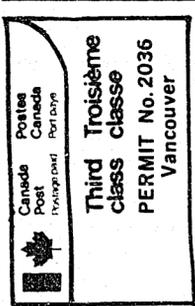
Past president William Auld made a presentation on behalf of the provincial association to Fred Willway, retiring president.

C. Frank Way is president of the Federated Legislative Council of Elder Citizens Associates. If anyone is interested in information regarding Senior Citizens' privileges, hearing aid clinics, wills, banking services, etc., contact Way at his home — 704, 6076 Tisdall St., Vancouver 13 — telephone 266-4835; or at his office — 96 E. Broadway — telephone 873-3721, local 26.

The Retired Teachers' executive warns its members that if they discontinue membership in the Extended Health Benefits scheme they will not be able to rejoin at a later date.

The government will be paying for prescribed medicine beginning January 1974 and therefore the EHB rate should be reduced at that time. The RTA recommends continuance at a reduced rate.

A British Columbia courtesy card for seniors may be obtained by writing to the Department of Human Resources, Parliament Buildings, Victoria, B.C.



IF UNDELIVERED, return to 2235 Burrard St., Vancouver 9.

BRITISH COLUMBIA TEACHERS' FEDERATION

**letter**

Member

Editor  
JOHN HARDY  
Assistant  
JOAN WHITE

EDPRESS

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