

# AIB interference draws anger

Up front and center throughout the summer has been the federal Anti-Inflation Board threat to rollback B.C. teachers' salaries. 'You will have a lot of angry members come the first pay cheque in October,' has echoed through agreements sessions in Pen-ticton, Naramata, and again at the short course for local agreements people at UBC late August.

Even the business community is angry at the federal Anti-Inflation Board for delays, inconsistencies and uncertain-

ties. AIB regulations, they say, are discouraging productivity. And the Employers Council of B.C. estimates that more than 30,000 employees throughout the province are suffering delays in wage increases because their companies are awaiting decisions from the AIB.

The federal Anti-Inflation Board like a giant lawn mower is cutting teacher associations across the country closer and closer to the desired height. B.C. may be last to be cropped. First cropping is the review of

negotiated and arbitrated 1976 agreements. The second cropping takes place this fall when local teacher negotiators bring their evidence for 1977 agreements and their bargaining skills to the table. And seated at the table will be their local employer plus the federal government.

How do you negotiate with the federal government? How do you use your skills of negotiation, and the evidence when a third party has already determined a ceiling? Why go through collective bargaining

up to arbitration at all if another higher board is going to upset the ruling?

Kerry Gibbs, chairperson of the Provincial Agreements Committee, warned the local agreements meeting at UBC that once teachers go in front of an anti-inflation board for settlement, 'you are saying that you recognize the process and accept the results and you are no longer in the position to say that you have been unfairly done to, or that the process was not part of your bargaining process — you have given up that position.'

'What is there to fear in the long run?' he asked.

Not the percent that teachers would lose this year but the long term consideration that the guidelines will remain in effect. 'And why not, if everybody seems to be in agreement with them?' Gibbs reminded the representatives that at an earlier session, Brian Foley, a deputy director in the AIB program from Ottawa, had said teachers would be naive to think the controls would not extend beyond 1978.

The BCTF went on record at the 1976 AGM as being opposed to the federal government's program of wage controls, Gibbs reminded them. 'If we accept wage and price controls this year and then on to 1978, is there anybody who believes that thereafter we will be able to pick it up?'

'We believe that our entire bargaining position is being most seriously destroyed by



Agreements chairperson Kerry Gibbs, right, with Jurd Kirby, staff, and Sheila Pither, Vancouver Elementary talking at the UBC short course.

any acquiescence to wage and price controls.'

Local agreements people discussed how to handle questions raised by the AIB, what to do when school boards submit briefs to the AIB, and what to do about arbitration cases from 1975 that the AIB could request from locals.

Gibbs also went to the BCTF Executive Committee meeting Monday August 30 with the concerns of the participants at the agreements short course with respect to the urgent need for political action plans.

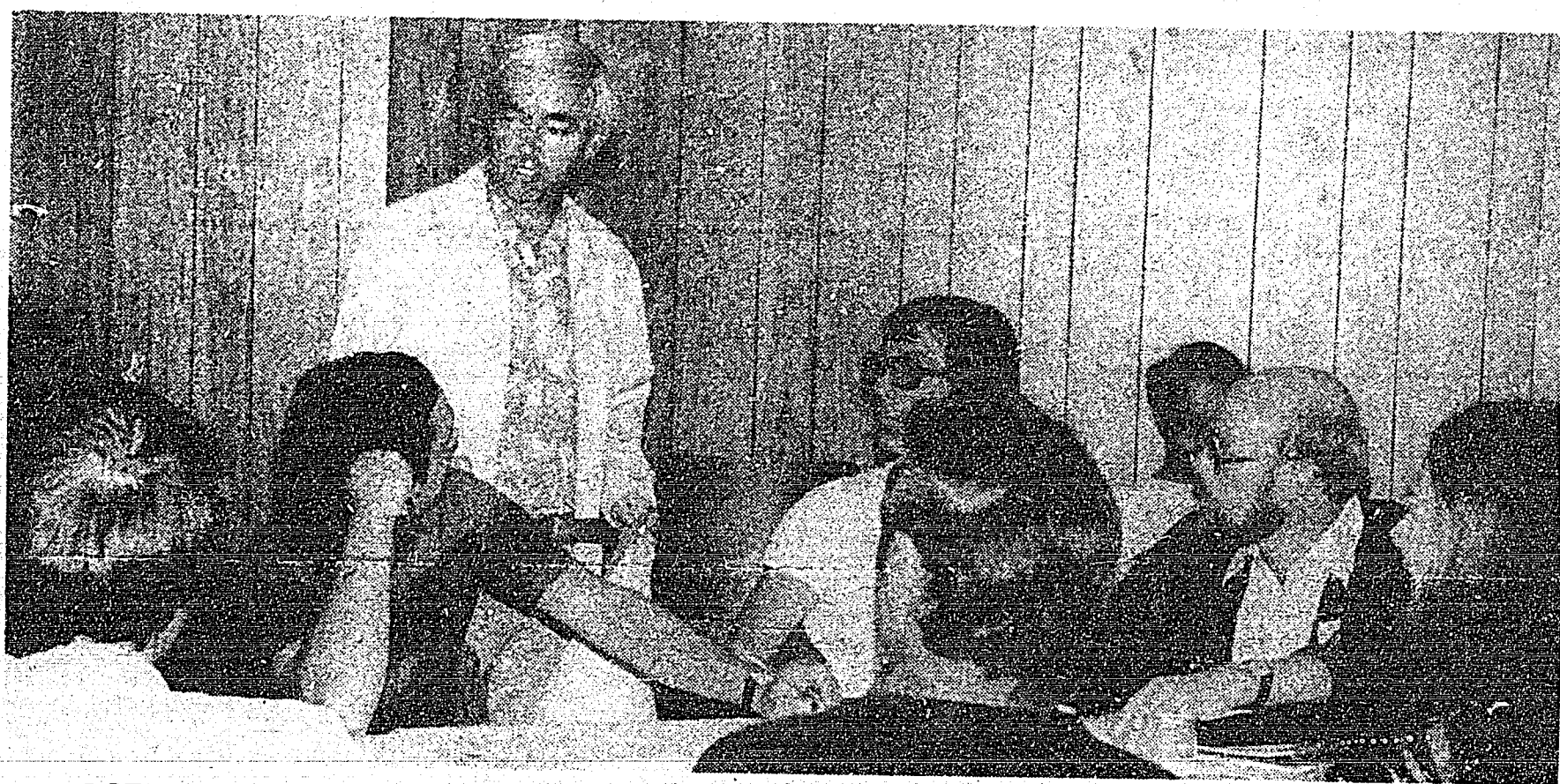
## newsletter

BRITISH COLUMBIA TEACHERS' FEDERATION

Vol. 16 No. 1

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SEPTEMBER 9, 1976



BCTF president Bill Broadley talks with one of the work groups at the summer conference, Naramata.

### Broadley at Naramata

## President calls for unity

Teachers must remain united against threats to the quality of school education, BCTF President Bill Broadley

told delegates in a keynote speech at the Naramata summer conference.

Broadley warned of continuing trends to cutback on expenditures, 'and it doesn't matter whether it's at the provincial level in British Columbia or any other Canadian province at the national level, or the whole international scene.'

'Last spring I know some of our members thought that statements I made to the newspapers were just a bit of an exaggeration trying to get people concerned about something they didn't need to be concerned about. Well, I've had the opportunity in the last week or so to talk to people who teach in American states, and it's a very real situation.'

Fortunately, he went on, in B.C. the teachers have been well organized and united in opposition to such drastic cuts as have occurred elsewhere in North America.

For local associations the major issue this year will be how to influence school board budgets to protect quality education.

And Broadley singled out class size as one of the areas teachers will have to protect.

'In 1975 the National Educa-

tion Association in a nationwide teacher opinion poll, asked this question, 'What one change would you make if you could improve your morale or professional satisfaction?' And the leading answer — lower class size.'

Other issues that he saw for teachers in the year ahead is the need for a voice in educational decision-making. There seems to be an unnecessary fear about letting those who are actually involved in doing the work, those who have the expertise, actually be involved in making decisions about what they do, Broadley said. 'We must keep, as a major issue, the need for greater involvement in the decision-making process.'

'You know, active involvement in the decision-making process should be a basic right of each teachers' association in this province.'

Another issue teachers will have to come to grips with, Broadley said, is the one of political action. 'Some members seem frightened by it. They think it's something that a teachers' association shouldn't be involved in.'

'Political action is a tainted term. That's amazing in a

(Continued on page 2)

## Rollback possible for September

The odds are 10 to 1 that school boards in British Columbia will hold back on September 30 paycheques to teachers.

Some teachers could be shorted close to \$130 on that first fall pay cheque.

A political action campaign for the retention of 1976 contracts was recommended by the Executive Committee on the advice of the Agreements Committee and supported by the conference delegates.

Recommendations call for opposition to any hold-back, roll-back or pay-back of teacher salaries/compensation packages.

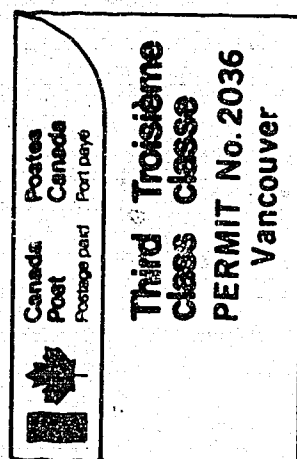
The three-level action will

operate at the provincial, local and zonal level.

Locals will be strongly advised not to participate in appeals to the Anti-Inflation Board or administrator. Rationale for the decision is that: a) salaries should be based on economic factors; b) appeal procedure under the AIB means the usual route for salary gains is given up and a master arbitrator is used; c) political argument against controls becomes lost in the technology; d) locals have been through the process once and should refuse to go through it again; e) the Economic Welfare resources of the BCTF are fully committed to the attainment of the approved federation program.



It's mailbags, floor to ceiling, in September at the BCTF building.



IF UNDELIVERED, return to 2235 Burrard St., Vancouver, B.C. V6J 3H9



# Members' Voice

## Workshop

I for one, do really appreciate reading your newspaper, and I have noted the desirable swing toward covering more of the professional aspects of teaching. We did, of course, appreciate your coverage of our Workshop, which was very well done and captured the essence of the day.

Tunya Audain  
2267 Kings Ave.  
West Vancouver, B.C.

## Take exception

At least four of the 50 delegates from B.C. to the Canadian Teachers' Federation Quality Education Conference

take exception to the article 'B.C. Delegates Lead the Way' in the May 27 Newsletter. It was not our impression that the resource people and delegates from B.C. were in any way better received than those from any other province.

It's a pity the article was not used to discuss in an objective way the issues raised in the keynote address, and the main themes of the conference, rather than to inflate the corporate ego of the BCTF.

Mike Arnott,  
Donald Fletcher,  
Bernard Holt,  
Ron MacQueen,  
West Vancouver  
Delegation

## Havoc in Surrey

In the May 27 BCTF Newsletter your article 'Havoc in Surrey' was something I might expect to read in the Georgia Straight or some paper of equal educational enlightenment. Let's forget the issue of value schools — instead of embracing it as another current experiment — teachers, especially those in Surrey, seem threatened by it and are running scared.

What I am objecting to is the shoddy cheap journalism you have resorted to as well as the gross exaggeration.

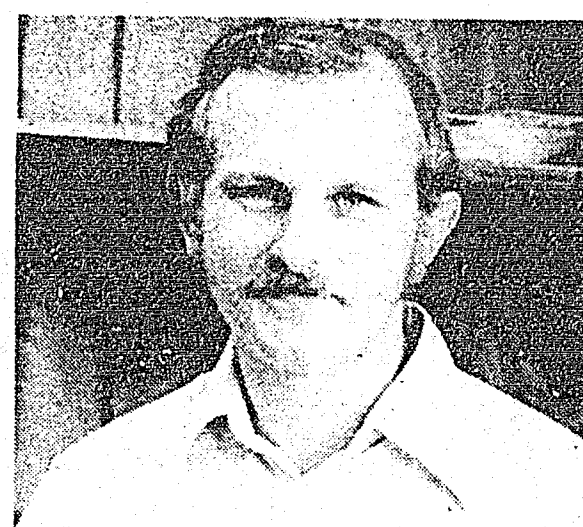
R. S. Williams,  
North Vancouver

## PD appointment—Rankin

Dennis Rankin has been appointed as a resource person to the BCTF staff, provincial committees, and local associations to assist with educational research and statistical analysis.

Rankin was on the staff last year as a temporary appointment in the Economic Welfare Division.

His new appointment, a continuing one, will be with Professional Development where he will assist with the planning, design and implementation of research studies. He will advise on the effective uses of statistical information, maintain familiarity with resource information inside and outside the federation office, and work with outside agencies to transfer BCTF concerns for statistical data.



Dennis Rankin

## More local contact needed

Gearing up to the political action campaign being undertaken by the federation, Bill Broadley gave a closing pep talk to delegates at the Summer Conference's Political Action Workshop.

Close to 100 delegates took part in the workshop which was designed to explain the why's and wherefore's of political action.

Some hot debate and discussion during the group session

brought forth numerous worthwhile ideas and suggestions. Broadley advised delegates to become plugged into the key community services. 'This is where many of the unofficial decisions are made and there is no reason why teachers should not play a significant role in this unofficial power system in the community,' he said.

'We hold ourselves too aloof from the community,'

Broadley said. 'We should exploit this power more. If we did, we would have more influence in the community.'

Broadley said that when local associations do lobby their local MLA's, giving the same message as the federation, there is much more action: 'decision makers won't change their minds unless there is that local contact,' he said.

## From page 1

## Broadley

democratic society. The whole basis of a democracy surely is political action.

Broadley called for teachers to view political action in a positive way, in fact, as the basis for a democratic society.

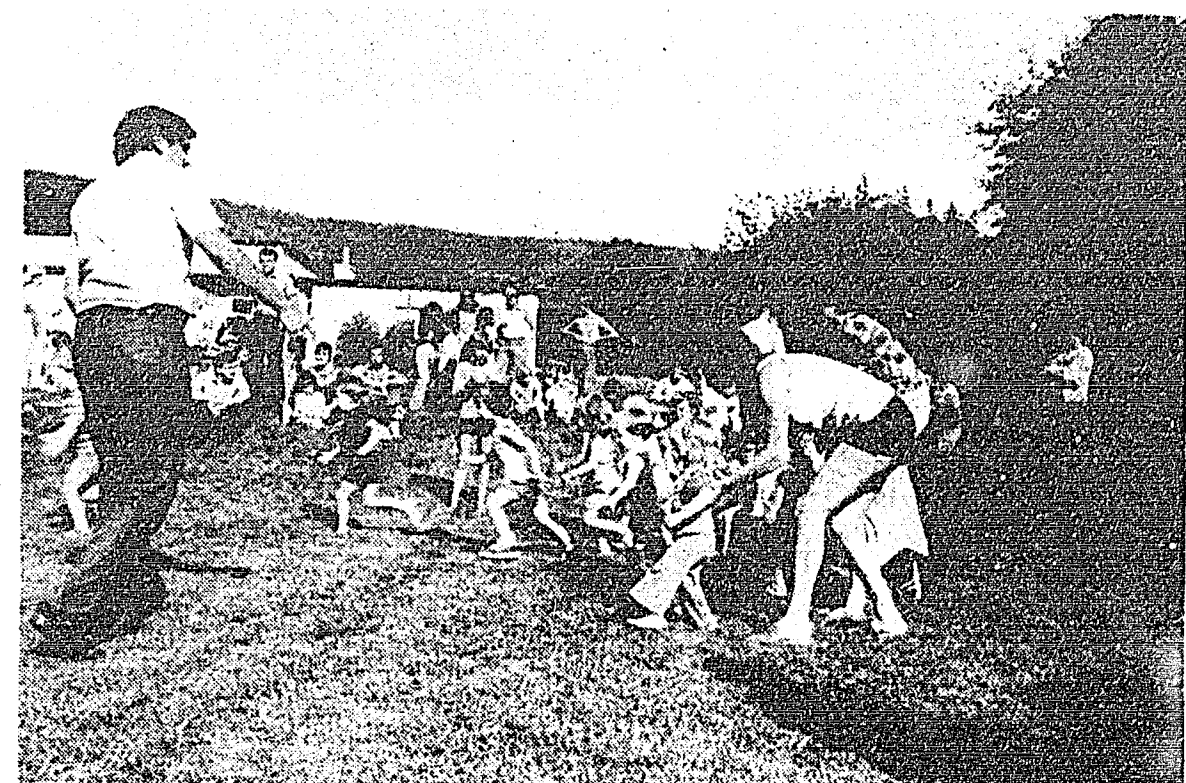
In learning conditions, Broadley urged local association presidents to develop their own local priorities with the federation in a supportive role: 'Otherwise we have centralization, the very thing we're arguing against with respect to the department of education.'

'Your responsibility in your association,' Broadley told the presidents, 'is to ensure that the power we now have and the added power for which we reach is used for purposes consistent with the highest ideals of the teaching profession.'

'Dr. William Carr, a former Secretary-General of the World Confederation of Organizations of the Teaching Profession, made this point with three words this summer, and I commend the three words to you. "Power confers responsibility".'



Hardworking delegates at the Naramata summer conference are left to right: Al Singer, Shuswap; Gabi Byers, Enderby; Gordon Eddy, Delta; Joyce Lang, Armstrong; Roy Nehra, Richmond; Stephen Fitzpatrick, Princeton; Rick Sullivan, Kitimat; Terry Hanson, Maple Ridge.



... later, there was some time for play as Al Singer assists with the youngsters' sports day.

## Wallace and Gibson support amendments

Attempts made by the federation to amend Bill 55 failed, however, support has been received from party leaders Dr. Scott Wallace, Progressive Conservative and Gordon Gibson, Liberal.

Bill 55, the Public Schools Amendment Act, 1976, contains sections which would restrict the tenure rights of principals and other supervisory personnel and commit public funds for transportation to private schools.

Amendments sought by the federation include allowing the BCTF to transfer responsibility for handling charges against members, which may lead to suspension or expulsion from membership, to a new Judicial Committee.

Another change requested by the federation would enable the amount of the instructional unit for provincial grant purposes to be adjusted according to changes in the Consumer Price Index.

A third change would give more authority in dealing with outsiders who disrupt school functions.

During House debate June 28, Liberal Party Leader Gordon Gibson pointed out that Section 7 of the Act would make it possible for school boards to demote principals by transfer without any right of appeal other than a right of appeal to the board that made the decision in the first instance, or, thereafter to the minister.

Gibson felt the minister

would not be the best person to designate this task to as he would be too busy.

He asked the minister to provide some other kind of review or appeal as the matter 'is disturbing to many teachers in the province who are in administrative positions.'

Gibson said it may not matter in areas where there is a good labor relations climate, but, occasionally there may be an opening for actions of quite an arbitrary nature without any real due process.

Conservative Party Leader Dr. Scott Wallace, after reiterating some of Gibson's concerns, told the House the BCTF has a 'very legitimate concern which they expressed very well in notes circulated to MLAs.' Wallace then asked the minister if he wouldn't 'reconsider' some amendments to the Act.

The tenure amendments do not take effect until January 1, 1977, and these will be dealt with in a later issue of the Newsletter.

Tenure and Relations Officer Bill Allester points out that regulations pursuant to the new legislation have not yet been approved by the government. Representations have been made and will continue to be made by the BCTF to attempt to ensure that the new regulations are consistent with BCTF policy, he says. Allester says a major concern is the right of due process to all members threatened with transfer, suspension or dismissal.

Covers of this year's issues of The B.C. Teacher will break a long-standing tradition.

The Editorial Board has decided to discontinue the 'decorative' covers, and to relate each cover to the content of the issue.

For the last two years covers have featured scenes of B.C., taken from slides submitted by teachers.

## Bilingualism main topic

# CTF AGM delegates made welcome by BCTF

'Merci, beaucoup!'

'Thank you very much. These were the words often heard by the BCTF Hospitality Committee, composed of teachers and BCTF staff, who provided service and entertainment to delegates attending the Canadian Teachers' Federation Annual General Meeting at the Hotel Vancouver July 12 through 17.

Members of the BCTF staff and teachers provided service, to spouses and children, took people shopping or on tours of the city, took delegates' children to MacDonalds and the aquarium's whale show and a host of other activities.

The real highlight came Wednesday, when 300 delegates, their spouses and children (in six Pacific Stage Line buses, were driven to Squamish for a logging show, Indian salmon barbeque and Indian dancing. There was even time to stop at the beautiful Shannon Falls.

B.C. weather cooperated with blue sky and bright sunshine.

This was a first visit to B.C. for many of the delegates and the scenic Squamish drive gave them a glimpse of what B.C. has to offer.

CTF Secretary General Norman Goble felt everyone had a 'tremendous time.'

'B.C. teachers are unequalled in their hospitality,' he said. Delegates were glad they brought their children. It was a real experience for them, added Goble.

CTF's newly-elected president Mike Heron expressed similar sentiments and was particularly enthused

over the logging show. 'Every province has its own flavor, and this was a good one' to emphasize for B.C.,' he said.

Bilingualism was the most discussed topic among the 200 delegates, with the CTF passing an amended policy statement saying that both English and French parents have the right to have their children instructed in either of Canada's two official languages.

The policy also makes provisions to protect the French language and culture from the 'overwhelming dominance of English language media of culture and communications in North America.'

The French speaking New Brunswick group (AEFNB) was quite vocal in wanting immigrant children sent to French schools. They wanted to safeguard their culture, they said, and felt that more English-speaking people could destroy it.

Discussion followed, with other delegates explaining that it is the working area that is important to the immigrant and not the cultural area. If the



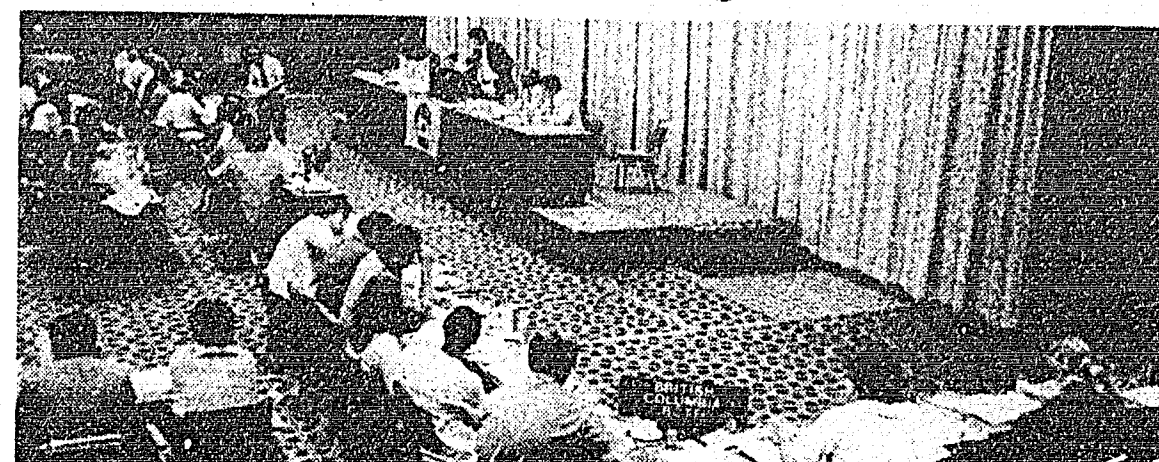
Bill Broadley displays prints, one of several gifts given by the BCTF to CTF delegates at their AGM. To Broadley's right are in-coming CTF president Mike Heron and out-going past president Tom Trafford. Below, right, bird's eye view of the CTF AGM held in the Hotel Vancouver. Below, left, Squamish Indian Band entertains delegates with an Indian gambling game.

job market is English, immigrants will want to send their children to English speaking schools, they said.

Another recommendation, giving Canadian parents the right to have their children educated in their own language, was defeated. A Saskatchewan delegate felt this proposal would have prevented him having his English-speaking child taught in French, 'which is the right of all Canadians,' he said.

Other resolutions passed included setting up a task force to examine CTF functions and structures, taking a stand

against the federal government's anti-inflation program and, setting up a CTF Special Recognition Award.



## ... farewell Fife ...

Out-going Canadian Teachers' Federation president Ian Fife in his speech to the Annual General Meeting gave praise and criticism of the organization and suggested areas of improvement to incoming president Mike Heron.

Fife said today's society expects teachers to contribute much more than a few years ago. 'The teacher must now be an organizer, administrator, counselor, tutor, stimulator, creator and a partner in a lifetime educational experience,' he said.

Fife said he is concerned about growing government

autocratic power and bureaucracy and feels this 'overruling' is causing frustration and conflict in individuals and organizations.

He suggested teachers experiment with new forms of organization.

Another problem with the system, said Fife, is that many teachers are more qualified than their administrators. This has created inadequate and inappropriate administration, he said, adding that administrators and teachers should work together to reform the concept of administration.

## ... welcome Heron

In-coming Canadian Teachers' Federation president Mike Heron called upon teachers to be more politically active and to work towards becoming a viable national force.

'We must become a stronger lobbying force at the national level for the sake of our teachers at all levels,' said Heron at the CTF's Annual General Meeting.

He asked teachers to lobby with the Council of Ministers of Education. 'Although their legality is non-existent, the CMEC does set policy and make decisions which affect

education in all parts of Canada,' he said.

Heron said that while teachers want a national office of education, for the time being, it should work with what is already established.

He told delegates that although CTF does not have a power structure through economics, it does through the votes it controls.

'If any CTF AGM decides to become involved in politics, then the federal government will be rocked from a direction it never has before,' he said.

## LC and PD — indivisible

There is growing awareness that Learning Conditions and Professional Development are indivisible and need to develop common thrusts within the federation, according to Cliff Boldt, co-chairperson of Professional Development Advisory Committee.

This was one of several major trends pointed out to delegates attending the PD workshop at the Summer Conference.

Control of schools, core curriculum, regulations for decentralization as well as evaluation of the Provincial Learning Assessment Program, were stressed for attention.

PDAC co-chairperson Frances Worledge said teachers and the federation are being further moved from what we see as our role. 'This is a trend we have to conquer,' she said.

Worledge felt the government was being 'very noncommittal' in its attitude regarding core curriculum. 'The PD committee is trying to provide a document expressing the federation's point of view. This will eventually be sent out to all teachers in B.C.,' Worledge said.

Delegates were told that the federation staff will be working in both areas of LC and PD. 'As far as the BCTF is concerned,' said Worledge, 'PD is

an individual responsibility of teachers and also a corporate responsibility. You must satisfy individual and group needs,' she explained.

Federation staff will be acting as resource people to teachers, providing an organizational role. 'They are not to give advice or workshops, but rather to assist and facilitate in the organization,' Worledge said.

Questions battled back and forth in the discussion groups held later, included, 'What can the members of your association do to preserve professional days?' and, 'What role do you expect teachers to play in designing curriculum?'

## S/W has impressive record, says Grove

The BCTF Status of Women Task Force has tallied up an impressive number of pluses in the past year, according to a report given by Nora Grove, federation resource person, at the Summer Conference.

Biggest breakthrough has been persuasion by the task force to have the department of education endorse a women's studies course for secondary students—that will be in the schools this year.

'We need your assistance to convince your local board that

there is a real need for a course of this kind,' Grove said.

Grove said presidents also had a 'very special role to play in encouraging members to become actively involved in the struggle for change.'

'Apathy's a problem that confronts many presidents. The status of women program has the potential of involving a significant number of people in your local. In those districts where the contact persons and committee have had the active support of the president and

executive the program has thrived.'

'They need your support. You want involvement — you want action in your local — get a strong status of women program going and I guarantee the sparks will start flying.'

The needs of female students in the public school system are not being met, Grove went on to say, because 'decisions that affect female students are being made by middle aged men, totally ignorant of, or insensitive to, the concerns of

women in today's society.'

She charged that 'a few people in positions of power and authority are controlling the working and learning conditions of all of us.'

Within the federation there are members who believe the whole problem of sexism in education would be solved by getting more women into administration, she told her audience.

'The task force recognized that the basic changes that are essential to eliminate discrim-

ination from the system will not come through that process.

'The roots of sexism go much deeper than that. Sexism and all other serious inequities that we are just beginning to explore are rooted in the basic hierarchical/authoritarian structure of our system,' she stated.

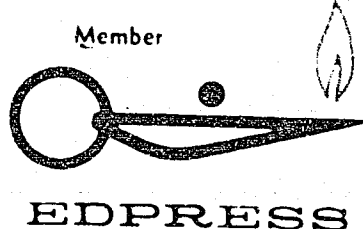
Grove said a significant number of students are being denied the opportunity to participate in sports activities because of restrictions on the basis of sex or skill level.

SEPTEMBER 9, 1976 — 3

BRITISH COLUMBIA TEACHERS' FEDERATION  
105 - 2235 Burrard Street, Vancouver, B.C. V6J 3H9

newsletter

Editor  
JOHN HARDY  
Assistant  
ANNETTE CROUCHER



Letters to the editor must be signed by and bear the address of the writer. The Newsletter may edit letters for brevity, clarity, legality or taste.



# In Quest of Quality



**LC** LEARNING CONDITIONS  
76-77

**The Declaration of Basic Learning and Working Conditions**  
— the way to make your voice heard.

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## Important dates for Learning Conditions

September 17	School PTR reviewed for emergency aid requests.
October 15	Emergency aid presentations completed for teachers, "portables and other resources."
October 15 - early November	Meetings with Trustees to present Locals' proposals for 1977 district budgets.
November 15	Provisional budget deadlines to Dept. of Education.
December 1	Instruction Unit Value, Basic Levy are announced.
January 3 - February 15	Follow-up action taken to maintain strong district budgets.
February 15	Deadline for "final" budgets.
February 15 - May 1	Action for Education — local and provincial.
May - June	Plan for 1977-78, elect strong local LC committees.
August	Summer short course for LC chairpersons.

Class size or other problems? Use your LC Grievance Procedure.

## The Declaration of Basic Learning and Working Conditions

Shared decision-making  
Input into board budgets  
Protect teacher rights  
Eliminate inequities, racism, sexism  
Safe, healthy learning environments  
Emergency staffing and resources

Grievance forms are available in your school.