

AIB rollbacks 'shafted' teachers — Broadley

The AIB ruled September 30th that guidelines are to be applied strictly to the 1976 contracts in four school districts, Vancouver, Surrey, Burnaby, and Coquitlam.

Immediately following the announcement BCTF President Bill Broadley held a press conference and said, 'The AIB has totally shafted a group of employees committed to following the legal processes available.'

Broadley said the AIB

'kicked the feet' from under the Public Schools Act which for 'four decades guaranteed stability in teachers salary bargaining.' He accused the provincial and federal government of undermining teachers confidence in the rule of law by making retroactive decisions.

He criticized the provincial government for changing the law on a retroactive basis by joining the federal anti-inflation program in June, six months after the arbitrated

wage award was added on to salaries.

Twelve of the thirteen member provincial agreements committee met on short notice October 2 and made the following recommendations to the Executive Committee that were unanimously approved.

1. Teachers should not accept a two-year agreement (1976 and 1977).

2. Present controls and their application make it impossible

for teachers to carry on any effective form of collective bargaining. This means teachers will not be able to hold increases contained in 1976 contracts nor establish suitable increases for 1977.

3. No teacher group should accept any process that recognizes the present arbitrary wage controls.

4. Teachers must give up any apparent short-run advantages that might be gained by ac-

cepting any facet of the wage control program, i.e. no teacher association should sign a two-year averaging proposal with its school board.

5. Political opposition in all its ramifications is the only route to the return of collective bargaining rights.

6. Teachers should actively oppose the wage control program in every way possible. Teachers should harass and obstruct the bureaucratic operation of these controls.

newsletter

BRITISH COLUMBIA TEACHERS' FEDERATION

Vol. 16 No. 4

BROADWAY PRINTERS LTD.

OCTOBER 18, 1976



An estimated group of 150 left from the BCTF building to march across Burrard Bridge and assemble with other protest groups at Sunset Beach. Included were teachers, spouses, children, some Executive members and local presidents.

BC teachers vote no to protest day

The latest figures on the number of teachers supporting the Canadian Labor Congress' October 14 Day of Protest were released at a press conference Wednesday morning, October 13.

BCTF president Bill Broadley told the press that 86 percent of the teachers voted not to withdraw their services.

These figures do not include those five districts which let their teachers decide for themselves. The figures change by one percent if these are included.

Only one teachers' association, Vancouver Island North, decided to support the day of protest by withdrawing its services.

A total of 50 out of the 79 teacher associations reported in.

'The teachers of B.C. have rejected the tactics used by the CLC on the October 14 Day of Protest,' Broadley said.

'This clearly shows that most teachers will be in school tomorrow.'

One reporter queried Broad-

ley about an advertisement which appeared in both metro papers October 12, 'B.C. teachers out to fight controls on October 14.'

Broadley said the ad was placed by a group of teachers mainly in the Burnaby area, and that it was 'not a federation position.'

Another reporter asked if the vote indicated the number of teachers who would not be in the classrooms. Broadley cautioned that the BCTF members have a history of going along with a majority position therefore the vote would not necessarily be accurate.

While most of teachers would be at work, Broadley said, those who acted on conscience should have their feelings respected.

Earlier in the week the BCTF professional staff had voted eight to seven to support the CLC day of protest by donating a day's pay, and assisting locals and individuals in their protest, or withdrawing services to participate in protest activities.

British Columbia teachers bargained for 1976 salaries and bonuses in good faith under the conditions set out in the B.C. Public Schools Act.

For many years teachers have followed the wage settlements of other large employee groups in B.C. The fact that we follow by nearly a year always works to our disadvantage — any slowing down of the rate of wage increases is reflected in our wages more quickly. In short, we have always bargained in a climate of restraint.

This lower increase is a direct result of B.C. salary arbitration boards taking into consideration the federal government Anti-Inflation Program, even though they recognized that in law it did not apply to B.C. teachers.

The following extracts from arbitration board awards illustrate how the Prime Minister's call for restraint was heeded:

(a) 'The spirit of the program has, however, been taken into account in the finalization of the award.' (Fernie)

(b) 'To treat the evidence before us without regard to the federal legislation would be to ignore reality.' (North Thompson)

(c) 'The board must obviously be influenced by the guidelines set up under the Anti-Inflation Act.' (Abbotsford)

(d) 'The board cannot ignore the existence of this legislation.' (Mission)

(e) 'The board has been influenced by the federal guidelines on wage control.' (Burns Lake)

We recommended (in January 1976) that if the province enacted legislation to bring public sector employees in B.C. under the federal wage restraint program the province exercise its right under Section 4(3) of the Anti-Inflation Act to enter into an agreement with terms specific to B.C., terms that recognize the restraints under which teachers have

always negotiated, restraints already applied in 1976 contracts. No additional restraints should, therefore, be imposed on these contracts.

In late June 1976, the provincial government signed an agreement with Canada by which the national Anti-Inflation Program would be applied to the provincial public sector. The request of B.C. teachers was denied.

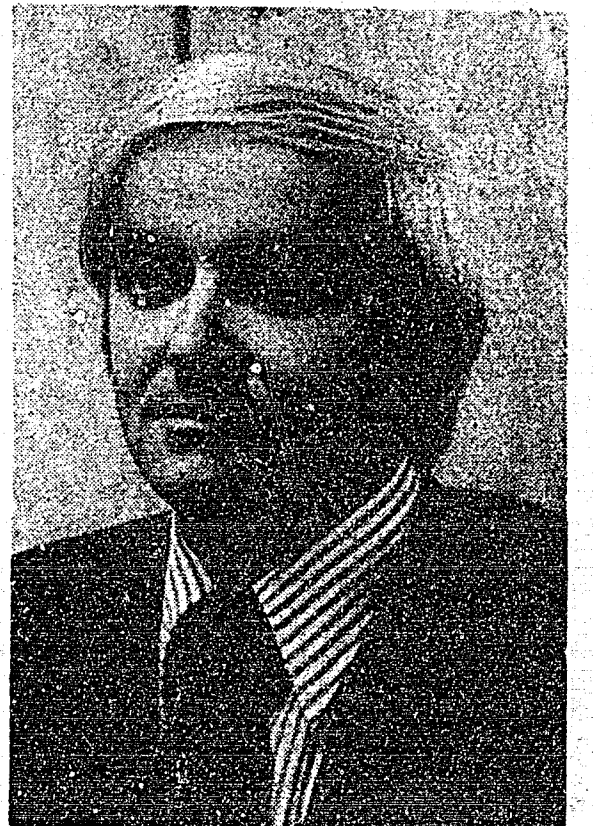
The effect of this denial provided the opportunity to overturn, on a retroactive basis, salary arbitration awards that were legally binding on both parties for six months of 1976.

How can law deserve respect if it is to be altered and made retroactive? Why should teachers now continue to support a bargaining process that has brought stability to B.C. public schools for almost four decades when the province itself no longer supports the process?

AIB decisions reported to August 13, 1976 af-

Arbitration awards reflected restraint

BCTF president Bill Broadley



fecting 556,981 employees indicate an average increase approved of 12.1% when the arithmetic guidelines were 9.8%. Decisions to May 31 affecting 166,596 employees show an average increase approved of 14.0% when the arithmetic guidelines were 10.3%.

Even by the AIB's own standard of performance its decision is inconsistent when the board approves the arithmetic guideline of 9.6% instead of the arbitrated 12.19% in Vancouver; approves the arithmetic guideline of 9.6% instead of the arbitrated 13.41% in Surrey; and approves the arithmetic guideline of 9.5% instead of the arbitrated 11.77% in Burnaby.

A board decision of September 15, 1976 approved an arbitrated award of 11.38% to 11.56% covering 500 grain handlers in B.C. Yet the arithmetic guideline was only 8%. The board gave no reasons. Where is the equity?

Members' Voice

High wages

Jurd Kirby, writing in *Newsletter*, does not accept the idea that high wages cause inflation. Good for him! However, he does not produce a convincing rationale for this view.

Most people — particularly politicians — do not distinguish between phenomena of individual life and phenomena of social or collective life when they consider wages, inflation, costs, etc., and this defective type of thinking leads to ridiculous conclusions.

To an accountant, wages appear as a cost. After years of looking at wages in this way, he would scoff at any suggestion that wages are not a cost. However, in a social context, it is clear wages are not a cost.

Workers produce their own wages by their work, and they produce more than the value they have returned to them as wages.

If a firm's workers do not produce more than a dollar's worth of value for each dollar they receive in wages, evidently that firm will go out of business.

Also, the giving of labor always precedes the receipt of wages, and so, workers of all kinds are actually subsidizing the firms they work for, granting the firms a perpetual interest-free loan. How can such a loan be a cost?

Most people have heard how Henry Ford paid the highest wages in his plant, and yet produced the cheapest car, proving beyond a shadow of doubt that high wages do not cause high prices: i.e., wages are not a cost of production; they are the product of labor. Price is caused by a different mechanism that has nothing to do with wages.

Our purpose, if we would

seek justice, should be to demand an end to the cynical charade of wage and price controls, of anti-inflation boards which insult our intelligence. We should support policies which will limit money creation while promoting high wages — the return to all the working people of the value they themselves produce; otherwise we shall continue to strain at gnats and swallow camels.

E. A. Bryan
Aldergrove

Disapproval

Today I received the special BCTF Newsletter of September 16, which advises teachers to take part in the October 14 demonstration, and I wish to express my unqualified disapproval of such actions.

For it seems to me that any intelligent Canadian with an interest in his country must support efforts to curb the inflation which has been ruining our economy. Undoubtedly the present plan is not perfect; but what one would be?

Unfortunately, as a retired teacher, I can do no more than write a feeble letter of protest.

Beulah Anne Elderkon
Berwick, N.S.

Split open

The BCTF is split wide open on the October 14 issue. Provincially and locally we are hurting from this wound.

By a vote of five to four, the BCTF Executive Committee supported the day of protest. How far from unanimity can one get? By their example, the executive split local associations down the middle.

The executive is not a 'cabinet.' If it were, there would have to be some resignations now. The area representatives are not a caucus, nor the Annual General Meeting a party convention. It is time for us to stop trying to act as if the BCTF were a political party.

The fact is that we are not, and never will be, a homogeneous group in our attitudes towards public issues. We are a cross section of the larger population.

Was it necessary that the BCTF, or any of its local associations, commit themselves on the above-mentioned question? I say it was not only unnecessary, it was foolish and wrong.

Let us be realistic. Let those teachers who wish to support October 14, or some other cause, form an ad hoc organization. Let them be 'Teachers for Labor,' or whatever, and let them promote their cause as vociferously as they wish. But in all fairness, let them declare that they are not representing the total body of teachers.

Their convictions do not confer upon them the right to dictate to other teachers, or to hinder in any way those whose attitude towards a particular issue, or towards the law of the land, may be different from their own.

Only those whose aims in being in the BCTF are chiefly political could object to the above suggestions. By their conduct you shall know them.

R.F. (Eric) McMurray,
Qualicum Beach

Sleeping majority

In view of the indecisive and wavering stand taken by the Quesnel District Teachers'

Association (of which I am a member) regarding the October 14 Day of Protest, I would like to express my views as a private individual and teacher.

It is a tradition amongst the majority of the teaching 'profession' to cry out in protest in their staffrooms but to remain part of the sleeping majority when it comes to taking any public stand on serious issues. This is precisely what happened when our General Meeting met to discuss, among other things, the AIB and the October 14th Day of Protest. The teachers in this District, if they are representative of teachers throughout the province, are a sorry lot when it comes to taking any positive action. They tend to be conservative, semi-intellectuals who treat politics and any political action as if it were a paragraph in a history text. Consequently the BCTF, to which each teacher pays \$200 a year in order to work, is an inept political organization sitting neither on one stool nor the other.

It's absurd to contemplate any type of unified protest from 28,000 people whose elected spokesmen can only say half-heartedly that each individual must follow his or her own conscience. What effect can one twenty-eight thousandth of a fragmented federation have on the AIB? None whatsoever.

When I received my teaching certificate the BCTF had already given up the only power any individual or group can possess; that being the right to withdraw one's labor. All that remains is a bunch of scared people with no path to travel and no guidance from within. My conscience tells me to protest vehemently against an organization that offers

nothing to its members in the way of power and leadership. As long as such impotency exists there will always be anti-inflation boards.

It's time that teachers shake off their self-imposed shackles, stand up, and assume the leadership that is rightfully theirs. I say NO to the AIB, I say NO to the roll-back of my earned wages, and most of all I say NO to the organization that allows this to happen.

Art Topham,
Quesnel

Home Ec/IE

A recent Instructional Services Circular notes that more and more schools are making home economics and industrial education available to both boys and girls.

J. R. Meredith, Superintendent, Educational Programs — Schools, reminds principals to recognize the 'non-sexist intent of the Human Rights Act with respect to pupil placement in all courses.

'We recognize that school administrative policies with regard to assignment of pupils, must take into account practical factors such as available staff, facilities, and times schedules, but selection cannot take place on the basis of sex alone.'

Correction

According to Old Yale Road School principal Eric Norris, it was not Old Yale Road that was 'instituted as a value school via the back door,' but it was, in fact, White Rock Elementary School. This is in reference to *Newsletter* story 'Value Schools still on the move' — Locals ask questions — receive answers.

Conference draws 600 parents/educators

by Annette Croucher

Hyperactivity — hyperkinesis — hyperkinesia — still an unknown quantity and a heart-break to those parents with children affected by the syndrome.

Frustration, that was the feeling at the Focus on Hyperactivity conference held in Vernon October 1 and 2.

More than 600 parents and educators participated in the conference, listening to such speakers as Dr. Ben Feingold and Dr. Marg Csapo relate their findings on hyperactivity. More than 200 other interested people were turned away after the 600 limit.

Hyperactivity is characterized by short attention span, temper tantrums, mood

Degree and frequency

swings, clumsiness, destructiveness, poor rote memory, to name a few. These characteristics also occur in normal children, but, in hyperactive children, it is the degree and frequency which makes the difference.

Drugs, behavior modification and diet are some of the methods suggested by the experts to help the hyperactive child.

Dr. Roger Freeman, Associate Professor of Psychiatry, UBC, defines hyperactivity as a minimal brain dysfunction or learning disability; however, he adds that there is a great deal of confusion and useless descriptions in the terminology.

'This is why there are no accurate figures for the

number of hyperactive children. Figures range anywhere from 50 million, to 15 percent, to 50 percent of the population.'

The medical aspects of hyperactivity were described by Dr. Henry Dunn, Department of Pediatrics, UBC.

Dunn explains that the causes of hyperactivity are many and include 'constitutional "high drive," often with high intelligence; reaction to difficulties in home or school; emotional deprivation, psychiatric disorders, especially anxiety; epilepsy; endocrine disorder; allergies; "no breakfast" syndrome; "unsocialized child" from disadvantaged family; and, true hyperkinesis with minimal brain dysfunction.'

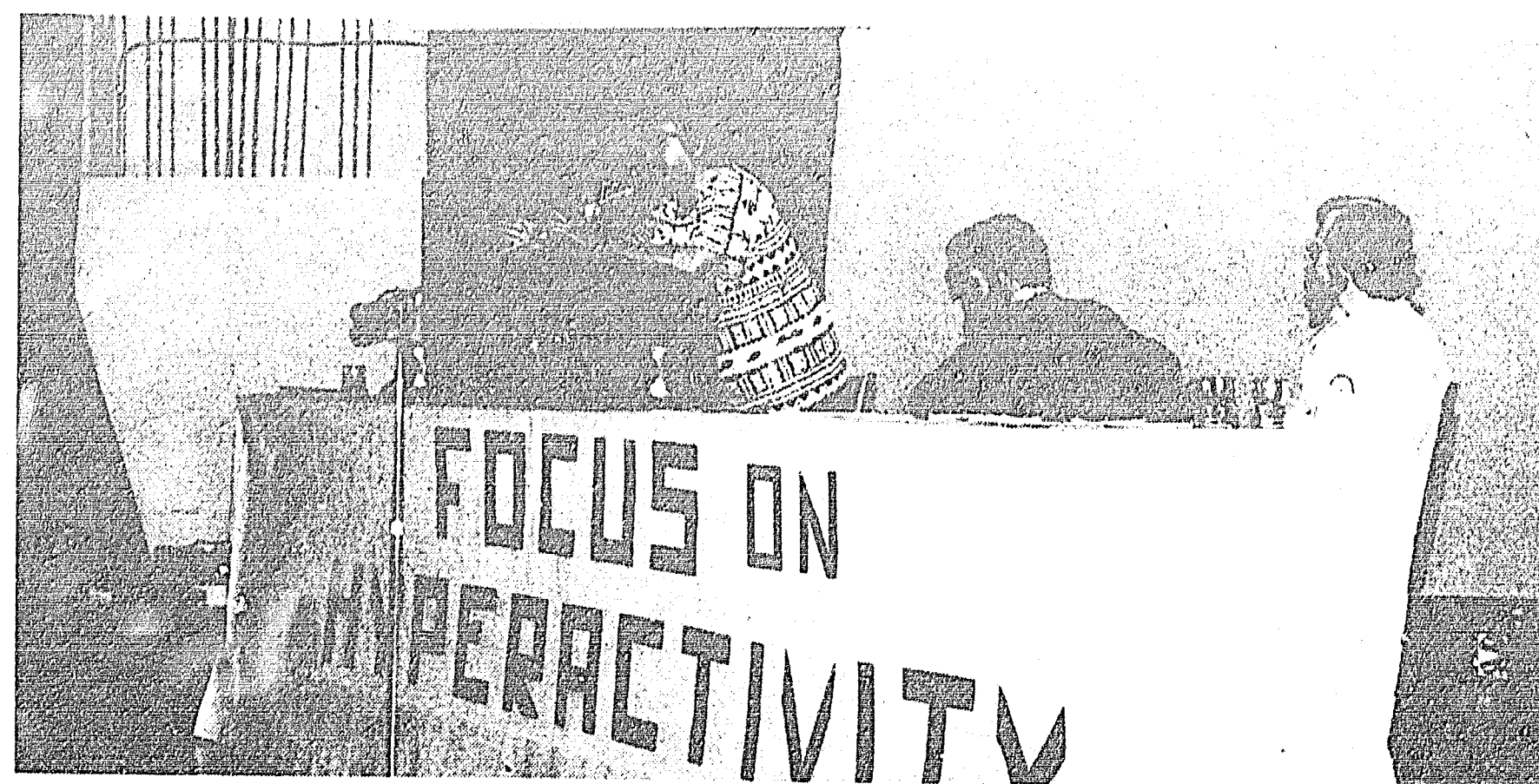
Dunn says such behavioral abnormalities such as nervousness, undue shyness, thumb sucking, rocking, and unhappiness are secondary, and are warning signals to doctors and parents that they are expecting too much; the child cannot cope and needs a reduction in stress.

Dr. Marg Csapo, Assistant Professor, Department of Special Education, UBC, spoke on behavior modification and hyperactivity.

She objects to the 'labeling' of children, saying that all children at one time or another leave their seats or do not finish projects.

Hyperactivity could be caused from something as simple as boredom, she says, and, what do we do to the child?

'Prescribing drugs is a fairly common reaction,' she answers, 'and often drugs alone are expected to replace parent and school management.'



Left to right, Dr. Ron Tinney, University of Victoria, speaking on the effect of school on hyperactive children, Dr. Nigel Hughes, conference chairman, and Ralf Kelman, who spoke on the effects of lighting.

'All it does is put the child into a strait jacket,' she says. Csapo prefers the behavioral approach for a hyperactive child. 'There are ways in which the behavior of a hyperactive child can be changed; but first we must define what we are talking about. Hyperactivity is not a precise enough definition.'

The behavior management plan, she explains, is where teachers and parents can learn what kind of activities, carried out consistently, will help the child to carry out expected goals.

Results of her tests, says Csapo, suggest that continued

Structured environment

use of drugs inhibit children and that a good structured environment using reinforcement of math and reading seemed to control hyperactivity.

Diet and hyperactivity was the next talk given by researcher Dr. Ben Feingold, a California allergist and Chief Emeritus of the Allergy Department at San Francisco's Kaiser Foundation Hospital.

Feingold believes a diet that eliminates food containing artificial coloring and flavoring from meals served to hyperactive children is the answer to helping children with this syndrome.

Also prohibited are fruits and vegetables such as apricots, grapes, cucumbers and tomatoes — that contain natural salicylates.

Feingold believes drugs or anaesthetics used during pregnancy and delivery also contribute toward hyperactivity in children.

Except for their name, there is no difference between a compound used as a drug and one used as an additive, says Feingold, and, he adds, neither of these compounds have been studied.

There are 13 categories covering the 2,764 additives used. Any compound, natural or synthetic, says Feingold, can produce an adverse reaction in certain individuals.

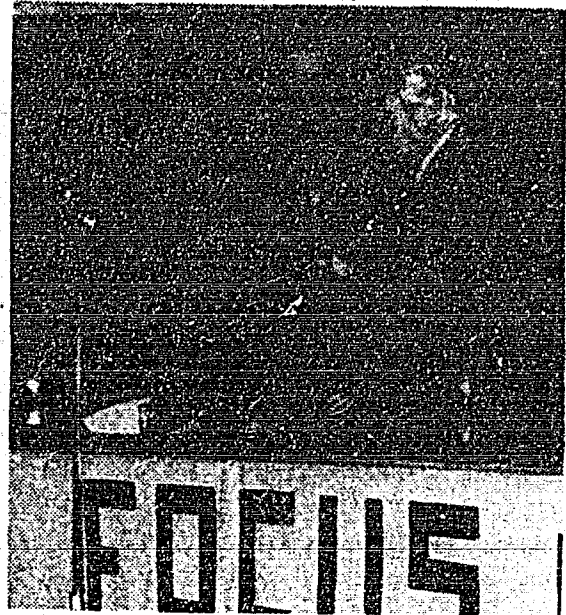
Approximately 80 percent of our food contains additives. 'We simply must eradicate them from our food supply,' he stressed. In pineapple flavor alone, there are over 20 additives.

Adverse reactions include

rhinitis, nasal polyps, coughs, skin problems, gastrointestinal problems, neurological symptoms and problems with the skeletal system.

Light also affects hyperactive children, according to the findings of Ralf Kelman. Kelman says teachers told him that as soon as the high intensity fluorescent lighting replaces the soft incandescent lighting in their schools, the borderline hyperactive children became completely uncontrollable.

Kelman expresses fear for the children as more and more schools are either built with few or no windows, or, are having windows walled in.



Dr. Ben Feingold speaking on diet and hyperactivity.

Status of Women AGM issue resolved

An April 1976 issue of the *Newsletter* featured letters from Alena Tuckwood, then vice-president of the Cariboo-Chilcotin Teachers' Association, and Gale Neuberger, chairperson of the BCTF Status of Women Task Force. Their letters generated others.

Our Executive Committee met with CCTA and S/V representatives in June and considered the matter again, October 2.

The original Tuckwood letter requested that the position of the staff person working with the Status of Women Task Force as program co-ordinator be reviewed. This position has been reviewed, and found to be entirely appropriate. The co-ordinator, Nora Grove, did not serve as meeting chairperson, did not participate in delegate discussion sessions, and did not help generate a list of program supporters who were running for Executive office. The list was generated by the Status of Women Task Force.

Ms. Tuckwood has made it clear that no personal attack on the co-ordinator was intended, that her prime concern was with certain events that needed

clarification, and that she is satisfied that the role played by the program co-ordinator was an appropriate one.

The Executive Committee agrees unanimously with the statement of the General Secretary that the federation has been particularly well-served by Ms. Grove and her predecessor.

The Tuckwood letter contained an error in fact: Anne McKay chaired the particular Status of Women AGM contacts' session; Gale Neuberger, task force chairperson, did not.

The exchange of letters did provide an opportunity for our Executive Committee to clarify policy with respect to questionnaires, and consider the allegation of misuse of Federation funds to prepare a particular questionnaire.

Our Executive Committee noted that the Status of Women Task Force had distributed a candidates' questionnaire to status of women contact persons at the previous AGM, that no questions had been raised about that process, and that an objective of the Status of Women Program is to encourage

greater female participation in all decision-making bodies. The Executive Committee disagreed, then, with the Tuckwood statement that the task force should be reprimanded, or that there had been misuse of funds.

The Executive review also included confirmation that federation policy provides that committee or task force meetings are open to members.

Our Executive Committee also dealt with the matter of committee or task force involvement in AGM elections to executive office, endorsing the following recommendation:

That a BCTF provincial task force or committee, the PSA Council, or any PSA shall not, as groups, recommend or endorse any candidate for any BCTF Executive Committee position.

Committees and task force members may, of course, be attending an AGM in a dual capacity: as appointed members of a provincial committee or task force, and as elected delegates. It was agreed, then, that the roles are different, and should remain so.

The particular exchange of letters also raised questions about *Newsletter* policy, the role of a *Newsletter* editorial board, matters that will be dealt with at subsequent Executive meetings.

'In developing the preceding statement our Executive Committee defeated a recommendation that committees or task forces be authorized to print or distribute questionnaires to AGM delegates only if their program statements include this activity, or Executive Committee approval has been obtained.'

The following motion was then placed and referred to the November 5-6 meeting for consideration:

'That committees or task forces not be authorized to print or distribute questionnaires to AGM delegates.'

Exchange program

The Province of Ontario has eight teaching positions and two school administrators' positions available for an exchange program in the 1977-78 school year.

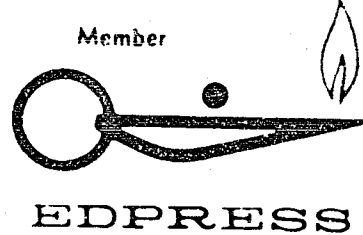
Deadline for applications is December 15, 1976.

Contact Mr. B. A. Andrews, Director of Teacher Services, Department of Education, Parliament Buildings, Victoria, B.C. V8V 4S1.

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.

A brochure describing overseas teaching opportunities is available by contacting the BCTF's Employment Information Service.

Aerobic approach to be studied

Minister of Education Dr. Pat McGeer has agreed to have education department officials study a proposal for an aerobic approach to a Sports for a Lifetime PE program in B.C. schools.

Reacting to a brief presented to the cabinet in Kelowna, Wednesday, September 29, Dr. McGeer said he was more concerned about smoking by students than a new approach to physical education. However, he did tell Wendy Robertson, Kelowna PE teacher, that the program might be feasible 'if we could couple it with an anti-smoking program.'

Other members of the cabinet seemed genuinely interested in the presentation made by Robertson who was accompanied by Harry Dewar, principal of Kelowna Junior-Senior Secondary; Bernie Monteleone, principal of Okanagan Mission Secondary and a member of the Sports for a Lifetime Committee; and Pat Denhoff of the BCTF Communications Division.

Minister of Health Bob McClelland pointed out that 'all of the publicity campaigns

to date haven't stopped the surge of new young smokers.' 'One thing that appalls me,' said McGeer, 'is to walk into a school and find they have smoking rooms or lounges where students are allowed to smoke.'

Dewar assured the minister there were no smoking lounges in his school and that students were not allowed to smoke on the school grounds. He said there were many schools throughout the province where the same rules were enforced.

Junk foods in the schools was another area raised by members of the cabinet. They felt nutrition should be emphasized and only those foods that were nutritious should be sold to students in the school.

In presenting the brief Robertson said that 90 percent of Grade 12 students in Kelowna Secondary having the option of a straight PE course or the Sports for a Lifetime program opted for the latter.

She recommended the department of education implement a policy that reflects the aerobic oriented lifetime sports philosophy in the PE program K-11, and that the government provide funding for the program.

The brief also recommended that an individual in the department of education be designated to seriously evaluate the present professional PE programs in B.C. and provide leadership for aerobic oriented lifetime sports programs.

Robertson said two main problems remained unresolved in effecting a lifetime sports program. Costs to students and university training of PE teachers.

'At this point our philosophy breaks down — the student who would most benefit from such a program can least afford the program.'

'At university we were trained to teach team sports and these individual activities were only familiar to us if we took part in them outside school. So, in 1973 the first Sports for a Lifetime Workshop was born under the organization of the Kelowna and District Physical Education Association... it was our desire to have school districts in the province represented at the workshop and response was so overwhelming we weren't far from our goal.'

Brief presented to Goard Commission

The federation presented a brief to the Goard Commission that is presently looking at vocational and technical training in the province.

In the brief, given October 8, the federation approves the concept of secondary schools providing human growth and development and tertiary institutions providing in-depth training.

Expensive facilities related to specific occupations cannot be justified at the secondary level while basic needs are denied at elementary and secondary schools, says the brief.

The brief recommends that:
• Secondary schools should continue to provide wide opportunities in general education and specific training for particular occupations should be undertaken at a tertiary institution.

• Information presently available to secondary school pupils to assist them in choosing particular career goals should be greatly improved

and the counselling services should be expanded. In addition, a program to recruit women to new occupational fields should be undertaken.

• Vocational schools and colleges should provide accurate and reliable information on entrance requirements for particular occupations.

• Communication between secondary schools and vocational schools should be improved through regular personal contact of representatives from the various institutions.

• Financial assistance available to young adults (graduates and early leavers) should be reviewed and an equitable formula developed to assist people in the pursuit of their career goals at any institution.

• Vocational and technical courses should be equally open to both boys and girls and should be planned, advertised and conducted in such a way that no student is discouraged from registering in the courses.

Book offers unique history

'Indian Tales of the Northwest' is a new book now available to those teachers who wish to add some unique early B.C. history to their Canada Studies courses.

The book has 23 separate stories in which Indians relate a part of their own history to students, K to 12.

The stories may be listened to by both young and older students, and read by inter-

mediate and secondary students.

The accompanying 'Guide to Northwest Indian Cultures,' provides a framework for the teacher to obtain some essential background information on Indian culture.

The book and guide are available from CommCept Publishing Ltd., Suite 230 - 470 Granville St., Vancouver, V6C 1V5.

Roberts

New S/W Asst. Director

Pearl Roberts, a teacher at Keith Lynn Elementary School in North Vancouver, has been chosen as the BCTF's new Assistant Director for the Status of Women Program.

During the past four years, Roberts has been actively involved in the Women's movement and in the BCTF as a Geographical Representative and chairperson for the S/W Committee.

Roberts sees the need to further develop leadership skills of women teachers.

'This not only provides women with the opportunity to realize their potential,' she says, 'but also trains teachers in methods required to improve the school system.'

Another pressing need, says Roberts, is to increase involvement of parents in the status of women program.

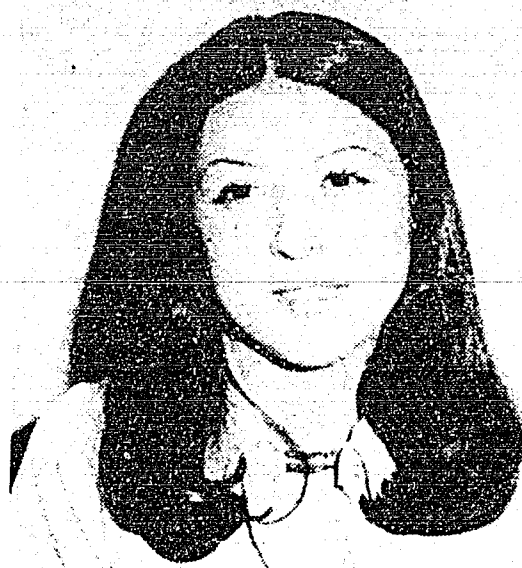
'I believe this will be difficult, as many barriers exist between parents and teachers.'

'However, in order to remove sexism from education parental involvement will be essential,' she says.

Roberts considers it imperative that the Status of Women Program allies itself with struggles to remove other forms of discrimination such as racism, classism and ageism.

'It is only through unified efforts that we can create a society based on justice, cooperation and a respect for human dignity,' Roberts says.

Roberts starts her new position October 18, replacing Nora Grove who leaves at the end of the month.



Pearl Roberts

Counselling available

For the past three years, the Commissioner of Teachers' Pensions has expanded the field service operation and the Provincial Secretary has given her support to expand it further.

Teachers in all parts of the province who have pension problems may be assured shortly of a discussion in their own area of their pension files and pension estimates with a staff officer from the Commissioner's office.

In this way, first-hand advice based on the contents of the file — record of service, salary, reinstatements, refunds, purchase, etc. — will be available.

Notices have gone to all Lower Mainland schools and school board offices advising teachers of the present availability of this counselling service on a two day a month basis.

When the counselling service is available in all parts of the province through the Commissioner's office, the BCTF role will be primarily to process grievances between a member and the Commissioner's office. In addition, the Pensions Committee will continue to be responsible for the development of pension policy. In-service sessions are ongoing with selected BCTF staff so that members' general enquiries also can continue to be satisfied.

Although Dave Smith has retired, his services will not be totally lost. Dave has accepted a contract to work on a part-time basis in the BCTF office to assist in pension counselling and with the work of the BCTF Assistance Society. Because of the part-time arrangement, members are advised to make appointments through the BCTF office.

Members' enquiries on pensions should be submitted to:

- Commissioner of Teachers' Pensions for information of a general or specific nature;
- BCTF, care of the Economic Welfare Division, if the member has a pension grievance.

To assist you, two booklets are available:

- Your Superannuation Plan — prepared by the Commissioner of Teachers' Pensions;
- As You Retire — prepared by the BCTF.

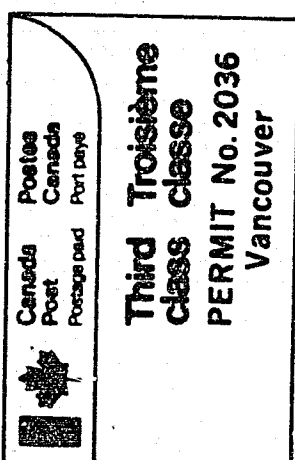
How locals voted

Almost all locals have reported the results of meetings to decide whether or not to support the October 14 Day of Protest.

Results are listed below.

	For Withdrawal	Against
Bella Coola	1	19
Burnaby		
Principals' / VP's		unanimous
Burnaby	304	431
Campbell River	15	144
Cariboo-Chilcotin	15	135
Creston-Kaslo	10	69
Delta	49	750
Fernie	11	59
Golden	14	31
Gulf Islands		majority
Hope	26	46
Kettle Valley	9	18
Mount Arrowsmith	22	43
Nanaimo	25	225
Nechako	5	77
New Westminster		majority
Nicola Valley	7	53
North Vancouver		majority
N. Vancouver Is.	56	28
Peace River South	15	75
Penticton	25	207
Prince George	95	995
Queen Charlottes	22	40
Richmond	45	256
Sooke	15	167
Victoria		majority
Abbotsford	10	390
Grand Forks	23	50
Trail	6	120
Castlegar	23	86
Arrow Lakes	12	17
Central Okanagan		majority
Nelson	23	110
North Thompson	36	40
Sechelt	23	54
Coquitlam	111	998
Prince Rupert	29	113
Maple Ridge	35%	65%
Langley	50	300
Mission		majority
West Vancouver	8.4%	91.6%
Surrey	25%	75%
Chilliwack	21	380
Vancouver Admin.		majority
Kitimat	20	151

Kamloops, Peace River North, Vancouver Elementary and Vancouver Secondary left it to individual choice.



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