

Message needs sorting

Three pronged attack urged against AIB



Another fall RA has met and completed its work. The fall RA reviews federation programs and adopts budgets, a long and gruelling three day task, but a necessary service to the BCTF.

President says

You must reflect members' views

BCTF President, Bill Broadly, dealt with a number of items in his speech to the Representative Assembly Meeting October 21, 22 and 23 at the Sheraton Plaza 500 in Vancouver this month. Following are some excerpts from his opening address to the RA.

Appeal for Unity
The BCTF will best be served when the actions you take here reflect the views and feelings of your association members.

The purpose of an organization such as ours is to bring people together who have some objectives in common. If members perceive, rightly or wrongly, that their representatives are not representing their views they disown the organization when they speak to

their neighbors.

The result? The organization loses credibility, not the member.

The BCTF has been strong and effective because of the willingness of its members to stand together in support of their common objectives, to volunteer their time on behalf of their colleagues, and to accept the decision of the majority of their colleagues after full and open debate.

The collective strength will quickly disappear if, instead of concentrating on those actions that the vast majority of us can agree on, we bloody each other in disagreement over issues that might better be settled in other organizations.

In an organization which has more than 28,000 members, we must recognize that we have members with quite different views of society.

I assume that we are all committed to working for a better society and as part of that, better schools. But I believe that some of us are followers of the theory of evolution while others are followers of the theory of creation.

The former see change occurring gradually but constantly in response to environmental pressures; the latter believe that a total change or revolution is needed to create the system that will provide social and economic justice for all. The evolutionists build and modify what is; the creationists destroy what is to create the new.

As we meet here this week,

let's build on what we have in common. We care about people, we care about social and economic justice, we care about quality education, we care enough about the BCTF to devote a lot of time and energy to it. On this basis we should be able to approve a set of activities that will have the solid support of most teachers.

Anti-Inflation Board

Evidence is now available that should convince the most unbelieving teacher that salaries can be roiled back.

The AIB issue must be dealt with in political terms.

We need to establish a project-oriented group which can meet quickly, take action and provide advice to our members.

Broadley went on to explain that he felt BCTF members needed more information about the complexities of the AIB program and the changing rules. He urged local associations advertise about the injustice of the AIB program with the BCTF assisting.

Broadley read from a memo from the BCTF Legal Department recommending that legislation should be challenged in court because the membership 'should be entitled to a judicial determination of an issue of such significance.'

'I should point out,' Broadley continued, 'that Ontario teachers did that successfully and the Legislature met the following week and undid what the court case had established.'

Teachers need to take a position that makes economic sense if we are going to be effective in our opposition to controls, Jurd Kirby, Director of Economic Welfare told delegates to the October Representative Assembly.

Kirby, speaking during the agreements session, said teachers need some sort of guidelines to screen out all the masses of anti-inflation information they receive via the news media and other sources.

He outlined a 'three-pronged attack' which is being undertaken by EW to meet this need.

First, BCTF wants to give locals advice on how to protect members' salaries by fighting the anti-inflation machinery.

Second, plans are being formulated to fight the controls in the courts. 'This may not accomplish anything, except to show the public what a mess the AIB is,' Kirby said.

And third, political action aimed at removing teachers from the AIB controls. 'We must have a program to fight the worst aspects of the AIB,' he said.

He said government attitude seems to be one of 'a dollar saved a dollar earned' and that he does not see much hope for a change in this attitude.

The government is really controlling the public sector costs. Teachers should look at the AIB specifically rather than generally, Kirby advises.

'What the government is really trying to do is to get its other costs under control.'

Kirby stressed the importance of the situation, saying he could not recall any other incident which made teachers want more information and where, in the news media, at least one quarter of the coverage dealt with one topic such as the AIB.

Some of the suggestions for dealing with the AIB ruling were debated in some length, with delegates wanting to know where they stood as far as signing a compliance plan with regard to the rollback.

Don Walmsley, first vice president, asked what effect would signing a compliance order have on future court action, and what about signing a second agreement. Walmsley said that by signing a compliance order you have, in effect, signed a new agreement for 1976.

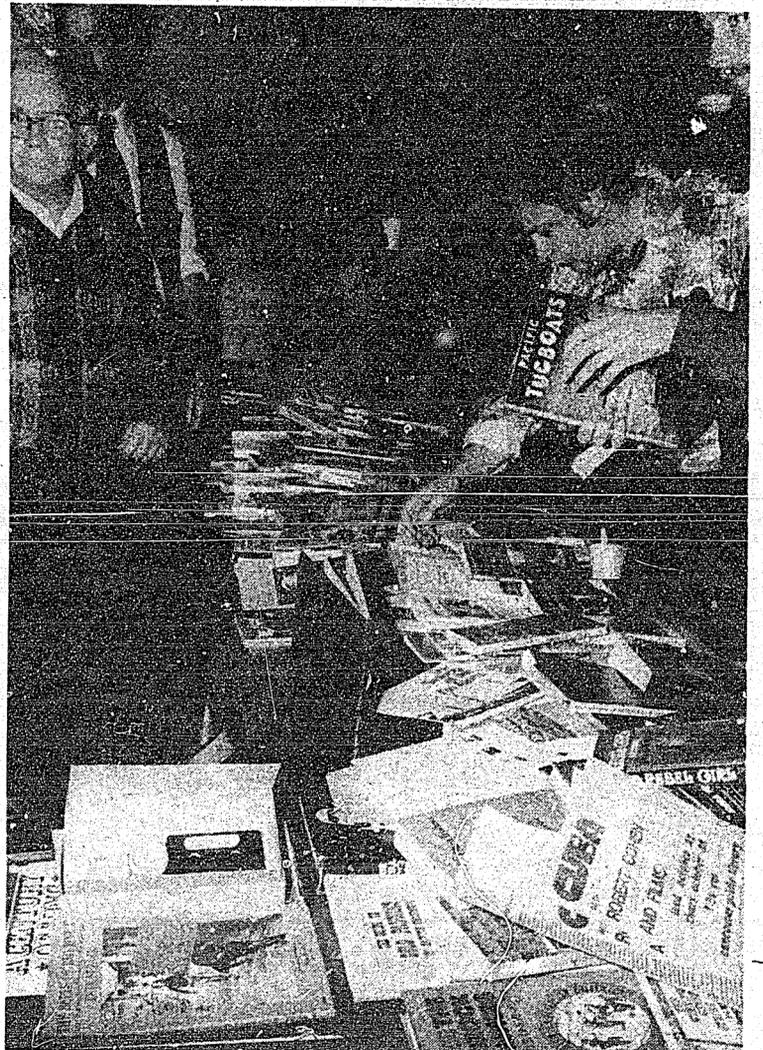
Kirby admitted that if the compliance order were signed at the same time there was contesting in the court, it would take away from the case publicly, if not legally.

Kerry Gibbs, chairperson of the agreements committee, was asked when locals could expect to know the BCTF stand on the matter.

Gibbs told the delegates that some information is already out and the BCTF stand should be out in two to three weeks.



BCTF president Broadley 'bloody each other'



The labor history PSA book display at the RA attracted much attention. There's a vital part of labor's struggle in the province's history being lost in the curriculum' say the group. Information on books can be obtained from the labor PSA.

Members' voices

Value schools

The BCTF and the Value Schools Movement have something in common. They both envisage education modelled on the values that they espouse. The difference is that the Value Schools people seek to have certain schools, which they as the public own, designated to tolerate pluralism in the educational system and, therefore, has mounted a campaign of vilification against the Value Schools Movement. Yet it is precisely vilification of teachers and schools that I see as the chief weakness of the Value Schools Movement. If the BCTF has nothing against vilification per se, why does it oppose the Value Schools people?

For me, there still remains an unsolved problem. Regardless of the philosophy of the officials of the BCTF why do they oppose the right of individuals to have the kind of education for their children that they desire? The children belong to them and a share of the public school system belongs to them.

Gerald Janzen,
Kelowna.

Day of Protest

I certainly concur with that part of Peter Minshull's letter wherein he asks for an accounting of our 25% plus increase in fees, supposedly collected to fight the anti-inflation regulations.

I feel the extra fees are onerous, that the extra moneys voted on at the 1976 AGM were the result of a political left-right factional dispute, and that the resultant BCTF anti-inflation fight has been a complete farce.

(Hopefully, saner heads will prevail at the next AGM, and that our fees will return to their previous low level.)

Let's have an accounting!
Wm. George Gardner,
Learning Conditions
Chairperson,
Campbell River

Not democratic

Against my conscience, I am obliged to report to work on Labour's National Day of Protest. Our Local voted unanimously NOT to support the protest; but it gave scope to those who 'on conscience' would not be working. Such a stance is divisive and reactionary, begging positive action one way or the other.

Responsibility for this whole impasse rests with the BCTF Executive Committee. In its delegated capacity, it should have taken a confidential con-

sensus of each and every local, and deliberated as a central body upon majority wishes. As it stands, I personally feel I must explain my reasons for reporting to work on this day:

1. By giving decision to individuals in the various locals — whether or not to work — the thrust of protest is cast away from the AIB and onto the local school boards, since they will have to secure substitutes and accommodate the vacant positions. Such IS NOT the intent of the protest.

2. Substitutes, being called upon to fill-in for teachers on protest, are placed in the role of 'scabs'; an undesirable position for any professional person to hold.

'Splinter-action' in organized effort is self-defeating, evasive, reactionary, and unprofessional. It IS NOT, as some claim, democratic; anything but! The sooner we wake up to this fact the better.

Ivor J. Mills,
Richmond.

W. Van teachers

The West Vancouver Teachers Association passed a motion at a general meeting expressing disappointment at the leadership given by the BCTF Executive Committee on the October 14 day of protest.

The Executive is elected to represent teachers of the province. Instead, six members decided that they knew better than the membership, adopting as an official position of the federation, withdrawal of services.

The group must have known this position would be overwhelmingly rejected by the membership. If we are to win against unfair controls, our leadership must design programs the members can support.

The kind of leadership shown over the October 14 issue destroys the credibility of the Federation as a voice of teachers and is divisive as teachers fight teachers instead of controls.

Any Executive member who feels personal views prevent him/her from representing the views of the majority should resign.

\$1,000 Grant

A motion that immediate payment of \$500 to each exchange teacher from Great Britain be authorized from the International Assistance Fund was amended to increase the amount to \$1,000 with an agreement that it be for this year only.

RA tables affiliation with public sector group

A motion to have the BCTF affiliate with a public sector employees council was tabled by the RA on a 289 to 242 vote.

A second motion that will have a referendum ballot of the membership to permit such participation was carried.

First Vice-President, Don Walmsley, lashed the assembly in a debate over the referendum. He reminded delegates that the Secreds used a referendum system to keep education costs down because they knew the referendums were going to be defeated.

'Be open about it,' he said 'If you put out a referendum you are asking people to defeat it — then for God's sake say it and be honest about it. Say you are not in favor of it.'

Past President Jim MacFarlan was also angry at the motion. Particularly so because the RA in a previous motion had voted to abide by AGM policy.

A late resolution had come to the 1976 AGM that the BCTF investigate the possibility of affiliating with the CLC or the Canadian Council of Unions and the B.C. Federation of Labour.

The resolution was amended to read 'That the BCTF provide to all local associations information in full regarding affiliation with the CLC or the Confederation of Canadian Unions and the B.C. Federation of Labour.' And that motion was carried.

The Labor Liaison Task Force reported to the Representative Assembly that progress has been made towards formation of a council of public employees. However, George North, BCTF Staff, said that the public sector group has not yet arrived at a point where there is a founding statement.

Jim MacFarlan reminded the RA that, in addition to the 1976 AGM motion, there is a

1973 AGM policy statement 'That the BCTF, through the Task Force on Labor Liaison, continue discussions with employee groups in the public sector with a view to establishing a council of public employees in British Columbia.'

There is no way, MacFarlan said, that you can misinterpret three years later because you are not in favor of the intent of a motion.

The B.C. English Teachers' Association Executive has received requests for names of those who have developed courses in Canadian Literature. If you are teaching Canadian Literature - a mini unit, half or full course - please send your name, address, school and, if possible, a brief outline of your course, to Sister Anne Leonard, BCETA, 3851 West 29th Avenue, Vancouver, V6S 1T6.

S/W conference

Political activism needed

Raising the level of awareness in the areas of education and political action were some of the topics discussed at the Status of Women Contact Persons' Conference.

Nearly 100 people attended the conference which was held in the Vancouver Teacher Center, October 22 and 23.

Keynote speaker Friday was Diana Bissell, Community Education Consultant in Women's Issues for the Secretary of State.

Bissell told of the many activities of women's groups in the northern areas. This was found especially relevant by contact persons as many were from small communities. She also outlined ways in which women can work together to bring about changes.

Workshops at the conference included Emotional Studies, Women's Studies, Parenthood Leave, Integration Professional Development and Local Programs.

Nora Grove, speaking Saturday on Equalizing Learning and Working Opportunities, pointed out the need to address the problem of both male and females in the whole system.

'We are restricting the working opportunities for all teachers,' said Grove. 'What kind of message does it give students when they find only women teaching home economics or English, rather

than the industrial sciences or industrial education.'

Grove said an Equalizing Learning and Working Opportunities program should not just focus on one segment of the administrative area.

A brief outline of how the program would work was given by Grove.

First, it is a procedural process, requiring discussion with the school board and requiring the school board having a policy that it is going to maintain.

Second, it must gather a data base — what is the distribution of male/female — which program courses and activities are still denied students based on sex.

Grove advised contact persons to look at the present situation in their individual districts, to do a description analysis by looking at the present hiring policies and practices and asking — are they discriminatory in any way?

Once you have this information, said Grove, a comprehensive program, utilizing in-service training and other methods, can be implemented. Grove emphasized the program's need for comprehensiveness rather than a concentration on one area.

Linda Shuto spoke next on the need for some 'political activism.' 'We have grown and developed to the point where

we no longer are concerned with just changing people's attitude,' she said. 'We have to look at the reasons for sex discrimination, how the system works against us, and how we are going to deal with it. We cannot be afraid of the system,' Shuto emphasized.

She outlined what would be needed: hard data on sex discrimination gathered from throughout the world; a clear picture of the power structure and an understanding of how it works; experience, and strength, this last being the most important,' Shuto said.

Shuto explained the various power structures such as the department of education, school boards, and various institutions, pointing out that the final say on anything is usually made by men who have no desire to change the system.

The women's movement is acceptable as long as it does not threaten the present power structure. Men will accept women into this hierarchy as long as this is maintained. This is what I call tokenism,' said Shuto.

Two areas S/W sees as issues said Shuto, include the value school movement — which sees school staff committees as a threat and the social issues — people against new programs which change what has been traditionally taught (this relates to the Women's Studies Program).

Investigation held on tape tampering

A tape made of BCTF President Bill Broadley's acceptance speech at the 1976 AGM has had a few key words in the speech erased. But no one yet knows who tampered with the tape.

Past president Jim MacFarlan said the findings of an investigation conducted by himself and fellow executive member Julian Goulden were 'not conclusive.'

Broadley had said, that as president elected for a second term, he would like to be in the majority more often than he had been in the past year. He also stated that he would like to be working with those whose integrity he could respect.

This particular statement was erased on the tape.

MacFarlan reported that he had met with experts from Kelly Deyong who said that the tape has been played from one recorder to another using a hand held microphone when the erasure was made.

Fortunately, MacFarlan said, the radio station had a complete tape of the speech.

He said the investigation had run into problems trying to ascertain when the erasure could have occurred. Whoever did it, MacFarlan concluded was foolish because the statement had been carried on TV stations, radio and newspapers and made in front of one thousand people at an Annual General Meeting.

Bill Broadley agreed when he gave the opening address immediately following the past president's report. 'I've never encountered such a bizarre circumstance in all my teaching experience. I can only puzzle at the motivation. I've never denied saying it, although I sure as hell regretted it.'

MacFarlan thanked the BCTF staff for the full co-operation the investigating team received. While the investigation was not conclusive, he said, the investigating team would be making recommendations to the winter representative assembly regarding tapes in the federation.

'Best program ever'—Sanborn

LC program explained to GR's

Delegates expressed concern that a number of the Learning Conditions Program objectives were similar to those of the Professional Development Advisory Committee.

Dr. Ben Thomas, Finance Committee, in speaking to the Representative Assembly, pointed out the matter, referring to the costs of each program.

Don Walmsley, 1st vice president, agreed that there are a number of similarities. However, he said, there is a distinction.

LC gets the resources, while PDAC identifies them and finds out the best way to utilize them.

Walmsley said that contrary to Dr. Thomas, LC has produced many gains for teachers in the province.

Mike Zlotnik, PD Director, said one of the program's objectives was to reduce pupil teacher ratio. This has been done and Zlotnik attributes a significant part of this to the LC program.

Zlotnik pointed out that this increase of teachers has brought in an additional fee revenue of \$190,000 for the BCTF.

Rather than have the federation centrally determine objectives, it was decided to have locals choose their own objectives based on their needs, said Zlotnik.

GRs were still not satisfied, feeling that perhaps too much money was being spent on duplication.

Walmsley explained to them that it is next to impossible to separate completely one program from another.

He explained that additional support staff is required for the LC program in order to free administrative staff for field work.

Frances Worledge, Vancouver Elementary, defended the right to PDAC to exist, as she felt it was protecting the teaching profession. 'It is our profession that is being threatened,' she said.

Nora Grove, status of women, was called upon to defend her program, after being questioned on whether or not locals really asked for help or if it was thrust upon them.

Grove answered that so many locals ask for assistance that the S/W has a hard time meeting the needs.

She said the only time locals are chosen by the program, is during the zone conferences, when only a certain number of people can attend. 'We send out invitations to those areas we feel need it. And even then they don't have to attend,' added Grove.

In answering a question put by Bob Chown, Comox, as to whether the S/W program would become involved in examining sex discrimination charges, Grove said she sees the program's role as one of publicizing with its main focus one of educating.

Later in the RA, Learning Conditions Co-chairpersons Gordon Sanborn and Don Walmsley reported that the LC Summer Short Course in Penitction was the 'largest ever and best ever.' About 100 delegates returned home 'sold on the LC program' says Sanborn.

More than 10,000 copies of the document 'In Quest of Quality Education' are in the hands of BCTF members. Sanborn reported that a third of the BCTF local associations have endorsed the declaration in its original form, or as amended, with another third of the locals considering the declaration.

Workshops are flourishing in the province with over 200 members of committees and local executives attending. Most activities in the workshops have centered on emergency aid, budget and staffing, grievance procedure, equality of educational opportunity and school management projects.

He said that several locals have made emergency aid presentations to their school boards with additional teachers as the main focus.

And at the last count, Sanborn reported, some 30 local associations have already made or will be making presentations to school boards concerning the provisional school board budgets due November 15, 1976.

The number of grievances filed and the number of problems resolved prior to reaching the grievance stage is unclear at the moment, Sanborn reported. He anticipates hard data when the Learning Conditions Committee meets at the end of October.

Racism slides available

The slide/tape presentation on 'Racism in B.C.' is now available, free of charge, to schools on a loan basis. The presentation covers historical and contemporary events occurring in B.C. and focuses on the treatment of native Indians as well as immigrants such as Chinese, East Indian, German, Japanese, Italians, blacks and other minority groups.

The presentation was shown at last year's AGM and received overwhelming support from the delegates.

The presentation is funded by the Secretary of State Department and the BCTF. Contact the BCTF Resources Center if you would like to borrow the presentation for a teachers' workshop or a classroom unit on racism.

More work needed on buildings and grounds

The school buildings, grounds and facilities program needed some explanation to the RA.

Bob Chown, Courtenay, felt the program was duplicating something which is usually looked after by the principal and school district. He and other GR's felt the program should be deleted entirely.

BCTF president Bill Broadley said the reason for the program was to provide a basis on which to build. 'We have been floundering in this area for a number of years. This program is just trying to assist those locals who need assistance,' Broadley said.

Don Walmsley, 1st vice president, said the reason the program was initiated was due to an Annual General Meeting decision after discussion on the lack of school building specifications.

Jim MacFarlan, past president, said it is ridiculous to delete a program and then to say

that problems can be resolved between people who have no control or power.

Phil Van Seters, Cowichan, defended the program, saying it is needed in order to lobby effectively at the provincial level.

Linda Wilson, Vancouver Secondary, also spoke in favor of the program as she felt, due to future upswings in school populations, there would be a great need.

'I agree with Phil Van Seters, that the boards get extremely frustrated with the provincial government building regulations,' she said.

The racism session, with Wes Knapp, received praise from GR's as they were told of a \$1500 grant from the Secretary of State Department in recognition of the task force's work. The BCTF is the first teachers' organization in Canada to address the problem of racial and cultural discrimination.

Some school boards will be adjusting downward the salary scales for 1976. In turn some school boards will be writing



Al Peterson, standing, co-chaired the RA with Len Traboulay. Shown here is Peterson with Mike Downing and Debbie Stagg during discussion of the PSA budget.

Rollbacks threaten retired teachers

Teacher salary contracts are being reviewed by the Anti-Inflation Board with some school boards already in receipt of notification from the AIB that their contracts provide for compensation in excess of the federal wage control guidelines.

No definitive advice has been received from the AIB that these amounts must be recovered from former employees who are now retired. The whole problem of recalculating the deductions for pension purposes, the calculation of the final average salary, etc., has not been explored.

At this time, you are best advised to hold the matter in abeyance. In the meantime the BCTF is seeking clarification and more information will be forthcoming.

Salary Continuance Plan goes forward to '77 AGM

Betty Griffin, Chairperson of the Income Security Committee, explained a long term income protection plan that will go to the 1977 Annual General Meeting for adoption.

Fee allocation for the plan, which will be compulsory for BCTF members, will be 0.5% of salary to a maximum of \$30,000. (For a teacher with a salary of \$20,000 this would mean \$100 per year.)

Benefits will be 60% of salary (up to a maximum of \$30,000) paid to age 65 or retirement if it occurs earlier.

One important feature of the plan will be a grace period of one other year after the member has used up statutory sick leave, and the BCTF Salary Indemnity Fund.

The committee defined a number of conditions for the plan, among them:

- participation is compulsory;
- financed by allocation of membership fee;
- eligibility for benefits defined using the present Canada Pension Plan definition.



A happy Betty Griffin can now see all the hard work on the salary continuance plan coming to completion.



Dennis Rankin leads the Parenthood Leave workshop at the Status of Women Contact Persons' Conference.

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

newsLetter

Member

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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.

Legal aid provisions provoke controversy

One of the more intensive debates at the Representative Assembly took place over legal aid provisions for members who withdraw services.

The motion, put forward by Ron McQueen, West Vancouver, said that a member should be entitled to legal aid only if the withdrawal of service came about because of a provincial referendum, a local referendum or a recommendation from the Executive Committee under terms of the Learning Conditions Declaration.

Most speakers were against the motion which went down to defeat although the actual vote against was not overwhelming.

Les Philips, Coquitlam, said 'To tell me that I have to take a referendum vote to get the feeling of teachers is an insult to me and the local executive.'

no strike right

Linda Wilson, Vancouver Secondary, argued that teachers don't have the legal right to strike and saw some advantage in building controls over legal services because, she said, if the federation were assessed costs 'it could beggar us. We can't have people going off on strike on private causes.'

Past President Jim MacFarlan gave a number of reasons why the motion was not reasonable.

He reminded delegates that locals have their own constitutions as well as autonomy.

MacFarlan drew on the Surrey experience of February 15, 1974 when about 1000 of the 1200 Surrey members went to Victoria in a one-day strike to protest budget cuts — 'a decisive and dramatic way of showing feelings of teachers in their local,' said MacFarlan.

An Ontario English teacher/counsellor, is interested in a one year exchange of both jobs and homes with a teacher in the Vancouver / Victoria area.

Contact Graham Ponting, 135 Inverness Drive, Cambridge, Galt, Ontario.

MacFarlan said that he negotiated with Premier Barrett, in front of Education Minister Eileen Dailly, while the protest was on to get the necessary funds to hire additional teachers Surrey needed. The decision to protest, he argued, has never been settled by referendum ballots but on the floor of general meetings.

legal aid

BCTF policy calls for legal aid to be available automatically to the defendant, MacFarlan said, and it should be left that way.

Lloyd Edwards, Surrey, said the motion was 'ridiculous, contentious and insulting.' In the Surrey protest, he noted, two members voted against the strike: 'As far as we were concerned that was a mandate. Don't tell me to wait for the BCTF to have a referendum.'

Nanaimo teacher, John Seccur, asked what would happen when teachers met a 240 pound member of a picket line? Would you run to your local president and say 'Hey, I need a quick referendum.'

Speaking for the motion, Harry Hufty, Prince George, said that most delegates in the debate had been avoiding the intent of the motion: We are talking about teachers withdrawing service and seeking legal aid, he said, 'I do not understand the fear in letting the membership have some say in decisions affecting them,' said Hufty.

The legal aid policy, he said, applies for teachers in a teaching situation not a political situation.



Delegates voting at the RA held October 21-23 at the Sheraton Plaza 500.

CBC program

The PD Division has obtained a copy of the audiotape of CBC Radio's program 'Concern' which was heard nationally on October 6, 1976. The topic was Education in Canada and the program dealt in part with the 'Back to Basics Movement.' A number of B.C. people were involved in the production and the interviews, including Margaret Morgan, a teacher at College Park Elementary School in Coquitlam.

The program provides a good analysis of the 'Back to Basics Movement' and identifies many of the proponents of the movement, and the socio-economic class to which they belong.

The tape would be a good introduction to a professional day devoted to a critical analysis of the 'Back to Basics Movement.' Contact Wes

Knapp at the BCTF office if you would like to borrow the tape.

Pension service

The notice to Lower Mainland teachers that the pension counselling services of the Superannuation Branch were available to them has resulted in a great number of requests for interviews.

The Superannuation Branch will be giving priority to those teachers planning to retire in 1977 and 1978 and will be advising such teachers of an interview date and time.

Teach overseas?

A brochure describing overseas teaching opportunities is available by contacting the BCTF's Employment Information Service. Write or telephone soon as applications must be submitted by November 15.

Malthus elected ombudsperson

Max Malthus was elected ombudsperson for Peace River, North Central and North Coast Regions. He has previously served the federation as a member of the Provincial Learning Conditions Committee for the region.

The committee of ombudspersons was constituted to insure that no BCTF member is a victim of bureaucratic decisions within the organization for which no established appeal procedure is available.

The Representative Assembly elects the committee which consists of a chairperson and four other persons. Members of the Executive Committee and RA are excluded from membership on the committee.

A normal term of service for an ombudsperson is five years.

Anti Inflation Board

BCTF actions to date on salaries

Subsequent to: January 13, 1976

January 14 BCTF representatives met with Minister of Education, Dr. P. McGeer, to discuss BCTF brief 'Teacher Salaries and School Board Budgets.'

Copies of the brief were sent to Premier W. R. Bennett and members of the Cabinet Committee on Inflation with a request for a meeting.

January 30 Premier W. R. Bennett was requested again to meet with BCTF representatives.

February 10 A meeting was held with Education Minister, Dr. P. McGeer, and Labour Minister, A. Williams.

February 15 The Provincial Agreements Committee submitted to the Executive Committee a series of recommendations in opposition to the wage control program.

February 27 The Executive Committee authorized an informational campaign to acquaint the membership with the effects of programs of wage controls and approved a recommendation to the Annual General Meeting that the BCTF go on record as being opposed to the federal government's program of wage controls.

March 9 The Executive Committee approved an Action Plan to promote BCTF objectives with regard to teacher salaries, school board budgets and organizational security and was so organized to involve local associations, individual members and staff. A special pamphlet 'At Stake — Your Job — Your Salary — Their Education' was distributed to all teachers.

March 12 The first of a series of Wage Control Monitors was sent to all teachers. Seven further Monitors were distributed between March and June.

March 29 The AGM approved the recommendation that the BCTF go on record as being opposed to the federal government's program of wage controls.

The AGM recommended to the Executive Committee that BCTF programs be cut, if necessary, to ensure maximum staff, financial and political support is given for the maintenance of current learning and working conditions and existing 1976 collective agreements.

March 31 The AGM approved an annual fee of 1.11% of the estimated mean salary for the operation of the BCTF.

April 1-15 Representations were made by many local associations to their MLAs with respect to school board budgets and teacher salaries.

April 9 Bill 16 — 'Anti-Inflation Measures Act' was introduced in the B.C. Legislature.

June 9 Bill 16 was given Royal Assent.

June 23 The British Columbia government signed an agreement with the federal government by which wages of public sector employees in B.C. would be controlled retroactively to October 14, 1975.

July 14 The BCTF, through a letter to Mr. Jean-Luc Pepin, requested a meeting with AIB representatives and requested that no decisions be made on teacher salaries until teachers have had an opportunity to make representation.

August 12-14 The Provincial Agreements Committee recommended to the Executive Committee a series of provincial, zonal and local actions to retain 1976 contracts and to achieve 1977 increases.

August 15 The Executive Committee approved the Agreements Objectives and Operational Plan for 1976-77.

August 24 AIB representatives met with teacher participants at the Agreements Short Course at UBC and with BCTF staff. At this meeting the AIB representatives indicated the AIB could vary decisions widely from the Regulations.

September 7-18 Agreements briefing sessions for agreements - chairpersons and presidents were held in all regions of the province.

September 30 The AIB ruled that the guidelines were to be applied strictly to the 1976 contracts for teacher compensation in Vancouver, Surrey, Burnaby and Coquitlam.

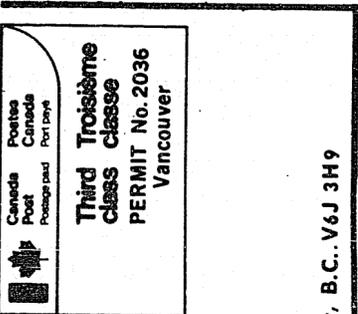
October 2 The Provincial Agreements Committee met and submitted to the Executive Committee recommendations with respect to the 1976 and 1977 contracts. The Executive Committee approved the recommendations on the same day.

October 8 Education Minister, Dr. P. McGeer, was requested to meet with BCTF representatives to discuss issues with respect to salary bargaining.

October 13 The AIB ruled that the guidelines were to be applied strictly to the 1976 contracts for a further 19 school districts.

October 14 Some federation staff advertised against the AIB on CHQM radio.

October 28-29 Canadian Teachers' Federation meet to discuss a plan of action against the AIB.



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