

## Conference for local presidents in January

All local association presidents will be coming to Vancouver January 9 for a conference on declining enrollments.

It's an unusual move at this time of year, but BCTF President Pat Brady says that the decline in school enrollments after a long period of sustained growth is one of the most significant features of the educational scene right across Canada.

'The situation has problems but it also has promises.'

Declining enrollment has become a major problem in some districts and a marginal problem in others, but economic conditions are of general concern throughout the province.

Brady says that the Executive Committee meeting, December 10, has approved an interim program to maintain or improve the quality of education in the face of declining enrollments and a restrictive economic climate.

He says the BCTF declining enrollment program is designed to assist local associations cope with the situation as it affects them. The program is on an interim basis waiting approval by the Representative Assembly.

Main features of the program involve teacher security and maintaining education quality.

Brady says that the BCTF has been working on the problem of declining enrollment for many months. 'Presidents had a session on declining enrollment at the conference in Naramata last August.'

'Since that time a number of meetings have been held to put together a program. For example, a metro workshop on declining enrollment was held in September and workshops involving metro presidents

have been held in November and December. As well, the Learning Conditions Committee had a discussion and reaction to a draft program memorandum in December.'

The program that will go to

the local presidents January 9 and to the Representative Assembly January 21, 22 and 23 includes a proposal, carried unanimously by the Executive Committee, that BCTF staff resources shift from central committee support to local support.

In addition, the Executive Committee has agreed that by June 1978 they will adopt a plan for providing training and services to make local associations more effective. Staff has been instructed to concentrate its efforts on the declining enrollment program, limiting as necessary and feasible those activities not directly supporting the program.

The only area of disagreement at the executive table came over who would be carrying out the program.

Larry Kuehn and Al Blakey wanted a task force on declining enrollment, the task force to include one member of each of the BCTF advisory committees, as well as four local association presidents.

But First Vice-President Peter Minshull wanted a task force formed of the seven metro presidents, plus a learning conditions representative plus three additional presidents, if deemed necessary by

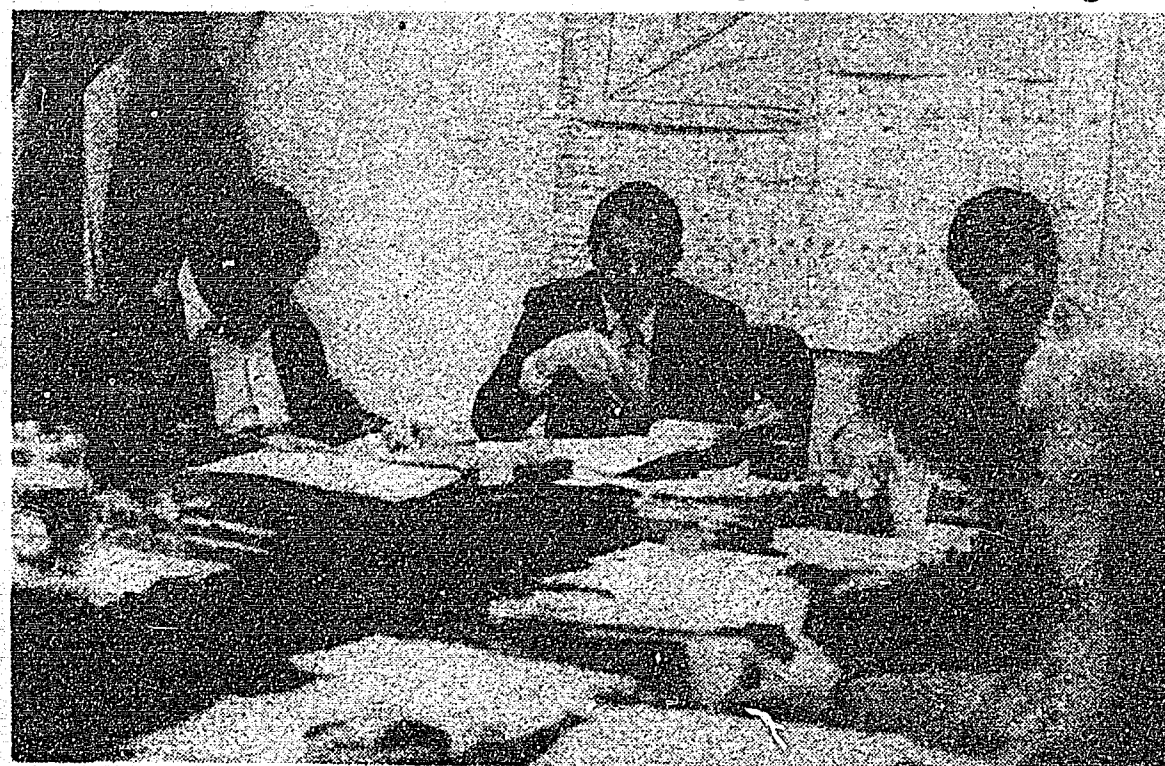
the presidents' conference, to advise the Executive Committee on declining enrollment.

Minshull argued that local presidents would come to grips with the problem far faster than the BCTF committees because local presidents are in touch with the problem.

His argument for the metro presidents also was premised on more grassroots involvement than the earlier motion would have provided, especially since the motion included only one representative from each of the advisory committees.

Minshull argued the executive needs guidance from local presidents rather than being restricted to any one committee. That would not exclude committees, he stressed, because committees would still be able to give their views and the Executive would still be able to seek their advice.

There was no formal motion adopted to form either a task force of a member from each BCTF committee or a task force from the metro presidents at conclusion of debate. There was, however, a budget item approved that will enable the Metro Presidents Subcommittee to become engaged in planning sessions.



Peter Minshull, L, first vice-president and Pat Brady, R, president listen to discussion on a paper by Mike Zlotnik, center.



Al Garneau, second vice-president makes a point during the discussion on declining enrollment.

## Campbell River gymnasium

### Minister approves construction

Campbell River residents got an unexpected Christmas present from Education Minister Pat McGeer this year.

The minister wired the board granting approval for construction of a gymnasium with an additional 10 feet the board had wanted. And the funding will be on a shared basis.

Before this, the people in Campbell River, particularly the service clubs, had pledged \$30,000 from the local community with the idea of building without ministerial approval. In fact, construction had been proceeding on an enlarged size despite the minister's opposition.

Campbell River teachers' president Jim Beck calls it a 'fine community effort — one

of those things that leads to good relations between teachers and boards.'

He says that BCTF President Pat Brady met with himself and secretary-treasurer Phil Sampson on a visit to Campbell River and got the information on the gymnasium. A picture of Brady, Beck and Sampson appeared in the local newspaper with information to the community that construction of the gymnasium was stalled.

Says Beck: 'The gymnasium in this community is in many ways the soul of the community because it's where we have concerts and plays. Response in the community, therefore, was that we had lost a vital element and we needed to have it rebuilt.'

He says that everybody agreed the gymnasium should be rebuilt, but properly because it was going to be around for a long time. Hence the desire to have the additional 10 feet.

President Brady took the matter to the Deputy Minister's Advisory Committee meeting to ask a simple question why construction was being denied when a whole community agreed with it.

Says Brady: 'It takes the effort of a lot of people, including officials in the Ministry, to realize how important a gymnasium can be in a community. We're pleased with the support and co-operation that developed to resolve the situation.'

## Government seeks study of pension plan

The government has temporarily suspended purchase for pension purposes of out-of-province teaching service for those teachers retiring after June 1977.

Grace McCarthy, provincial secretary, heard BCTF arguments against suspension at a meeting December 2 and she requested a brief to assist in reviewing the decision with her colleagues.

Other BCTF requests will be given further study by government before another meeting takes place between government and BCTF representatives. These are:

- adjustments to existing pensions to compensate those who retired when salary limits were in effect, when the averaging period was more than five years, and when there was a reduction for retirement between ages 60 to 65;
- retirement on a 2% formula between ages 55 and 60

when age plus service equals 90;

- purchase for pension purposes of out-of-province teaching service;
- reciprocal pension agreements.

The provincial secretary wants further discussions with BCTF representatives prior to any decisions on changes in the financing of the basic pension benefits and indexing. Currently, government is reviewing actuarial reports.

Attending the meeting for the BCTF were president Pat Brady, Pension Committee Chairperson Bill Topping, Bert Wales for the Retired Teachers' Association, and Bruce Watson staff, who met with Commissioner of Teachers' Pensions Howard Forrest and deputies Jim Reid and Harry Turner.

Other items that have reached an agreement in committee will now go to government for study and possible legislative action in early 1978.



# Moderate's record attacked — Spiekermann

I made the charge that the controlling 'moderate' part of the BCTF Executive would do very little for the teaching membership.

I did this in a letter to the Newsletter in September, 1977. I was amused, first at the indignant reaction coming from Messrs. Minshull, Steinson and Garneau, members of the 'moderate' segment of the executive, and secondly also by the reaction of some of our membership.

However, due to my initial statement and the above mentioned reaction to it, I think it is pertinent that the record of this 'moderate' members segment of our executive needs to be reviewed at this time.

For one thing, this controlling part of our executive has done very little to get our membership a realistic pay raise. It did, after the fact, send Peter Minshull to Ottawa to lobby Finance Minister Chretien.

The result? According to various news reports we are now the laughing stock of the federal parliament, just as we are of the provincial legislature, in that we were not and are not being treated seriously by anyone.

Secondly, the L.C. program has not, and I repeat, will not, receive the support it did in past years. No public statement from the executive, or the president has been made with any effect by this so-called 'moderate' executive.

However, I must mention the things that the Brady, Broadley, Minshull, Smith, Van Seters, Steinson and Garneau bunch so far has accomplished.

(1) It continues as individuals to harass the L.C. program by questioning and endeavoring to refuse legitimate L.C. Committee expenses.

(2) It continues to add to the BCTF bureaucracy by hiring an assistant 'flack' Public Relations male person to act as an assistant to our number one public relations person, who isn't known by Allan Fotheringham, leading editorial reporter for the Vancouver Sun.

Now we will have two media unknowns at a cost of more than \$70,000 per year.

(3) Amazingly it continues to add to the salaries of our staff at an ever-increasing percentage. No one on the present BCTF staff, excluding the secretarial support staff, makes less than \$30,000 per year. The General Secretary makes more than \$46,000 per year. Only two or three superintendents in the province make more than that.

As an explanatory note, it should be pointed out that the average teaching salary is somewhere around \$19,000.

My case rests in my observations. Our executive continues to add to the BCTF bureaucracy and yet we receive few benefits.

In fact, when the Minister adds another 5 mills to the basic levy which will continue to cause massive teacher unemployment, our president and our executive belatedly responds.

Colleagues, it is time for a change! Soon!

I am sure it will be interesting to see who will respond to my charges and observations. Read the responses closely and see if they aren't little more than rationalizations.

C. Spiekermann

Principal  
Boundary Community School

News from the front



## Record speaks for itself — Smith

In response to Mr. Spiekermann, let the record speak.

1. Mr. Chretien's devastating six percent announcement was met by the following actions:

— telegrams of protest were sent to the Prime Minister, Minister of Finance, all B.C. MPs, Mr. Bennett and all MLAs.

— all local association presidents were contacted by phone and encouraged to initiate protest action.

— Mr. Minshull, in Ottawa on other business, met with the B.C. Liberal caucus, other B.C. MPs and senior civil servants to protest the action.

— Mr. Brady met with Mr. Wolfe to request immediate provincial withdrawal from the federal program.

2. The LC program is running smoothly. The executive has firmly supported grievances in Nanaimo, Fernie and Prince George and has seen successful resolution of those grievances.

3. Mr. Myers has been hired to the PR staff to replace one retired staff member and another who, for health reasons, can now only work part time. Mr. Myers is no unknown (see article elsewhere in this newsletter).

4. A staff person has been employed for six months (as an experiment) to monitor, directly, government actions and to be a constant advocate of the teachers' point of view at the provincial legislature.

The last staff increase occurred last spring when that executive committee increased the PD staff by one, contrary to the advice of the General Secretary.

Further, staff salaries are set by negotiation and are in the second year of a two-year contract signed by a previous executive!

5. The actuarial report on our pension plan is being carefully monitored. Representations have also been made to government for improvements in the plan.

6. The executive has supported a thorough evaluation to improve and decentralize the present system of grants to locals, as well as the whole BCTF structure of Professional Development which has been dysfunctional for several years.

7. This 'do nothing' executive has also acted to: — support a second successful conference for small locals.

— draft terms of reference for many of our existing committees.

— form a society to establish a commission on education.

— co-operate with Stan Evans and the trustees in developing proposals to amend the Public Schools Act on teacher tenure.

— develop guidelines for the formal assessment of the professional staff.

— work more effectively with the Canadian Teachers' Federation.

— hear four lengthy requests for legal aid.

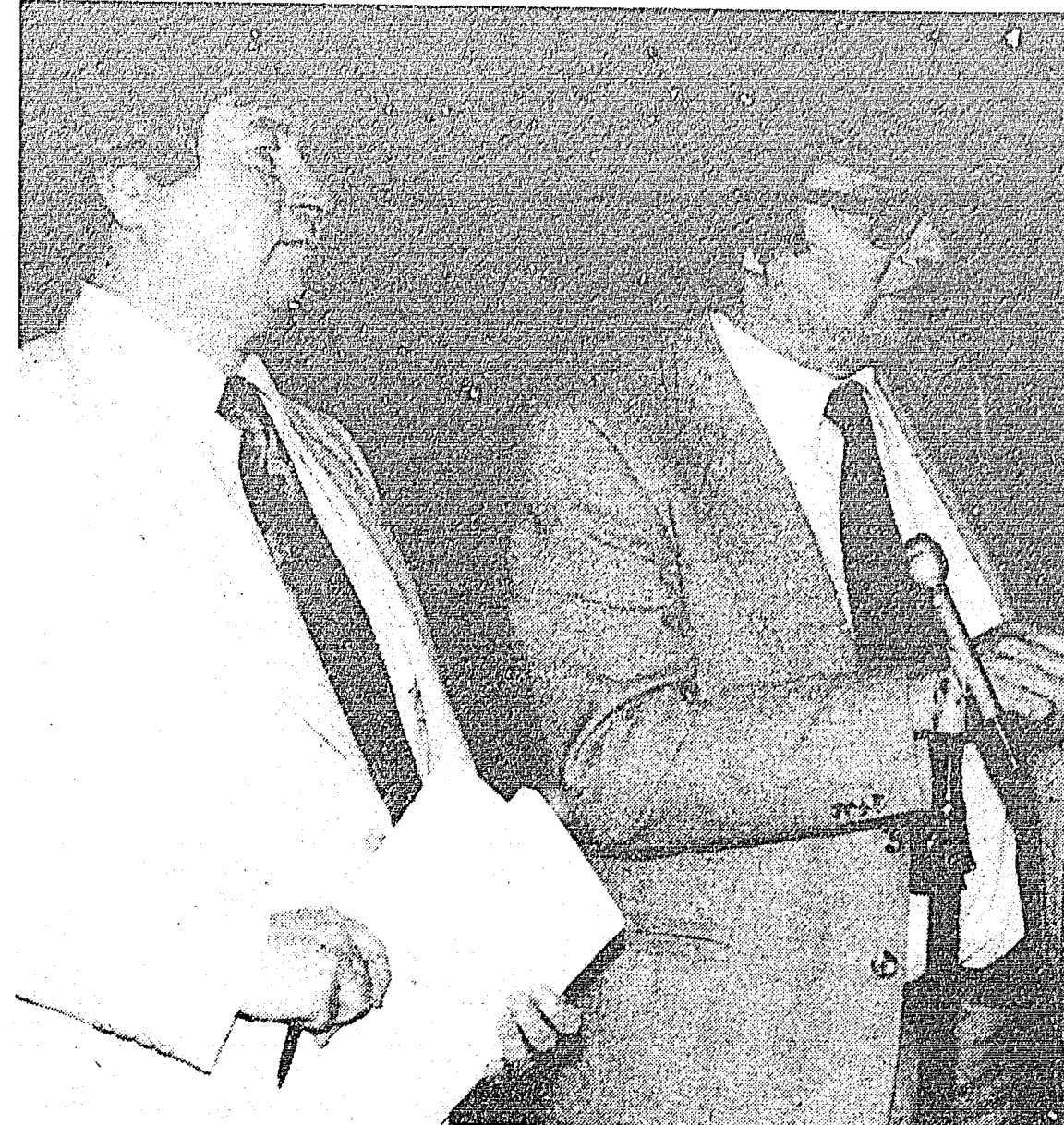
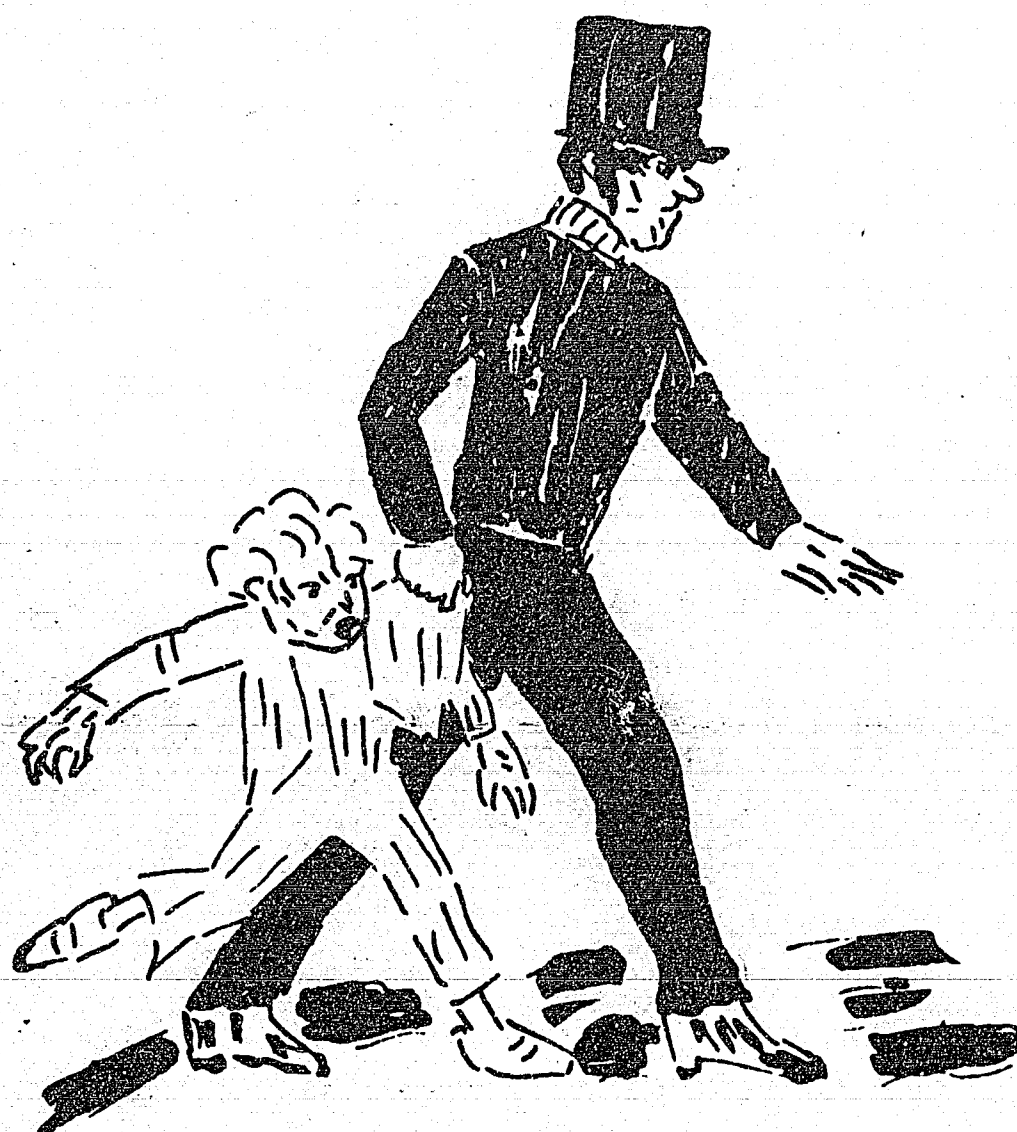
— submit a brief to the commission on teacher education.

— divert resources and action to the problems of declining enrolments and economic restrictions on education budgets.

Mr. Spiekermann, this eleven-member executive has been working together on the many issues facing teachers, something that has not occurred for several years.

I, for one, am proud to be a contributing member of this progressive executive committee.

Ken Smith,  
BCTF Executive Committee



BCTF President Pat Brady and Jim Bowman, staff presented the federation brief to the JBTE subcommittee in Victoria, December.

## Arnie Myers appointed to BCTF communications

B.C. Teachers' Federation President Pat Brady is pleased to announce the appointment of Arnie Myers to the federation's communication division.

He replaces Barbara MacFarlane who retired in June.

"We had 150 applications for the position," Brady says, "including a large number of top quality candidates."

"Selection was difficult among so many well qualified people. But we feel that in Arnie Myers we have chosen the best person available to help teachers communicate with the public. His wealth of experience in the news media and considerable background in the educational milieu of this province can only be viewed as being very positive assets."

Arnie Myers brings to the BCTF 22 years in newspaper journalism plus 10 years in institutional communications and public relations.

His most recent position has

been with the University of B.C. serving for the past 10 years as Director of Information Services.

Myers began work at the Regina Leader-Post, 1945, the Winnipeg Free Press, 1946-49, before moving to British Columbia in 1949 to work on the Vancouver News-Herald.

He worked as a legislative press gallery correspondent and copy editor for the Victoria Daily Colonist, 1950-56.

He served as a reporter, feature writer, medical writer, copy editor and assistant city editor for the Vancouver Sun, from 1956 to 1967.

Myers has won two awards that show the high regard the news industry has for his capabilities, one the MacMillan Bloedel Journalism prize, and the other the National Newspaper Award for feature writing.

The appointment is effective January 2, 1978.

## Teacher education brief

# Federation advocates independent study of school system

The B.C. Teachers' Federation has submitted a brief to the Joint Board of Teacher Education Subcommittee listing 13 recommendations for consideration.

The brief, presented by President Pat Brady and Jim Bowman, staff, in Victoria strongly advocated an independent study of the public school system, particularly of its purposes and policies.

"Surely before societal consensus and agreement can be sought on what should be the fundamentals of teacher preparation we should first determine for what those teachers are being prepared," says the brief.

It goes on to say that 'in the absence of such a study, the federation suggests that its views of the purpose of education — fostering human growth and development — is an appropriate view for the enquiry to take.'

The brief outlined the follow-

ing recommendations for consideration by the Joint Board of Teacher Education Subcommittee:

That the Joint Board of Teacher Education:

1. Recommend to the Minister of Education that his representatives participate in a commission, representative of all involved agencies and the public, to enquire into the purposes and practices of public education in B.C.

2. That any studies conducted at the request of the Minister on the supply and demand of teachers should allow for meeting the educational needs of all students by the provision of appropriate services.

3. That the Minister create a Teacher Certification Board, a majority of whose members shall be persons nominated by the federation and which shall have the authority to issue teaching certificates, approve programs for the certification

of teachers on the advice of the Joint Board of Teacher Education and establish procedures for the evaluation of teacher competence.

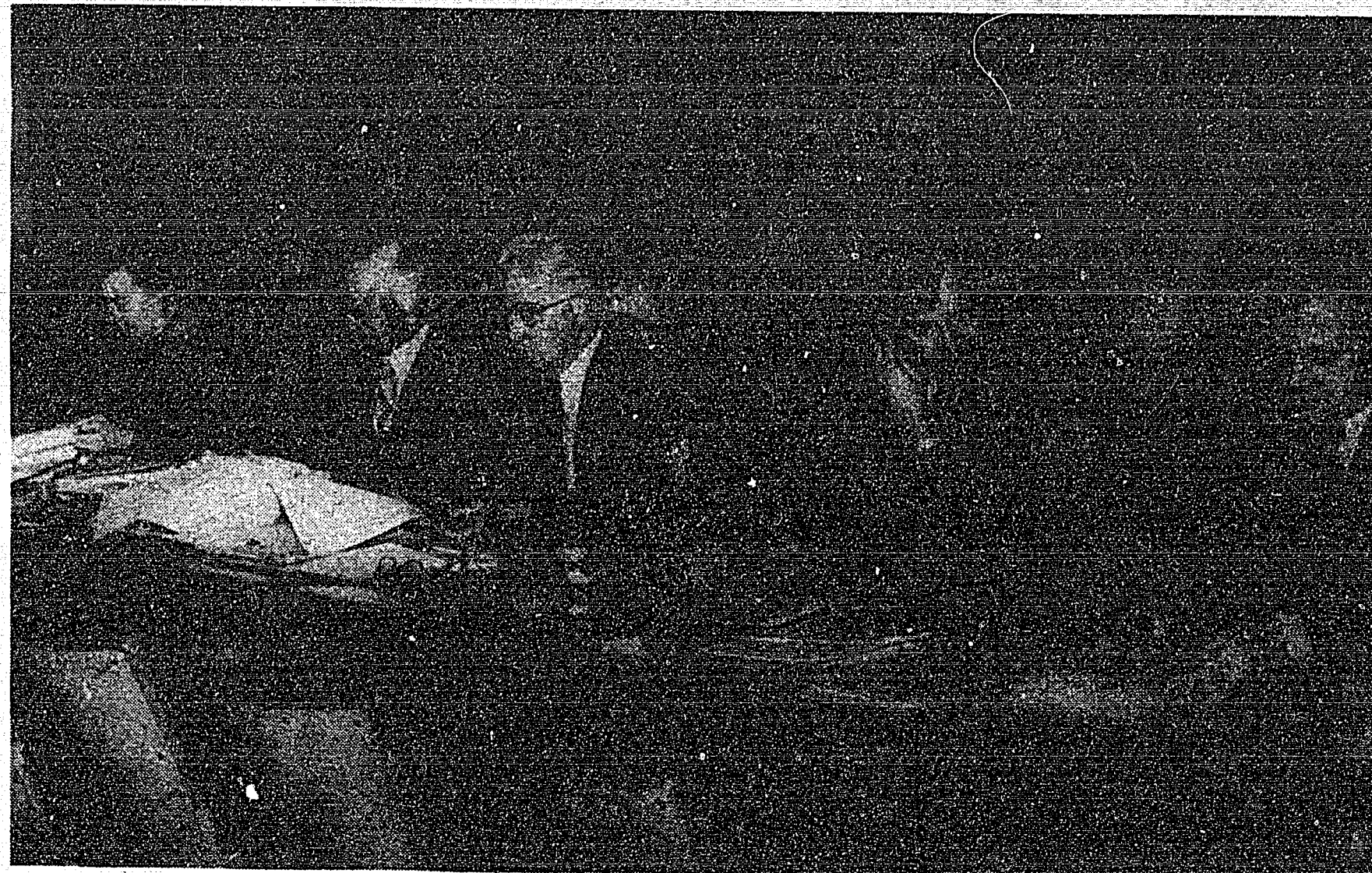
4. Recommend to the Minister amendments to the Universities Act that would require the Joint Board of Teacher Education to advise the Minister and the universities in all matters of broad policy for teacher education.

5. Begin an enquiry into the financing of teacher education in the province.

6. Conduct a study of entrance requirements to faculties of education with a view to outlining procedures for the guidance of the universities in B.C.

Other recommendations deal with teacher competencies, sex discrimination, socio-economic problems, teaching theory and practice as well as the feasibility of internship, and teacher centers.

Copies of the brief are available from the BCTF office.



Members of the JBTE subcommittee listening to the BCTF brief on teacher education from L to R are Ruby May Parrott, Bill Broadley, Dr. Malcolm McGregor, Jim Carter, and with him Bruce Andrews from the ministry. Not shown is Dave Brousson.

## AIB reprogrammed

# Salary adjustments explained

We have been advised by Brian Foley of the AIB that his earlier announcement allowing 8.4% to any agreement made before October 20 was all a mistake.

The 8.4% generated by the old rules will not apply to any agreements that don't take effect until some time after October 20.

The full text of Foley's latest message follows:

The purpose of this telex is to clarify the board's position in respect of compensation plans for guideline years commencing after Oct. 14, 1977. In particular, this has reference to compensation plans commencing Jan. 1, 1978 for teachers and other groups.

On October 20, 1977, the government announced that the basic guideline for compensation increases in the third program year would be six percent, plus or minus any experience adjustment factor.

The board has determined that the provisions of this announcement will apply to all groups that have guideline years commencing during the third program year.

Accordingly, the board has asked me to advise you that the arithmetic guideline limiting the proposed compensation increases for all groups will be six percent, plus or minus any experience adjustment.

This is a departure from the view expressed in my meetings with you when I was in Vancouver. The view expressed in that meeting was based on my understanding of the situation as it existed at that time. I sincerely regret any inconvenience that my earlier communication with you has caused.

DECEMBER 22, 1977 — 3

## More letters

## Where was the BCTF

I am very appreciative of the article entitled 'You Can't Turn Back the Cultural Clock' in the December 1 Newsletter. The article certainly helps in the 'understanding' of the BCTF lack of participation in the BCTV series.

I do not, however, believe that such justification and rationalization in an 'in house' organ is sufficient to have any demonstrative effect on the public perceptions as formed by the BCTV programs.

The BCTF does have a reasonable position regarding the types of comparisons conducted by the

## Major issues

Three major issues have caused me to seriously question the priorities of the BCTF.

The Minister of Education on Dec. 1, 1977, raised the basic levy to 42.5 mills, thus increasing by five mills the local share for education and in many school districts lessening the quality of education in coming years.

Why has there not been a response by the BCTF to this announcement?

If the BCSTA can respond the very same day, why can't the BCTF?

## Quality not quantity

Re: December 1, 1977 Newsletter  
(1) I liked your attack on Bluman. I think you demolished him squarely and fairly.

(2) I took great interest, also, in the 'Nanaimo grievance' story.

(3) I was left unhappy about what both stories failed to say.

No one — teacher, staff, local association officers, BCTF staff, school board, parents, even the ministry had any difficulty in deciding and agreeing that the portable lacked quality. The portable was decrepit, damp in

winter, sweltering hot in summer, smelly, insect-ridden — all criteria indicating lack of quality.

Wouldn't it be a happy day if teachers, staff, local and BCTF officers, school boards, parents and department officials could with equal assurance also agree that 'quality' was or was not applying to the teaching or to changes in pupils as consequences of the portable?

Of course, I do not know whether quality changes are happening in children in the portable or whether the teaching when assessed by its consequences for children would be evaluated as having or not having quality. No criticism, therefore, is implied or intended of the teacher in charge of the portable. For all I know the teaching is effective.

The point is that criteria are readily available when we evaluate school buildings or teaching supplies and equipment. We have no difficulty in judging things — concrete things — as good or bad, acceptable or unacceptable. Neither do we hesitate to apply quality criteria to quantities: 20 pupils per class is good; 40 is bad.

For process outcomes, however, development not things, we have no criteria. We assume the teaching is good, or will be good if buildings, materials, supplies, are good — and/or if quantities are

good, as in numbers of pupils per teacher, or number of dollars spent per pupil.

Education is not thing; it is process, the process through which human powers emerge and are strengthened through exercise. What human powers emerge and are strengthened through exercise. What human powers? We don't ask. How do we know they are being strengthened? We don't enquire. Is it because we are afraid to ask — or because we don't know enough to understand that we should ask? In any event we go about our daily assignments without benefit of criteria — except for criteria that apply to things or numbers. Is it because things or numbers do not apply to ourselves?

Bluman uses criteria — quantity criteria. How much mathematics has the student learned by Grade XII? Did the student learn enough (quantity again) to do more in first year university. How much maths was learned, Bluman holds, depends on how well the student learned. Quantity is transformed into quality.

Correctly so, we reject Bluman's criteria. But where are our criteria? This is the question which both the Bluman story and the Nanaimo grievance story do not ask.

And it's the most important question of them all!

C. D. Ovens

## Reporter dismayed

I have read the material in the December 1 Newsletter referring to my BCTV series: 'In Search of Excellence in B.C.'s Schools'.

Nowhere in the November 22 edition of the series (the one that named schools) was any school labelled 'poor,' as you claim.

It was made quite clear that the Bluman studies were a comparison of data in the area of mathematics only, which uncovered obvious differences of performance amongst students from individual schools in their UBC Math 100 efforts. Columnetza was, I repeat, never called a 'poor school,' but nothing can

change the record of the students from Columnetza who were out-classed by others in UBC Math 100.

It is clear to me now that the main occupation of the BCTF is to use a bludgeon on people and material constructively critical of teacher performance. I don't want or expect to change the motivation of a trade union, which must protect its members. But I wish you would stop distorting what you really heard and saw on that series.

Yours truly,

Clem Chapple  
Producer-Reporter

## Women unhappy

The Status of Women Committee wishes to inform the membership about a real and immediate problem within our federation.

It has become a matter of deep and growing concern that the BCTF executive does not feel the need to be governed by its own AGM ratified policies. In the past five years the percentage of female administrative staff members has increased by only five percent. We now have a sum total of four women on staff. The last six administrative staff appointees have all been male, despite the high number of female applicants. It is

clear that there is little effort being made by the executive to correct this imbalance.

It must be remembered that women comprise over half of the BCTF membership, yet eighty-five percent of the BCTF administrative staff is male.

We feel that this deplorable situation must change. It is high time that the BCTF executive put into practice its own policies regarding equal opportunity within its own domain.

Yours truly,  
Status of Women Committee





by Des Grady

The recent amendments to the Motor Vehicle Act relating to the use of seat belts are of particular interest to teachers who transport pupils. The law now demands that the driver ensures that each passenger aged 6 to 16 wears the seat belt assembly for the seating position occupied. An offence

## Legal opinion

# Seat belt legislation, Part 2

against this section could lead to a fine of not more than \$100.

Since 1970, the Canada Motor Vehicle Safety Act has required manufacturers and im-

*Des Grady is the legal counsel on the BCTF staff.*

porters to comply with regulations requiring a seat belt assembly for every permanent, forward-facing seat. Earlier legislation did not extend to rear seats and many vehicles are still properly licensed and operational without having seat belts for every seating position. Thus a passenger car which can comfortably carry six persons may have only four seat belts. The revised legisla-

tion would compel the use of the four seat belts but the other two passengers lacking seat belts could be carried in the vehicle without offending the statute.

Consider a similar situation involving children and keep in mind that the questions are asked only when an accident has occurred. Which children

did not wear seat belts? Did they select their own seats or were they directed? Who should best travel without seat belt protection? Should selection be based upon age, weight, size, or some other factor such as, first in has the belt? In any event, we are of the opinion that the best and most likely

### CORRECTION

Our thanks to the Traffic Accident Research Unit of B.C. Research Council for noting an error in our last article. Although a seat belt assembly may consist of a lap belt, or a shoulder belt, or both, if both types are separately provided the lap belt must be worn.

## Executive debates female staff appointments

By JOHN HARDY

What can be done to have more women represented on the BCTF professional staff?

All executive members agree there is a need to correct an imbalance between men and women on staff.

But there is disagreement on the means.

This disagreement came sharply into focus through a discussion at the executive table December 10 on a motion by Julia Goulden and Gale Neuberger, women's advocates on the Executive Committee, that the professional staff association be authorized to appoint a female staff member to act as women's advocate on all short-listing committees.

'There's been a lot of words but not much action in the area

of women's employment,' Goulden said. 'I feel strongly that the expert on staff who is aware of women's problems should be a member of the short-listing committee as an advocate.'

President Pat Brady did not agree saying it would lead to more advocacy from other interest groups in the hiring process. Brady did not want people on search committees in an advocacy role. And he viewed a proposal to hire women because they are women as a 'reverse type of discrimination.'

General Secretary Bob Buzza said he shared Julia Goulden's concern but the motion 'puts the hook on another group when the power lies here.' He reminded the executive that staff appointments are made by the Executive Committee, not the professional staff. 'You add, you delete, you take responsibility.'

'If I had the power to add, things would be different around here.'

Buzza reminded the executive that four male appointments to the Professional Development Division were made last April. 'You need advocacy around this table.'

The motion was tabled. Bill Broadley and Peter Minshall moved the following:

That the Executive Committee ensure that there be at least one woman on all short-listing committees for professional staff and that all members of short-listing committees be requested to short-list the most qualified candidates, but with special attention to correcting the present male/female imbalance on the professional staff.

There is an imbalance that should not be there, Broadley agreed, but the problem he said is one of how do women break into the circle.

That's why, he said,

Goulden's motion was hypocritical because last April was the best opportunity this organization has had to redress the imbalance.'

'I know that members of the executive last spring, the most prominent women's advocates, removed well qualified women from the short list therefore women had no opportunity to get appointments. 'More women were removed than were added from the short list. It's only at this table that we can redress the imbalance.'

Al Blakey spoke against Broadley's motion saying that it 'sounds nice on paper but doesn't lead to anything.'

The idea, he said, is not to carry on the same process but to have a woman on the short-listing committee as an advocate for a different process.

He said that he did not see anything wrong with reverse discrimination in this case but saw it as quite legitimate when the discrimination has been practiced for a long period of time as in the appointment of women.

Julia Goulden argued that Broadley's motion ensures simply a token woman on the committee when in fact half of the committee should be women. 'Women are not being short listed in the numbers we want to see and women are not being hired.'

Gale Neuberger added that having a status of women person on the short-listing committee would help take into account qualifications of applicants as well as political perspective. She said that she works with many women in the schools who are not feminists and therefore she would not support them.

Peter Minshall concluded debate saying his motion was not tokenism but that 'I do not believe in reverse discrimination. I believe in ending all discrimination.' The motion carried.

resolution is to limit the number of passengers to the number of available seat belts so that the problem of selection above-noted will not arise.

This limitation can be clearly justified by reference to the intent of the seat belt legislation.

The same conclusion is reached by lawyers for the B.C. School Trustees Association. Using the test of the duty of care of a reasonably careful parent, they conclude that the court might very well hold that such a parent would ensure that each child was protected by a seat belt.

Teachers who transport children on school activities might now expect school board policy on this issue. Those teachers who organize or supervise the transportation of pupils in

vehicles belonging to parents or other volunteers will also be expected to explain and apply the policy.

Quite independent of the opinions noted in the accompanying article, representatives of the Research Unit have advised enquiring parents that all children should be provided with seat belts. They note that the unrestrained passenger is not only exposed to greater risk of personal injury but also presents an additional hazard to other passengers if an accident occurs.

Obviously the foregoing rationale would apply equally to adults so one might reasonably predict that in time the new seat belt legislation will lead drivers to direct and limit the number of passengers they will carry.

## Nanaimo grievance resolved

Good news from Nanaimo.

The school board met Wednesday, December 6 and decided to remove the portable at Woodbank Elementary School. It will be replaced with a portable from the Nanaimo Secondary School. The grievance is resolved.

## Fernie's grievance

By WES KNAPP

Thirty-four teachers at Fernie Secondary School (District No. 1) have signed a grievance in connection with unfinished renovation at the school.

The grievance, endorsed by the BCTF executive November 10, 1977, asked for financial support to campaign for the release of funds.

Major renovation on the school stopped September 16 when the contractor ran out of money to complete the job. Substantial work remains to be done throughout the school.

The teachers want the School Board to arrange fire and safety inspections as they claim serious hazards exist in the school.

Recently, the School Board has begun making a few emergency repairs to the building as well as compiling a list of urgent repairs to be submitted to the Ministry of Education.

The local association, in supporting the grievance of the Fernie staff, is prepared to launch a major campaign to extract funds to complete the renovation.

## Give us your address

We need to have all members' home addresses in order to provide you with the services you pay for, and to comply with the law of the province.

As you know, most BCTF materials are distributed through schools, but members assigned to district staff and members on leaves of absence get these items at their home addresses.

Three items each year go to every member at their home address. These are: your membership card; your fee receipt for income tax deductions; and the official Notice of the Annual General Meeting.

In the past, we have complied with some members' special requests by putting school or district office addresses on our files as their mailing address. We can no longer do this — we must have your home address, because of a recent change in the Societies Act.

If we do not have correct home address information for you, please use the form below to send it to us:

### Do we have your correct home address?

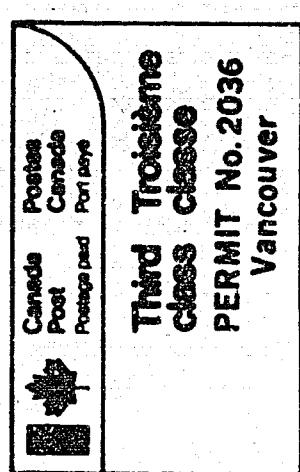
Name \_\_\_\_\_  
first middle initial last

Address \_\_\_\_\_  
postal code

Social Insurance Number \_\_\_\_\_  
(essential for identification purposes)

School District \_\_\_\_\_

Return to: BCTF, 105-2235 Burrard Street, Vancouver, B.C. V6J 3H9



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