

# newsletter

BRITISH COLUMBIA TEACHERS' FEDERATION

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Debbie Adams (left) and Stephanie Robb (right) were among many Vancouver teachers who took their argument against school budget cuts door-to-door. The two are handing out a flyer to a householder in the Riley Park area.

## Vancouver teachers go public in fight against budget cuts

By Wes Knapp  
Professional Development

Teachers in Vancouver have been heavily involved in activities to prevent cuts in the 1979 school board budget.

Faced with a \$2.6-million cut in a \$120-million budget, teachers decided to take their concerns to the public. Seventy thousand pamphlets have been distributed to residents in Vancouver, in many cases by teachers going door-to-door in their school's attendance area.

The bright yellow pamphlet outlined the realities in Vancouver schools: large classes and unmet needs. In the pamphlet, teachers called on citizens to join them in speaking out about the cutbacks.

Vancouver teacher associations also called a public

meeting to outline the issues and to examine the facts and figures regarding Vancouver schools. Parents from all sections of the city attended the meeting which included strategy workshops to determine methods of opposing the cutbacks.

Laurier LaPierre, local broadcaster and chairperson of the Ontario Commission of Inquiry into the Education of the Young Child, told the meeting that the position being taken by the Vancouver School Board was irresponsible and undemocratic in cutting back on programs for children. He stated "that in the presence of a highly fragmented world, it becomes even more necessary for the school to become child-oriented and to exist for no other purpose than for children."

The school, he said, must bring forth children who become free adults rather than the chained adults that their parents have too often become.

Earlier, close to 1,000 teachers and parents attended a meeting called by the school

board to hear responses to the proposed cuts. Both teacher and administrator associations presented briefs opposing the cuts.

In addition, a full-page advertisement in the Vancouver Express was purchased by the teachers' associations. The ad outlined the concerns of teachers and urged the Vancouver community to attend the teachers' public meeting as well as the board's meeting on Feb. 5, when the final decision on cutbacks was made.

At the meeting on Feb. 5, the Vancouver School Board voted to cut \$2.1-million from its 1979 provincial budget. Cuts were made to ESL materials, janitorial service, special projects, general maintenance, special needs survey and Project Build materials.

More important, however, is the fact that the provisional budget will result in 146 fewer teaching positions in Vancouver. In the face of this, Vancouver teachers are determined to resist teacher layoffs and to protect learning conditions for students.

## Federation protests Langley board's ban

The BCTF has strongly protested an attempt by the Langley school board to ban in-school discussion of the work of a commission established by the federation to investigate conditions in Langley schools.

Len Sampson, Langley superintendent of schools, sent a memo Jan. 25 to all principals in the district telling them that "it is neither desirable nor appropriate that any meetings relating in any way to the commission be called or held in your school at any time."

The BCTF Representative Assembly on Jan. 27 called on the federation to protest "in the strongest possible way."

President Pat Brady said in a press release that the memo was unacceptable because it attempts to deny teachers the right of free speech. Carried to its logical conclusion, he said, it would mean teachers could not even chat about the commission in their staffrooms after work.

In a letter to the Langley board Brady said Sampson's attempted prohibition was "so sweeping that it is neither enforceable nor defensible."

He called on the board to withdraw the memo or amend it "to recognize the fundamental principle at issue: the right of individuals to discuss freely matters of concern."

On RA's advice

## Sundby dismissal to be reviewed

By Arnie Myers  
Newsletter Editor

The BCTF Executive Committee has agreed to a review of the controversial dismissal of staff member Ralph Sundby.

The review was requested by the federation's Representative Assembly after several hours of debate spread over its three-day meeting in Vancouver Jan. 25-27.

Sundby, an assistant director in the Professional Development Division, was on a continuing appointment, subject to review after 18 months. His appointment was terminated by the Executive Committee on the recommendation of the general secretary following the review, and after a marathon open hearing Jan. 6.

The dismissal brought a storm of protest from individual members, the provincial Learning Conditions Committee and some local associations.

The Representative Assembly passed a motion, by a rollcall vote of 351 to 202, to appoint its own five-member committee to review Sundby's dismissal.

Later, after advice from federation lawyer Des Grady that it was beyond the assembly's powers to set up a committee to review an action for which the Executive Committee had sole constitutional authority, the RA modified its position.

It altered the motion so that it merely advised the executive to appoint the review committee.

The Executive Committee, in a special lunch-hour meeting on the last day of the RA, accepted the assembly's advice.

In accordance with the RA's wishes, the five members of

the federation's Committee of Ombudspersons will be asked to serve on the review committee.

The ombudspersons, who also held a special meeting during the RA, said they would take on the task provided the BCTF Professional Staff Association and the Executive Committee agreed to cooperate.

The staff association met Feb. 6 to consider the question.

The Representative Assembly dealt with a welter of other motions on the Sundby case:

- It defeated a motion to consider the Sundby case in committee, after hearing from Mohammed Shamsheer, president of the staff association, that the association believes personnel matters should not be dealt with in open session.

- It passed (on a rollcall vote of 447 affirmative, 7 negative and 90 absentions) a motion "That the BCTF staff be provided the right of due process that the BCTF seeks for its own members."

- It passed a motion asking the staff association to draw up criteria for due process in hiring and firing procedures.

- It passed without dissent a motion that rights of due process for staff should be established by negotiation between the Executive Committee and the staff association.

- It defeated a motion to extend the jurisdiction of the ombudservice to include members of the BCTF staff.

- It defeated (238 for, 297 against) a motion asking the Executive Committee to reinstate Sundby pending a report of the review committee to the next RA in May.

Details of Sundby debate, page 4

## Three candidates in presidential race

Fifteen members have been nominated for the six positions open on the Executive Committee for next year.

Positions open are: president, first vice-president, second vice-president, and three member-at-large positions.

Running for the presidency are, in alphabetical order: Al Blakey (Vancouver), Allan Garneau (Vancouver) and Ken Smith (Kamloops).

Larry Kuehn (Kamloops) is the only candidate for first-vice-president.

Al Cornes (Alberni) and Doug Steinson (Chilliwack) are running for second vice-president.

Nine teachers are vying for the three member-at-large positions: Lynda Coplin (Delta), Terry Eastman (Langley), Mike Lombardi (Coquitlam), Maureen MacDonald (Vancouver), Tony Nasr (Maple Ridge), Roy Nehra (Richmond), Alexandra Pazitch (Vancouver), Doug Smart (Prince George) and

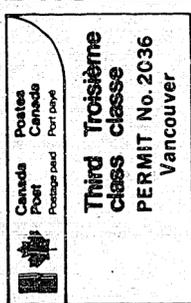
Alena Tuckwood (Williams Lake).

Table officers will be elected for one-year terms; members-at-large, for two-year terms.

By-law 5.4 specifies that nominations must be received by Jan. 31, but allows for additional nominations from the floor of the Annual General Meeting.

Biographical information about and election statements from all the candidates will be carried in a future issue of the Newsletter.

Candidates and their supporters are reminded of statement 3.A.04 of Policies and Procedures, which reads: "That the qualifications, service and policy statements of all candidates for office be published in *The B.C. Teacher* or the *BCTF Newsletter*, and further, that it be considered undesirable for individual members or groups of members to circulate information concerning candidates to individuals, staffs of schools or local associations."



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



January Representative Assembly delegates line up at microphone one and microphone two to have their say.

## The Sundby letters

Letters continue to arrive expressing members' views on the dismissal of BCTF staff member Ralph Sundby. A list of letter-writers published in the Jan. 25 edition of the Newsletter inadvertently omitted the name of Craig Bassett, who had written to state his personal opposition to the Executive Committee's action.

In addition, Bassett has written to the Executive Committee on behalf of the executive council and representative assembly of the Burnaby Teachers' Association, requesting Sundby's reinstatement.

Gordon Eddy, president of the Delta Teachers' Association, has also written on behalf of his executive to ask the BCTF executive to reconsider its action.

Letters to the editor, protesting the process used in Sundby's termination, have been received from the staffs of two Burnaby schools. They are signed by 13 members of the staff of Confederation Park School and by 11 members of the staff of Rosser School.

Individual letters of protest have been received from Vic Anderson, Powell River; William Armstrong, West Vancouver; John Bergbusch, Sooke; Virginia Brucker, Mackenzie; D. A. Forsyth, Coquitlam; Brian Hodgins, North Vancouver; Phil Imrie, Sointula; Margaret Sanson, Victoria and M. E. Todd, Prince Rupert.

Letters in support of the executive have been received from Gerry Gardner, Brentwood Bay and B. G. Holt, West Vancouver.



(Deni England photo) Adam Robertson (left), Ona Mae Roy (centre) and Frank Beinder (right), will serve as members of the Langley Commission on Education.

## RA repeats firm stand: no negotiations on layoffs

The Representative Assembly has again rejected the possibility that teacher layoffs may become necessary as a result of declining enrolment.

The Jan. 25-27 RA defeated a motion from the New Westminster Teachers' Association, asking the RA to recommend to the Annual General Meeting that the BCTF encourage locals to negotiate on possible layoffs with their school boards.

Dawn Hilborn of the 252-member New Westminster local told the assembly her district has had the largest percentage decrease (33 per cent) in enrolment of any district in B.C.

The New Westminster

secondary school last year had 2,300 students and 127 teachers, for a pupil/teacher ratio of 18:1, she said. Projected enrolment for 1988 is 1,100 students. If all present teachers' positions were maintained, she said, the PTR would drop to 8.6:1.

She said her local is trying to safeguard teachers' jobs and also maintain quality education. But she said it recognizes the possibility that some layoffs may become necessary.

She said her local would prefer to negotiate guidelines in advance of any layoffs, but BCTF policy statement 21.F.10(d) specifically opposes such negotiations. She urged the RA to ask the AGM to revise this policy.

countered that "There is no defensive position for the federation, the only one is offensive: that we push to keep those jobs there and do not entertain the suggestion of their not being there."

Lombardi said Toronto teachers had gone the negotiation route and are having to backtrack. He said B.C. teachers have succeeded in "letting boards know that there will be no layoffs, that the federation will not stand for it and that we're prepared to put all our resources behind it to make sure it doesn't happen."

Lynne Hampson, chairperson of the declining enrolment task force, said layoffs are unnecessary because BCTF staffing criteria have not yet been met in B.C.'s schools.

She quoted Menno Vorster, president of the Toronto Teachers' Federation, speaking to the BCTF declining enrolment conference Jan. 19: "The fact that we had contractually agreed to a system of laying off teachers, while relying on board policy for basic union protection was not only absurd but also removed much of the punch from the political argument which we had made. This was like being forced to choose a form of death and then having it applied to someone else."

The problem, Hampson said, is not declining enrolment but declining government support for education. Thom Hansen, Vancouver Secondary, said Vancouver faces a potential layoff of 146 teachers, but needs an increase of 52 per cent in its secondary teaching force to reach the provincial average. If Vancouver trustees saw the federation "preparing a method of capitulation, they would take heart in that and dig their heels in," he said.

However, he said, his poll indicated his members "just don't believe our policy." He said they recognize that, where demand for a few specific programs drops, individual layoffs may be necessary, and "they don't think our policy is reality, at least as far as West Vancouver is concerned."

Mike Lombardi, Coquitlam,

## RRSP deadline

The Teachers' Investment and Housing Co-operative passes along the reminder that deadline for registered retirement savings plan (RRSP) contributions is coming close. March 1 is the last day that contributions qualify as a deduction on your 1978 income tax return.

The co-operative, which has branches in Vancouver, Victoria, Nanaimo, Kelowna and Prince George, established an RRSP in 1968. It is the only plan in Western Canada administered exclusively for teachers and their spouses and its assets currently amount to over \$42 million.

The current RRSP interest rate is 9.75 per cent compounded monthly for an effective annual yield of 10.19 per cent. (Rates are subject to change.)

All branches will accept collect calls from anyone wanting more information on the RRSP.

## UBC open house

Every third year UBC invites the public to explore all the intriguing nooks and crannies on the campus.

The theme of UBC's Open House this year is "UBC — it works for you," and visitors are welcome from 12:30 to 10:00 p.m. Friday, March 2 and from 9:00 a.m. to 10:00 p.m. Saturday, March 3.

Group tours will be conducted and will be of special value for those considering attending university.

For more information phone Sheila Fitzpatrick or Van McLean at 228-5415 or write Open House '79, Box 59, Student Union Building, UBC, Vancouver.

## Child lectures

A six-lecture series on "Images of the Child Around the World" is being offered in observation of the International Year of the Child by the UBC Centre for Continuing Education.

Speaker is Brishkai Lund, PhD candidate, University of Washington, and lectures will be held at 8 p.m. Mondays, Feb. 12 to March 19, in Room 232, Buchanan Building, UBC.

Admission to each lecture is \$4.

## Commissioners named for Langley probe

Three well-known and respected British Columbia educators have agreed to serve as members of the Langley Commission on Education.

He began his career as senior public relations assistant for Consolidated Mining and Smelting Company in Trail. He became intensely interested in education and served as a school trustee in Trail for 20 years, five of them as board chairperson.

Beinder is past president of the B.C. Association of Colleges, past president of the B.C. Chamber of Commerce, and past chairperson of the governing board of Selkirk College.

Ona Mae Roy, who will serve as chairperson of the Langley Commission on Education, is well known in the province for her concern for improving communications between parents and teachers in B.C. schools.

As well as being president of the B.C. Home and School Federation, she is on the executive of the Canadian Home and School Parent-Teachers' Federation, and president of the Coquitlam Parent-Teachers' Council.

## Do you have your statement?

Statements of Teachers' pension payments and pensionable service up to Dec. 31, 1977, have been sent by the Commissioner of Teachers' Pensions to all school board secretary-treasurers.

Statements were prepared for all current employees except those who had no service in 1977, or who began to contribute to the plan in 1978.

If you have not received your statement, ask your secretary-treasurer or, if you have changed school districts since Dec. 31, 1977, ask your former school board.

If no statement is available from these sources, or if you have any questions involving your statement, write the Commissioner of Teachers' Pensions, 544 Michigan Street (West Wing), Victoria V8V 4R5.

## Letters

### 'Irresponsible' spending

The following letter was sent to Education Minister Pat McGeer:

I realize reading programs have to be reviewed periodically in order to keep up with current trends in education and needs in society itself. However, at a time when low-cost budgeting is of prime interest to all local school boards and all communities, I find it difficult to accept the current expense of setting up a new language arts program.

B.C. districts are being ordered to release their teachers for the in-service required, when the proposed programs are not even available for perusal. Highly paid personnel (i.e., helping teachers, language arts coordinators, etc.) are spending many repetitive hours guiding local groups in page-number changes, explaining goals already printed in the guides, when we are told French programs, music and guidance programs, special education, class sizes and teachers' jobs must be readjusted because of lack of finances.

Mill rates are increased; services are decreased; but expensive photocopies of ridiculous "get-acquainted" games are passed among captive audiences *ad infinitum* in the name of the Ministry of Education.

I protest such irresponsible spending and suggest the money would be better spent encouraging experienced, dedicated teachers, using already well established programs, to do their best to

educate our present crop of promising young people — minus the threat of cutbacks!

Paulette L. Smith  
Nanaimo Jan. 30

### Federation 'deadwood'

There are many of us who wholeheartedly agree with Marion C. Booth. Our message to you, Mr. Brady, is to please be quiet on political questions as our president. You do each of us an injustice when you usurp our right to make up our own minds, speak our own words, and follow the political course we each personally desire.

If most of the BCTF executive would please listen to our message we could eliminate the massive overgrown bureaucracy we are now forced to feed. We could return to the simple structure which was initially intended.

Furthermore, I'm proud to consider my job an essential service. If teaching isn't an essential service then yours is just that much less so. Perhaps it's time we rid ourselves of the unessential deadwood; i.e., BCTF.

Lila O. Stanford  
Langley Jan. 29

### Triennial review

The Representative Assembly Triennial Review Committee is asking for input on the role of the RA in the budget-planning process.

Individuals and groups are invited to make submissions to the committee in advance of its meeting on Saturday, April 28.

Submissions should be sent to chairperson M. R. Miner c/o the BCTF office.

### Classics workshop repeat March 17

You'll have to register early if you want to attend a repeat workshop being held by the B.C. Association of Teachers of Classics Saturday, March 17.

The association held an experimental workshop last fall for Grade 7 social studies teachers, showing them how to enrich the Greek and Roman sections of the course through imagination-provoking classroom projects.

Demand for a repeat of the workshop has been high.

The fall workshop included demonstration sessions on the art of mosaic-making, and Roman cookery using recipes from a volume compiled by Apicius around the first century AD. (The volume is currently available with original Latin text accompanied by English translation and suggestions for twentieth-century ingredient substitutions.)

Available slide material was shown, the new Cambridge foundation course on Greek civilization was introduced, and demonstrations on teaching elementary Latin and Greek through the use of Cambridge foundation kits were given.

Workshop organizers are Santella de Frenza, Bill Barazzuol and Don Hodgson. If you would like more information or a registration form for the workshop, write Bill Barazzuol, 216 - 4700 Arbutus Street, Vancouver V6J 4A4.

Registration will be cut off at the 50-person mark.

### Larry Kuehn, Executive

The BCTF seeks due process for its members so that they are justly treated and protected from capricious and arbitrary actions by our employers.

Basic to due process is the right to know the nature of charges against one and the grounds for them; the right to defend oneself against the charges, including the grounds for them; the right to have the decision made on the basis of the evidence presented; and the right to an appeal.

Ralph Sundby did not, in my view, receive justice on the basis of these principles, in the action taken by the Executive Committee to terminate his employment.

The case presented did not, as I saw and heard it, support the recommendation that

Sundby be dismissed. The weight of evidence in both the written documentation and in the hearing supported the conclusion that Sundby should be retained as a BCTF staff member.

All members of this federation have a fundamental interest in their organization acting as a fair and just employer. How can we protect the rights of teachers if we provide a bad example for school boards to point to and follow?

Fortunately, my judgment on this case, and that of other executive members, is to be reviewed on the basis of a recommendation passed by the Representative Assembly.

May justice be done.  
Larry Kuehn  
BCTF Executive  
Feb. 2

### Audrey Bragagnolo, Vancouver

In regard to Doug Steinson's letter in the Jan. 25 issue of the BCTF Newsletter, I agree with some of what Mr. Steinson wrote. I do resent, however, Mr. Steinson's insinuation that all observers in attendance at the Jan. 6 executive meeting were part of a "rent-a-crowd."

No one asked me to attend that meeting. I was present for two hours as an objective (I hope) and interested BCTF member and as a geographic rep who felt that she should learn as much as possible about the practices and procedures of our federation.

Most important, since my name appears in the Jan. 6

minutes as being in attendance, I feel that the "rent-a-crowd" comment casts a shadow on my reputation as a person of integrity. I have spoken to Mr. Steinson about this matter, and he assures me that he did not intend to include objective, open-minded observers in his description.

Nevertheless, since Mr. Steinson's letter appeared in your paper, I would like my letter printed also, in order to inform my friends and colleagues that I was NOT "rented" on that occasion!

Audrey Bragagnolo  
Vancouver  
Jan. 26

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

news letter

Member

Editor  
ARNIE MYERS  
Associate Editor  
MARDEE GALT

ADDRESS

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. Articles contained herein reflect the views of the authors and do not necessarily express official policy of the BCTF.



Kerry Gibbs, Surrey, (centre) has the floor at the January Representative Assembly. Terry Eastman, Langley (left) and Charlie Wyse, Cariboo-Chilcotin (right) wait their turn.

## Register now for retirement planning workshops

Pre-retirement planning workshops for over-50 teachers, school board personnel and their spouses begin this month.

The program is being conducted by the Retired Teachers' Association with BCTF funding and will be offered in each area of the province at two- and three-year intervals.

Several persons who have indicated interest in the program have been invited to join in the planning as volunteers and become workshop discussion leaders for the next two or three years. More volunteers would be welcome.

The following is a list of addresses and telephone numbers of contact persons, and dates, times and (where known) places for workshops in various localities:

Vancouver, Thom Hansen, 203 1836 W. 5th Avenue, Vancouver, (h) 879-2362 (s) 731-8121 (240), Feb. 13, 20, 27, 7:30 p.m., BCTF Building;

North Vancouver, Ted Archibald, 4048 Ripple Place, North Vancouver, V7V 3L4, (h) 922-4682 (s) 988-3032, Feb. 14, 21, 28, 7:30 p.m., Curriculum Service Centre, 135 W. 13th Street, North Vancouver;

Coquitlam, Geoff Peters, 1037 Ridgeway Avenue, Coquitlam, V3J 1S6, (h) 736-2769 (s) 936-9971, Feb. 22, March 1, 8, 7:30 p.m.; Penticon (Okanagan Valley), Wes Nickel, No. 3, 166 McPherson Crescent, Penticon, V2A 2N8, (h) 492-0102 (s) 492-3139, Feb. 24;

Cranbrook (E. Kootenays), Don Holt, 1005, 18th Street South, Cranbrook, V1C 4S1 (h) 426-5907 (s) 489-4191, March 10, all day; Terrace (North Coast/Smithers), John Chen-Wing, 4729 McConnell Avenue, Terrace, V8G 2G7, (h) 635-7763 (s) 635-6531, March 3, all day;

Victoria (South Island), Trevor Calkins, 110 3960 Quadra Street, Victoria, V8X 4A3 (h) 384-5297 (s) 479-9309, March 16, 7:30 - 10:00 p.m., March 17, 9:00 - 12:00 a.m.

# Sundby case preoccupies Assembly

The Sundby case was on the RA's original agenda only indirectly — through a review of the minutes of the Executive Committee's Jan. 6 meeting — but it dominated the entire meeting.

As one of its first items of business the assembly amended its agenda to provide for a two-hour debate on the Jan. 6 hearing. The agenda amendment passed by the slimmest of margins — 253 to 252. Thereafter the termination resurfaced at three other sessions.

Generally the delegates followed the advice of the staff association and avoided the specifics of Sundby's case. They concentrated instead on mechanisms for reviewing the executive's decision and on the need for improved procedures. When members occasionally strayed into discussion of Sundby's work they were quickly ruled out of order.

The first substantive motion, moved by Terry Eastman of Langley, was to give BCTF staff the right of due process, which Eastman called "the lifeblood of the federation."

There was little outright opposition to the intent of this motion but some members expressed reservations.

President Pat Brady reviewed events leading up to and culminating in the Jan. 6 hearing. He said members of the executive had had confidential documents which were not available to the nearly 100 members who crowded the hearing room.

"Each member of the Executive Committee made his or her decision in the best interests of the federation, and suggestions, innuendoes and outright statements to the contrary (should not) be accepted by any member of the federation," Brady said.

First Vice-President Al Blakey said executive members had based their decision on Sundby's termination partly on their personal observations and assessments of him and "may or may not have considered" the mass of data presented to them. A motion to give Sundby reasons for his dismissal was ruled out of order, Blakey said, and there was no appeal procedure available to Sundby within the federation.

Mike Lombardi, Coquitlam, questioned whether the RA should impose procedures on the staff association. The staff would move to improve their evaluation procedures, he said, if they felt they were unfair.

Peter Minshull, West Vancouver, agreed due process was needed for the staff but argued that it need not exactly parallel that established for teachers.

Bill Meyerhoff, Burnaby, said no one at the Jan. 6 hearing had expressed satisfaction with existing staff evaluation procedures. Sundby had accepted the process only because no alternative was available, he said.

Brian Porter, Surrey, agreed with Minshull that there was no exact parallel between teachers and staff members, but argued for the motion. He warned that school boards would use any lack of due process within the federation as a weapon.

Eastman's motion passed.

A motion by Doreen Woodall, Burns Lake, calling on the staff association to draw up criteria for due process, also passed easily. The criteria are to be presented to the Executive Committee and the RA.

Mike Zlotnik, director of Professional Development, who concurred in the recommendation for Sundby's termination, indicated due



MIKE ZLOTNIK

process should work two ways. He said members had not followed the federation's Code of Ethics provisions on derogatory criticism of an associate, and that a BCTF policy endorsing the right of appeal to clearly designated competence authorities had been "terribly violated" in the Sundby case. He said groups of members have given a "one-sided and partial presentation" of the situation.

Jurd Kirby, director of the Economic Welfare Division, told the assembly later in the debate that BCTF staff members operate in a different milieu from that of teachers. The staff, he said, is like a professional hockey team: "a high-pressure, highly competitive operation where immediate feedback and hard results are frequently desired. It's essential for staff to be effective . . . to be on the bit, highly productive."

He said staff are paid well in comparison to classroom teachers and that they have a "buy-out provision" — severance pay — to compensate for lack of job tenure.

Stressing that he was speaking only for himself, he said the relatively high salaries and severance allowance were "a tradeoff for some of the elaborate due process we've been talking about. I for one consider that . . . it's an adequate tradeoff."

Frances Worledge, Vancouver Elementary, moved to have Sundby's termination reviewed by the ombudservice committee. Her motion was ruled out of order on the ground that the committee's jurisdiction covers only BCTF members, not staff.

Rodney Andrew, Kamloops, moved to broaden the committee's scope to include staff. He said due process calls for either a review or an appeal procedure, and neither currently exists.

Lombardi said the ombudservice was created specifically for BCTF members and it would be foolish to include staff without considering the implications. He said the route for staff appeals should be to the courts.

Kerry Gibbs, Surrey, objected that this was the attitude school boards sometimes take toward teachers "and we don't like it one bit."

Elsie McMurphy, Saanich, said asking teachers to be ombudspersons for staff would be like asking trustees to be ombudspersons for teachers.

Minshull said the ombudservice reports to the RA, and appeals from its reviews would therefore come to the RA. This would be "most inappropriate." He said the RA was being "paternalistic" in laying its version of due process on the staff, instead of asking what the staff wants.

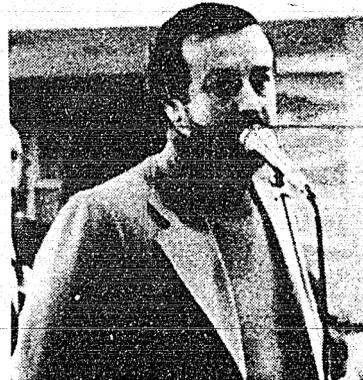
Lynne Hampson, Coquitlam, said staff had little time to develop procedures on their own.

Brady said the motion meant a major change in the functions of the ombudservice. He said the proposal was "clearly contrary to my understanding of the intent of the ombudservice" and that "a different process is required for staff members . . . a negotiated process, agreed to by both parties."

Andrew's motion was defeated at the Friday morning session.

Lombardi then moved "That these rights of due process be established through a collective bargaining process between the Executive Committee and the Professional Staff Association."

That motion passed with little debate and no dissenting votes.



DAVE MCCLEAN

David McClean, Langley, then moved a controversial three-part motion:

"1. That the RA appoint a committee of five to review the dismissal of Ralph Sundby and that this committee be instructed to report to the May RA.

"2. That the present members of the Committee of Ombudspersons be requested to serve on this committee so that, as far as seems appropriate to it, the committee follows procedures presently followed by the Committee of Ombudspersons.

"3. That the RA request the Executive Committee to reinstate Ralph Sundby pending the committee's report to the May RA."

McClean said teachers throughout B.C. had been "bombarded with information" on the Sundby case but that it hadn't helped them to make up their minds individually or collectively. "Personally, I still don't know what happened," he said. The review committee should seek "accurate, hard information so that we will be able to form an intelligent opinion." Meantime, Sundby should not be left "in limbo."

Frances Worledge told the assembly that she had "never been as emotionally affected by any experience" in her long

association with the federation as by the Sundby case.

"I always believed this organization stood for natural justice . . ." she said. "I would no longer want to be a member of this organization if we cannot ask five of our members . . . to look at what I saw (at the Sundby hearing.)"



FRANCES WORLEDGE

"And if there are two sides to the question," she added, "and one of them was not made visible to me, then that's all the more reason that five people should look into this."

She said no one should be "put through that process with no appeal" and left under a cloud. "It's not right, it's not decent, it's not fair."

Ernie Nordquist, Smithers, said there seemed to be something wrong with some members' thinking. The termination decision was made by the proper authority on the basis of information the RA would never have, he said. "I believe (the executive members) are good people . . . I believe our staff is of a high calibre and I'd like to see it remain that way. If that means that sometimes some people have to be dismissed, I'll buy that."

Allan Garneau, Vancouver, said allowing an RA-appointed committee to "delve into matters of operation" would create a dangerous precedent. He said the RA had no authority to give a review committee the necessary access to confidential documents.

Blakey said that earlier, in voting for due process for staff, "we stood up overwhelmingly for principles." But now, faced with a "live case," some members were backing away. "Principle seems to be, to some people, awfully cheap," he said. "We must stand by our principles or they become worthless."

The first part of McClean's motion, to establish an RA review committee, passed by a vote of 351 to 202.

Woodall said she had been unable to support it because of her doubts about legal issues. She asked for a legal opinion on the question of a BCTF committee dealing with confidential documents about a non-member.

Meanwhile, the assembly debated part 2 of McClean's motion, asking the ombudspersons to conduct the review.

Brady objected that the assembly had earlier defeated a motion relating to the proper function of ombudspersons, who were "now being asked to serve a purpose different from that laid out (for them.)"

Part 2 of McClean's motion was carried. However, part 3, asking the executive to re-

instate Sundby during the review process, was defeated.

Minshull said returning Sundby to the staff would put Zlotnik (Sundby's divisional director) and General Secretary Bob Buzza, who recommended Sundby's dismissal, in an impossible position.

Minshull added that Sundby would not suffer financially; his severance pay of \$10,500 would be greater than his salary from Feb. 28, the effective date of his dismissal, to the May RA.

Sandra Howe, Mission, said there should be no problem if Sundby were confined to field work.

Maureen MacDonald, Vancouver Elementary, said her local and others needed Sundby's help now. She said her local would give him office space if necessary.

Mick McGarry, Central Okanagan, said others had argued that staff should have the same process as teachers. He reminded the assembly that when a teacher is dismissed he or she remains off the payroll while a review is conducted.

On Saturday, Jan. 27, lawyer Des Grady addressed the legal implications of the McClean motion.

He said his review of the federation's by-laws revealed no authority for the RA to appoint a committee to review the termination. It would be a dangerous precedent if the RA, through a motion passed in the heat of debate, were in effect to change the federation's by-laws.

But he added that the RA could advise the executive to set up its own review committee.

Dean Paravantes, chairperson of the Committee of Ombudspersons, reported that his committee had met the previous night and had agreed that its members would conduct the review but only if both the Executive Committee and the Professional Staff Association agreed to it.

Paravantes later told a questioner that if either side declined to co-operate, the ombudspersons would withdraw. But the executive could then choose five other members to conduct the review.

In answer to a question from President Brady, Grady said "qualified privilege" would apply to evaluation reports if they were examined by a review committee properly appointed by the executive, but not to a committee appointed by "an outside body" (the RA).

On motions by Kerry Gibbs, the assembly voted to reconsider the McClean motion and to insert the words "advise the Executive Committee" (to appoint the review body).

The final rollcall vote on the amended McClean motion showed a tally of 511 in favor, 29 opposed, 8 abstentions, and 5 absent.

During its Saturday lunch-hour meeting, the Executive Committee agreed to accept the RA's advice, and to ask the full-time table officers and staff to provide some specific recommendations on implementing the advice, in consultation with the staff association, the ombudspersons and legal counsel.

The executive asked that the recommendations come to its next meeting, Feb. 8-10.