

Fourteen seek seven executive positions

Fourteen teachers have been nominated for the seven positions on the Executive Committee to be filled by elections at the Annual General Meeting. Nominated for president are incumbent Al Blakey of Vancouver and Tom

Krall of Nanaimo. Krall's term as a member-at-large of the Executive Committee expires this year. Another member-at-large of the Executive Committee running for a table position is Pauline Galinski of Powell

River, challenging incumbent Larry Kuehn of Kamloops for the first vice-presidency. Al Cornes of Alberni is running for re-election as second vice-president. Gerry Retallick of Richmond, another member-at-large of the Executive Committee whose term expires this year, is challenging him. Running for the four member-at-large

positions are incumbent Steve Norman (Vancouver), Roger Engelbracht (Windermere), Sophia Jeffrey (Victoria), Win Lewis (Duncan), Maureen MacDonald (Vancouver), George McGuire (Abbotsford), Joan Robb (Sunshine Coast) and Marion Runcie (Burnaby). A future issue of the *BCTF Newsletter* will carry candidates' statements, photographs and biographies.

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Blakey sees signs of a better future

Aggressiveness, co-operation are keys to future teacher successes

Teachers need to "stand up more aggressively than ever" for the educational rights of B.C. children.

They should work as co-operatively as possible with trustees and community groups to meet the needs of children.

And there are encouraging signs: growing public support for children's needs, a new minister of education who takes a more positive view of public schools than his predecessor, and a government in trouble and looking for ways to placate those it has alienated.

That was the message given by BCTF President Al Blakey to Geographical Representatives attending the federation's Representative Assembly in Vancouver January 24.

Blakey spoke appreciatively of positive comments about teachers and the school system made by new Education Minister Brian Smith in recent interviews. But he pointed to an earlier statement by Smith that teachers' salary increases were "inflationary," a statement Blakey said was "timed undoubtedly to have an intimidating effect" on December's arbitration hearings.

And he pointed out that, in spite of his personal commitment to the McMath Commission's proposal for 75-per-cent

funding of public schools by the provincial government, Smith had in fact increased the share of school taxes to be borne by local taxpayers.

"Actions speak louder than words," Blakey cautioned.

Still, Blakey said, the federation should and will continue to respond positively to positive statements and initiatives by the new minister.

But it must also extend its efforts to work with the B.C. School Trustees Association and other interested groups to improve services for children, both in and out of the school system.

Blakey pointed to the success of the BCTF-sponsored Invest in Youth and Children conference, which brought

together 160 representatives of 34 organizations concerned with education and child welfare, and which he called "an exhilarating experience" and "a tremendous initial response."

The federation, Blakey said, should try to initiate more such cooperative ventures which "can bring to bear more pressure, can generate more organized opinion" in support of children.

Now is the time to act, he said. A recent poll showed the provincial government is

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Blakey talks to reporters following speech at Representative Assembly.

AGM faces choice over 1980-81 fees

Exec. RA want current formula, Finance Committee wants increase

Delegates to this year's Annual General Meeting must decide whether to hold the line on the BCTF membership fee or to increase it.

They face two different recommendations on the fee structure. The Executive Committee and the Representative Assembly will recommend that the 1980-81 membership fee stay at 0.86 per cent of the estimated mean salary of BCTF members. The Finance Committee has its own ideas and will recommend an increase, to 0.93 per cent of members' mean salary.

Because the estimated mean salary has increased to \$24,858 from \$22,337, even the executive and RA recommendation to hold the line means that in dollar terms the fee will increase by a corresponding percentage, or to \$214 from \$192. The

executive and RA both debated at length whether this fee level will be enough to meet the federation's needs, and eventually concluded that it could.

The Finance Committee wants to ensure that all financial objectives of the federation are fully met, and therefore is recommending a fee of \$231.

A 0.86-per-cent fee would produce \$6 million during the year. The preliminary budget for 1980-81 forecasts expenditures of \$6.5 million: about \$3.4 million for staff salaries and benefits, plus \$3.1 million in other expenses (including \$65,000 added by the RA for grants to locals and a new federation appeals board).

This would seem to leave a deficit of \$500,000. But it's not quite that clear-cut.

The federation's finances, like those of

its members, are complicated by the fact that although it has to spend money 12 months of the year, it collects money only during 10 months. Like any prudent teacher the federation tries to end its fiscal year on June 30 with enough cash on hand to avoid expensive borrowing during the July-August drought.

This approach is summed up in the BCTF policy that "in general, current year's operations should be financed from current year's revenues."

Furthermore, the objective is that the federation should end fiscal 1980-81 in at least as good a cash position as it started the year.

The cash position projected by the current budget for June 30, 1980, is about \$500,000. But traditionally the federation under-spends its budget by as much as 5 per cent. The actual cash position at year-end is likely to be \$800,000 rather than \$500,000. That would be almost enough to avoid summer borrowing.

The position is further improved by the new RA policy which allows any surplus from the Reserve Fund to be used for operating purposes. The Reserve Fund is

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BCTF staff member Fred Long looks at a practical curriculum

The hue and cry from educators is to change the curriculum and create a more relevant educational experience.

Within the scope of education two salient educational processes can be identified. The first is a classic education which would produce a strong academic product. The second is life-skills education which offers a creative avenue for expansion of educational offerings.

Life-skills education, it can be argued, is every item that a school teaches. It is difficult to fault such an argument. Perhaps the life-skills approach can best be identified from a sample offering constructed in the comparative isolation of the BCTF office which, it has been charged, is a form of ivory tower, albeit concrete.

The philosophy behind life-skills education is that it will provide all students with tangible skills useful when they leave the safety of the school and enter the real world. With that in mind, and with a concern for the future shock of secondary partum, I would offer the following suggestions for courses.

The first unit might involve motor

skills, such as finger dexterity, eye-hand co-ordination, and anticipatory reflexes. This may be done in the classroom but for actual simulation may I suggest an abandoned restaurant. Caution the participants to wear old clothing or at very least a bathing suit, with a nearby car-wash for a clean-up.

Once these conditions have been met, each student should be provided with several one-serving packages of mustard, ketchup and relish. The goal of this exercise is to open three packages without shooting the contents onto clothes, adjacent booths, or innocent bystanders. When this skill is mastered a future anxiety level will be reduced and fast-food stores will not prove to be the trauma they are for those of us still struggling for a clean meal.

The critics of this curriculum will argue that such a skill should be taught in the home, but at a recent teachers' lunch, held in a fast-food establishment, 8 out of 10 shirts and ties bore the signature of poorly developed Operative Opening Procedures or OOPs.

This orientation gives rise to many other possibilities. For instance, a course could be taught on how to insert a straw into a covered soft-drink cup that is too full, and for variation try it on a moving car or bus. How about a short course in carrying take-out food in cardboard cartons whose life expectancy is six feet short of your car?

In line with geography courses some post-secondary navigation skills need to be taught. Students should realize that one of the great crises they have yet to face is related to small children and the urgency of their needs. This problem seems almost universal and frequently has been termed unpredictable. It is, however, quite predictable and with general knowledge and development of creative thinking the problem can be resolved hopefully in time!

Recognition of the problem should be the first stage of training in course work. Second, possible solutions should be brainstormed by all present. Third, swift and decisive action should take place, followed by a question for others who may need follow-up.

This entire process usually takes place in a crowded elevator on its way non-stop to the 52nd floor, or may occur in the middle of the largest store in town at precisely the moment when the entire store is in a hush and the lights are dimming due to a power failure. By now

many of you are undoubtedly mouthing the words of recognition: "I have to go potty."

This phrase strikes fear into most adults. Students should go forth into the world confident they can solve this anxiety-producing problem by consulting the store or building directory as soon as they go in the building and making a navigational necessity the first floor where the facilities are listed.

Experience will teach the bedraggled parents to ignore the stares of incredulity they receive as they tow a small child, legs crossed, through the Rolls-Royce showroom. Please note here that special skills are required to ferret out bathrooms in department stores. In newer buildings back-to-back or side-by-side locations are the general rule.

Locally developed courses could meet the needs of each geographic region and provide a life-skill training package that would span the quartz crystal of time.

Other suggested offerings might be a course teaching people to sort out a computerized bank account in which the airlines and the bank share computer time, or negotiation skills for dealing with the newspaper delivery-person and subsequently retrieval skills featuring hedges, roofs, frozen puddles, and neighborhood dogs trained to bring your paper to their master.

The list of possibilities is endless and may well be the challenge of the '80s.

Appeal procedure changes proposed

The Representative Assembly will recommend to the 1980 Annual General Meeting that a new federation appeals board be established.

Members of the federation who are considered to be "not in good standing" by the Executive Committee because of failure to pay fees or levies, members denied legal aid by the Executive Committee, and members disciplined by the Judicial Committee have been able to appeal to the RA which had the power to confirm, reverse or modify the decisions. However, the RA has 115 members and appeal procedures have proven to be cumbersome and time consuming. Upon recommendation of the Task Force on Federation Hearings and Appeals, the RA agreed to support the proposal that a new smaller appeal body should be established.

At the October, 1979 RA, representatives agreed to the change in principle but asked the task force to report back on different ways of setting up the board. The alternative chosen by the RA in January is that there should be a new federation appeals board composed of 25 members elected by secret ballot at the fall RA.

Members shall normally serve for three years except that when the board is first established some members shall be elected for one year, some for two and the balance for three. Candidates for election will be nominees who have been approved by a secret ballot of a local association general meeting or a local association delegate assembly. A quorum of the board will be 15 members and a decision will require approval of a majority of the members in attendance. Further details of this proposal and of other recommendations of the task force described below are included in the *Reports and Resolutions* booklet which will be mailed to schools this month.

The RA is also recommending to the AGM that the code of ethics be amended in a manner suggested by the task force. The revision would leave the first four clauses of the code of ethics very much as now worded. It is suggested that Clause 5 read as follows:

"The teacher directs any criticism of the teaching performance and related duties of a colleague to that colleague and only thereafter may in confidence direct the

criticism to appropriate officials who are in a position to offer advice and assistance."

A new Clause 6 would take part of what is now Clause 8 and read: "The teacher acknowledges the authority and responsibilities of the professional organization."

If the recommendations are approved, the other clauses of the code will be deleted. One reason for reducing the number of clauses is the proposal that there should also be a statement of standards of professional conduct. When the task force was reviewing the codes of ethics and procedures of other professional associations, including teacher organizations of other provinces, it noted that a number of these had only a few clauses in their codes of ethics and had longer statements of professional conduct for guidance of their members. It is not intended that alleged breaches of the standards will be chargeable in the same manner as violations of the code of ethics. Rather, the standards are intended to be a positive guide to members and should assist them in upholding the code.

The proposed changes in the code of ethics and the suggested standards of professional conduct had been sent out in draft form to local associations officers in April, 1979 and again in September. Discussion of these proposals at the fall

RA and feedback from individuals and local associations had assisted the task force in revising the first drafts. Further revision was made to the standards by the RA in January before the statement was endorsed for recommendation to the AGM.

The Task Force on Federation Hearings and Appeals was established in 1978 and recommended revisions to the 1979 AGM in the procedures of the BCTF Investigation Committee and Judicial Committee in dealing with alleged breaches of the code of ethics and charges of conduct harmful or prejudicial to the federation. Further minor revisions to these procedures are being recommended to the 1980 AGM. In addition, the task force is proposing, with endorsement of the RA, that a member suing another member should not be provided with legal aid by the BCTF.

The current members of the task force are Lillian D'Acres (North Vancouver), Pauline Galinski (Powell River), Carole Kaye (Vancouver), Logan Morrison (Grand Forks), Dean Paravantes (Kamloops — chairperson) and Frances Worledge (Vancouver). During the first year of operation of the task force Ken Smith (Kamloops — now BCTF staff) also served as a member.

—Bill Allester
Teacher Personnel Services

CUPE on strike in Alberni schools

Non-teaching employees of the Port Alberni School District are on strike against their board and have set up picket lines around the district's schools and administrative office.

The school district has been trying to keep schools operating to provide educational services to the community's children but the Alberni District Teachers' Association admits that conditions are worsening.

"The schools in School District 70 are not currently operating normally," the ADTA said in a recent press release. "The teachers of the district would like the public to understand that they are attempting to keep some kind of learning program in operation but that it is by no means complete and certainly not satisfactory from the professional point of view."

The ADTA has adopted a neutral position in the dispute between the board and its employees, represented by the Canadian Union of Public Employees Local 727.

The ADTA statement continues: "There are a number of students absent for strike-related reasons who are, therefore, missing valuable instruction.

Classroom and school support staff are essential for the programs in schools to operate correctly. Since schools are presently without these people, the programs have had to be cut back.

"Children learn better in a clean, warm environment which is now lacking, at least in part. Activities which tend to create mess or disorder, such as many art activities, are being curtailed in order to preserve as much cleanliness as possible. Extra-curricular activities, which provide so much in the way of social and fitness development, are being greatly hampered.

"This situation is created by a perfectly legal strike resulting from inconclusive bargaining by the CUPE employees and School District 70, and teachers recognize and appreciate this right, a right they do not themselves possess.

"However, the teachers feel it is important that the public be fully aware that attempting to cope is not the same thing as providing quality education.

"The teachers of this district and this province have fought vigorously for improved learning conditions in schools and in this current situation will continue to closely monitor the deterioration of facilities until they reach a level at which there cannot be a justification for attempting to keep facilities open. In the meantime, teachers urge the two parties to the dispute to make every effort to bring about a speedy end to this strike."

The ADTA executive has asked the BCTF Executive, Learning Conditions and Professional Development Advisory Committees to investigate learning and working conditions in Port Alberni.

Hope board budes in Boston Bar grievance

A class-size grievance and teacher pressure have resulted in a partial solution to a space problem in Boston Bar Elementary-Secondary School.

The Hope School District trustees have voted to implement one of five solutions to the problem proposed by a Ministry of Education investigation team. The ministry investigation had been prompted by a BCTF request.

The proposal approved by the trustees calls for rental of a church hall as additional school space. This will free the school's library for its intended use for some additional periods over the eight-day schedule, says Hope Teachers' Association President Ann Cochrane.

Cochrane says the school's teachers are disappointed the board didn't adopt another of the ministry team's proposals — to rent a portable classroom — but are glad that some progress has been made.

The school now has just five classrooms for 101 secondary school pupils: a standard classroom, a science room, a home economics room, an industrial education shop, and a drafting room. The library and other specialized areas are often used to teach academic subjects.

The ministry was asked to investigate by the BCTF after a grievance filed by the teachers was met with no action by the board. In December, J. L. Doyle, superintendent of facilities services, and D. L. Hartwig, superintendent of basic pro-

grams, visited Boston Bar and wrote a report.

Their report supported the teachers' allegations of space problems, and listed five proposals, any of which would ease the crowding and free the library and other specialty areas for their intended use.

The proposals:

- Industrial education and home economics should no longer be taught to Grade 6 and 7 students.
- The number of elementary school divisions should be reduced to five from six, and the extra teacher should become a team teacher. This would free one classroom.
- A small unused room in the school basement should be equipped and used as a teaching area.
- Band or an elementary class should be taught in the nearby church hall.
- Buy a portable classroom. This has been the solution consistently backed by teachers.

Cochrane says the board is also considering endorsing the third proposal, turning the basement room into a small classroom. The school's staff has indicated it will accept such a decision.

Neither of the first two proposals is acceptable to teachers because they would result in a deterioration of education services to children, she says.

While teachers still look upon the portable as the best solution, Cochrane says she believes this is unlikely this school year.

"It certainly doesn't look like we're going to get the portable right now," she says. "As far as the board is concerned that's a long-distance plan. They want to try the other options first because they are less costly."

Alternate fee proposals

From page 1

to be maintained at an amount equal to 25 per cent of annual expenditures, with the balance — currently about \$400,000 — being automatically transferred to general funds.

In essence the position is this: The federation should start the new fiscal year with approximately \$800,000

on hand. This, plus the transfer from the Reserve Fund, should eliminate summer borrowing.

Fees will bring in \$6 million. Expenses will probably be about \$6.2 million, rather than \$6.5 million, if the tendency to under-spend continues.

The federation should be able to cover these expenses and at least come close to meeting the objective of ending the 1980-81 year with the \$800,000 cash position intact.

Relevant experience desirable, say GRs

Pazitch, uranium, trustees and holidays other RA topics

The Representative Assembly passed two motions at its January 24 to 26 meeting that would require newly-appointed school administrators to have had recent teaching experience at the same level as their administrative job.

The RA first passed a Coquitlam Teachers' Association motion that "teachers appointed to elementary administrative positions should be required to have had recent elementary teaching experience." Later a second motion was passed, applying the same guideline to secondary administrators.

The resolutions now go to the Annual General Meeting, March 31 to April 2 in Vancouver. If adopted by the AGM, the resolutions become BCTF policy.

'Widen powers of ombudsman'

The Representative Assembly has called on the provincial government to empower the provincial ombudsman to investigate a complaint by a federation member.

It was reported January 11 that the ombudsman's office was undertaking an inquiry into the termination of BCTF membership of Alexandra Pazitch.

The federation questioned the ombudsman's authority to investigate Pazitch's case. The section of the Ombudsman's Act that would allow the ombudsman to investigate professional associations has not yet been proclaimed, that is, brought into effect.

The RA, at its January meeting, passed a resolution proposed by former president Bill Broadley asking the government to proclaim the appropriate sections of the act.

Broadley said his motion would establish that "the federation is not attempting to avoid facing the issue," while ensuring that the inquiry was conducted under appropriate legislation.

General Secretary Bob Buzza said the federation now stands in an invidious

position: it wants to cooperate with the ombudsman but does not want to jeopardize the position of the membership by agreeing to an inquiry that does not have legislative authority.

Pazitch opposed the motion. She suggested instead that the RA should order the Executive Committee to open all files and records on her case to the ombudsman. "The BCTF has nothing to hide," she said.

The assembly decided, however, to adopt Broadley's motion.

Pazitch's membership was withdrawn in March of 1974 by the Executive Committee for "conduct harmful or prejudicial to the interests of the federation." It was restored in 1976.

The executive's action has been upheld in reviews by the RA, the provincial cabinet and the Supreme Court of B.C.

Uranium mining stand

The Representative Assembly has reiterated teachers' concern for health and safety in connection with uranium mining.

The RA passed an amendment to statement 37.09 of the *Members' Guide* dealing with uranium mining.

The statement reads: "That the BCTF oppose the exploration for and mining of uranium until measures for the safe disposal of radioactive wastes have satisfied established health and safety regulations."

The old statement read: "That the BCTF voice its opposition to any further uranium mine site developments in B.C. until a judicial inquiry has been held." Such an inquiry is now under way.

Trustees need a raise

Here's a switch: teachers want trustees to get a raise.

The Representative Assembly passed a resolution calling for an amendment to the Public Schools Act to allow trustees to set their own indemnities.

At the moment school trustees are



Consultant Tony Flanders leans forward to make a point during presentation to RA of the BCTF management study he co-authored with Martin Turen. No motions arose out of the presentation but the lively question period that followed indicates the study, now in the hands of GRs, will generate much interest.

limited to an annual indemnity of \$2,000, compared to \$5,000 to \$15,000 for members of city councils.

A resolution from the Coquitlam Teachers' Association would have raised the limit for trustees to \$5,000. However, this was amended to remove the ceiling and leave the amount to the judgment of individual school boards.

Lest we miss it

Teachers want their Remembrance Day holiday even if it falls on a weekend.

The RA has instructed the Executive Committee to pursue the policy of a holiday in lieu of November 11 if that day falls on a Saturday or Sunday, as it did this year. Many organizations, including the BCTF, give their employees a day off in lieu but B.C.'s schools stay open.

More input wanted on counselling service

Geographical representatives have asked for more time to think about whether they want the BCTF to establish a stress counselling service for teachers.

Even after small group discussions at two consecutive Representative Assemblies, they were unable to come up with any firm recommendations. They have now asked for more information from the local level, and for the Executive Committee to devise a process for collecting this local feedback, and to prepare a report for the Fall RA.

Here's the first of two motions the January 24 to 26 RA passed:

"That a process be devised in each local association to do some or all of the following:

"1. Identify areas of stress related to local problems.

"2. Distribute to members what BCTF and local assistance is now available related to stress prevention and crisis situations.

"3. Determine what other services are available in local associations and distribute this information to members.

"4. Determine what further support service and/or action is required locally and provincially to meet the needs of members related to stress."

The RA then passed a second motion: "That the RA recommend to the Executive Committee that it immediately devise a process to:

"1. Co-ordinate and facilitate the collection of information from locals.

"2. Receive recommendations from local committees.

"3. Prepare an interim report to be presented to the 1980 Annual General Meeting and a final report to the Fall RA.

"4. Distribute information on the services available from the federation."

Both the Executive Committee and the RA have been struggling with the issue since the 1979 AGM asked that the feasibility of establishing a stress counselling service be examined.

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Letters

'A giant step for zonal bargaining'

Burnaby says other settlements used as evidence against them

Metro teachers' associations have taken another giant step towards zonal bargaining and the Burnaby Teachers' Association is very concerned that as a federation we are not doing enough to fight against it.

When facing a salary arbitration board you do not expect other teachers' contracts to be part of the board's evidence against you, yet this is precisely what happened to Burnaby this year. Our arbitration award puts it this way:

"... [In] a number of districts (Coquitlam, Delta, Richmond and Surrey) there was a provision for a catch-up beyond the 9.17 per cent and in those districts the additional percentage applied to the grids was so declared." (The emphasis is mine.)

In fact, those boards agreed to higher settlements, but only if they were written up as 9.17 per cent plus. It is hard to believe that agreements negotiators did not recognize this strategy.

We were aware that trustees were developing plans that would likely lead to a metro salary scale. Is it possible that the BCTF Economic Welfare staff and other local associations were not aware of this?

If teachers' associations are sincere in their wish to bargain directly with their employers, then we must do everything in our power to avoid zonal bargaining. We must not fall into the trap of thinking that a local can use the zonal concept when it is to their advantage, and still be able to avoid it when it is not.

It seems that the metro trustee strategy was very successful this year. Burnaby hopes that local associations recognize the dangerous mistakes that were made and are prepared to work even more closely next year to avoid being drawn into decisions that are harmful to other locals.

Marion Runcie
President,
Burnaby Teachers' Association

tions had settled at less than the provincial average one can be sure that board advocates would not have been indifferent. There is nothing "zonal" in that.

The BTA letter associates Richmond with "a catch-up beyond 9.17 per cent," as quoted from the arbitration award. The arbitrator apparently misunderstood the process which led to agreement in Richmond because at no time was the figure 9.17 per cent (or any similar figure) a factor in Richmond negotiations. The suggestion that another local association is in some way responsible for such a misunderstanding is ludicrous. In any event, the concept of catch-up was, and probably always will be a recognized bargaining strategy of the BCTF. Are there to be re-cremations every time one local association employs the strategy more effectively than another? Nowhere is it carved in stone that the present ranking of the various teachers' salary scales be frozen forever. Local associations would do well to accept that at various times there will be both relative gains and relative losses.

Richmond teachers have, for many years, negotiated directly with their board. Both sides are well aware of the thrust toward zonal bargaining and have taken pains not to contribute to that event. The BTA letter does a disservice to many successive agreements committees in Richmond. If anything, the BTA letter offers a blueprint to advance the cause of zonal bargaining.

Bob Gregory
Agreements Chairperson,
Richmond

BCTF's Kirby replies

Jurd Kirby, director of the BCTF's Economic Welfare Division, replies:

In response to the query in Marion Runcie's letter that staff must have known the likely effect of settlements made by certain districts around Burnaby upon their bargaining, we did, and I say we fulfilled our responsibilities with respect to that situation.

Part of the dynamics of bargaining found wherever local bargaining units are given autonomy within a larger occupational bargaining situation is a process called the whipsaw. That is, one local association argues on behalf of its members that others get paid more than they and that is unjust for any number of reasons. This is the situation that applies for teacher bargaining in B.C. Therefore many associations can reasonably support a request for an extra amount in this particular year based on a need to catch up. School boards, of course, can work the process in reverse.

In practice the districts with the lowest salaries tend to have the whipsaw jack up their increases and those with the highest salaries tend to have their increases depressed.

During the past two years Burnaby did not negotiate an early settlement and the going rate was therefore established by others. Several districts in the metro area used that rate to whipsaw a catch-up. They were able to do this because their school boards accepted the arguments presented by the teachers for a greater increase.

Burnaby and others were not able to establish the same arguments primarily because their salaries were amongst the highest in metro. In fact, for those in metro at the top, some depressing effects on increases resulted from a trustee whipsaw.

On balance, though, Burnaby has not fared badly over the past two years. Last year Burnaby teachers did not settle and subsequently from an arbitration board received a 7.83 per cent increase. This compared to an average of 7.69 per cent achieved by those six metro districts which settled this year and as a consequence prejudiced the Burnaby prospects. (This prejudicing effect was evidently considered to be unfair by Marion Runcie.)

The same six districts this year averaged 9.32 per cent and Burnaby received a 9.17 per cent increase. The balance on the whipsaw over the two years is plus 0.14 per cent for Burnaby for 1979 and minus 0.15 per cent for 1980, a loss of 0.01 per cent to Burnaby.

This amount, it seems to me, is not worth all the excitement it seems to have created.

Regardless of the final result the decision to try the whipsaw is a local one and the major responsibility of staff, as I see it, is to make sure local associations understand what they are doing for themselves and to others when they make the decision to settle or to arbitrate. I believe the locals in question were aware of the implications of the settlements at the time they made them. Further, some locals in full knowledge of the possible effect on others decided to accept a settlement and make it known as a going rate plus a catch-up.

Board protests

I wish to protest a gross inaccuracy in your article, "Teacher action nets positive results" (BCTF Newsletter, December 12).

I quote: "In Prince Rupert and the Sunshine Coast a demonstration of determined teacher action produced the desired response. The boards involved sat down at the bargaining table and good settlements were reached. In Sechelt, when teachers felt their board was not bargaining in good faith, they threatened a work-to-rule campaign. That action got the board back to the bargaining table."

As far as this district is concerned, those statements are demonstrably false in their reference to getting the board back to the bargaining table. Our schedule of meetings was not amended in any way by the action of the Sunshine Coast Teachers' Association, and I believe a call to them will verify that.

As to what took place during those meetings, I can only state that the board committee decided not to respond in any way to the threatened work-to-rule campaign which we had read about in the newspapers but which we had not been formally advised of, and as far as I am concerned the committee did not in any way modify its approach, either positively or negatively, because of that threat, although it is understandable that in that

regard people will believe what they choose to believe.

R. Mills
Secretary-treasurer,
School District 46
(Sunshine Coast)
on behalf of the Board of
School Trustees

Doris Fuller, president of the Sunshine Coast Teachers' Association, comments:

Our plans for a work-to-rule campaign did have some effect on the board's actions. The biggest effect on negotiations, however, was produced by teachers in Howe Sound. They were the first in the region to settle, and they won the things we were negotiating for.

PACT decision

Rene Levesque can take real satisfaction from the results of the fall BCTF representative Assembly. The decision of the RA to send almost \$30,000 to help the Quebec Provincial Association of Catholic Teachers fight Bill 101 was a grave mistake. It ignores the political history and current realities in Quebec.

Last March at the Annual General Meeting the BCTF refused to even debate the question of the Quebec nation's right to self-determination. B.C. teachers in effect said: "The 300 years of discrimination suffered by the people of Quebec is irrelevant to us." But the PACT request made a mockery of this reactionary point of view. There is a crisis facing our country: a crisis which requires each of us as individuals and in our organizations to take a stand on the national question.

The Representative Assembly could have debated Quebec's right to self-determination and taken a stand in favor of the national rights of Quebec — the right to freely choose their own future. Then, and only then, the question of Bill 101 and its discriminatory aspects would have been in order.

Instead, the BCTF has lined itself up with all of those who defend English privilege. To support PACT (even though some of what they say about Bill 101 is true) without identifying and exposing the oppression faced by Francophones inside and outside of Quebec, is to ignore and reject 300 years of history (the very experience which spawned Levesque and the Parti Quebecois).

Levesque can take heart too from another point of view put forward at the Representative Assembly. There were those who uncritically defended Bill 101, or excused it on the grounds that the English, immigrant and native peoples of Quebec deserve some hard times since the Francophones have suffered for so long. This is sheer hypocrisy (and political opportunism). Bill 101 is discriminatory in some of its aspects; these need to be denounced, just as all discrimination in our country against minority languages, nations and national minorities must be exposed.

We read in the newspapers every day about the need for national unity. We need a real unity of teachers and all working people, Quebecois, English Canadian, native and all immigrants and peoples of national minorities. But this unity must be based on equality. Neither the repressive federalism of Clark, Trudeau, Broadbent and Co. nor the reverse discrimination and nationalism of Levesque and the Parti Quebecois represent a solution for Canadian working people.

Teachers in B.C. need to be clear. Support the right of the nation of Quebec to self-determination and demand the absolute equality of languages and nations in our country.

David Chudnovsky
Surrey

Letters

Mandatory retirement should be retained

A substantial article advocating the removal of mandatory retirement age appeared in the December 12 BCTF Newsletter. Coquitlam teacher John Higman offers his rebuttal.

This presentation is in favor of retaining enforced retirement at 65 years of age. It is also in support of the BCTF continuing to work for improved pensions to give teachers the option of retiring earlier than 65 years old.

In our associations and at the provincial level, we have maintained that teaching is a stress situation when we have negotiated contracts and working conditions. Surely it would destroy our credibility with school boards and the provincial government if we say, "Teaching has a great deal of mental stress but we want to continue on forever." I am sure the contradiction is obvious to thinking people. Let us not destroy our bargaining position by tampering with mandatory retirement at 65.

Then there is the matter of performance on the job. I suggest that on average 27-year-old teachers are better teachers than 67-year-old ones. Youth has vigor, stamina, new ideas and a sense of innovation that cannot be maintained as one heads for one's seventies. What about the children in the classrooms? Do you want your child to be taught by a 22-year-old or a 72-year-old person? The answer seems more than obvious. The children in the classroom have rights too.

With respect to human rights, young people trying to enter the teaching profession have rights also. The rights of aging teachers cannot be allowed to ride roughshod over the rights of young aspiring teachers and children in the classroom. The human rights question must be kept in perspective. The work world is like a giant conveyor belt. In order for young people to get on at one end, older people must be getting off at the other end. Selfishness should not

cloud our vision when we look at the question of mandatory retirement.

At the present time in our society young people and female workers are the hardest hit by unemployment. Retaining mandatory retirement at 65 will help to keep the employment situation from worsening. Let us not contribute to further disillusionment of our young people.

The news that we have one common factor — that we are all aging — is not exactly a biological surprise. Life goes on and things change. When you have made your contribution to the teaching profession, you move on so that other people can make their contribution. This is something that we can all feel good about. We contribute what we can to make the profession better because we were in it. But you don't hang on forever.

Upon retirement there are many varied interests and activities to pursue. This can mean a fuller and more meaningful life than becoming embedded in the job treadmill and one day dropping in the traces. I am speaking of the 67-year-old woman who discovered a latent talent in painting; the 68-year-old couple who cruised to the South Pacific; the 69-year-old man who had the freedom to fish during all seasons of the year; the 66-year-old couple who took lapidary courses, and many other worthwhile endeavors. There are many volunteer organizations where the skills and talents of retired teachers can find useful and satisfying expression.

There is a great deal of money in the teachers' pension fund. The 1980 Annual General Meeting of the BCTF should support mandatory retirement at age 65 and push for pension improvements. If we were to remove the mandatory retirement provision, people would doubt whether we really wanted pensions at all. If you want to work all your life, why would you want a pension?

Some features that we should try to improve are the penalties for retiring between 55 and 60 years of age. If these penalties were removed, it would enhance that option. The 2 per cent of final average salary figure, used for computing pensions, could possibly be increased to 2.5 or 3 per cent. The average could be based on the last two years' salary, rather than the last five years'. We should strive to make it financially possible for teachers to retire earlier so that they can achieve other lifetime dreams.

When people enter the teaching profession, they are aware of the responsibilities, privileges and job conditions. One of those conditions is mandatory retirement. Let us not discriminate against young aspiring teachers and children. Let us support mandatory retirement at age 65.

\$216 a month: is that a 'good pension'?

In reference to the article in Dec. 12 BCTF Newsletter ("65 — the age of convenience"), I note the insert "Hold the gold watch" states in paragraph two, "Her work qualified her for a good pension and a comfortable retirement."

That may be a value judgment that leaves itself open for debate. Is it, in fact, a comfortable amount? How many people would find the sum of \$216 a month a comfortable amount?

Many people may be absent for a variety of reasons from teaching for more than three years and suffer loss of pension benefits.

Women, in particular, may opt to remain in the home for reasons pertaining to the provision of quality, dependable, home care for family, either young or old, and stay out of the labor force for an extended period of time.

Some may not even turn to teaching until a later period of their lives.

All these people may be faced with either minimum, or no pension benefits, as long as age 65 continues to be the time at which the individual's privileges to work and survive are nullified.

Are we to continue to remove these human privileges at an age established 100 years ago? Is it really a convenience in our time? Is it just a comfortable retirement for those who enforce it?

Margaret Davidson
Burnaby

Retired but misses teaching

I was delighted to read the article, "65 — the age of convenience," in the December, 12 issue of the BCTF Newsletter.

I retired in June, 1978. The Alberni school board, District 70, granted me a year's extension after the official date of my retirement, but I did not like to ask for a further extension as there was at that time a surplus of teachers.

I do, however, dreadfully miss teaching. I am on the list of substitute teachers, but substitute teaching, as no doubt you realize, does not give the satisfaction and joy of teaching one's own classes. I do urge you to do all you can to urge the removal of the age discrimination clause within the Public Schools Act for those who are still competent and who wish to continue teaching on either a full-time or part-time basis.

Margaret Searles
Port Alberni

Date conflict

An open reply to Herb Couch ("Date conflict harmful," BCTF Newsletter, November 21):

The B.C. Primary Teachers' Association executive is excited about your acknowledgement that the Primary Fall Conference is indeed a special event and one that should be available to all primary educators. The conference planners also share your concern that conflicting dates with the Representative Assembly put primary teachers in a position where they must make a choice between availing themselves of an extensive and popular in-service or participating in BCTF meetings which affect education policies. Agreeably, both gatherings are of utmost importance to primary education.

It is the intent of this reply therefore to inform all educators concerned that the primary PSA and the BCTF staff and elected officers responsible for meeting dates will work together to resolve this conflict of dates.

Teachers throughout the province should also be aware that in 1980 and 1981 the B.C. Primary Teachers' executive is planning two separate fall conferences. A choice of locations and dates should provide more opportunity for members to become professionally involved and yet avail themselves of very desirable in-service. Educators are urged to watch the B.C. Primary Teachers' Newsletter and BCTF Pro.D. Bulletins for further announcements. Beyond that, please register early.

Sophia Jeffrey
President,
B.C. Primary Teachers' Association
FEBRUARY 7, 1980/5

BCTF Newsletter

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

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. Letters to the editor and signed articles contained herein reflect the views of the authors and do not necessarily express official policy of the BCTF. Unsigned articles are the responsibility of the editor.

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News briefs

Smith, Fillipoff named to prepare program

Gail Smith of Qualicum and Sam Fillipoff of Vancouver have been chosen to design a training program for sponsor teachers.

Smith is a faculty associate with the University of Victoria internship program and works with students in Alberni. She has a B.Ed. and M.Ed. from UVic. She has also recently helped develop in-service for sponsor teachers.

Fillipoff teaches Grade 4 at Strathcona Elementary in Vancouver. He is a Project TEACH instructor and a former chairperson of the BCTF Teacher Education Committee. Fillipoff has a B.Ed. from the University of B.C. and an MA from Simon Fraser University.

Smith and Fillipoff will be working with the three universities' education faculties and hope to have an initial draft of their proposal ready by late spring.

were still on the Category 2 salary position. They will now be paid at an equivalent or comparable Category 3 placement.

The relatively successful action followed special emphasis on the objective at last summer's agreements short course where local chairpersons, through a simulation exercise, worked on the evidence and arguments they would need to persuade first their association and then the school board.

Applicants wanted

Teachers are sought to fill 15 positions on the Ministry of Education K-12 English Language Arts Advisory Committee on Provincial Learning Assessment and Curriculum.

The committee's purpose is to advise on and react to current and proposed provincial assessment activities and their implication for teachers, and to formulate recommendations to the ministry. There will be five or six committee meetings during the one-year term.

Applicants should have teaching experience in more than one level, and have a good knowledge of the English language arts curriculum.

For more information, check your bulletin board or local association office, or contact Geri Cook at the BCTF offices in Vancouver.

Westcast '80

Westcast '80, the annual conference of the Western Canadian Association for Student Teaching, will be in Edmonton on March 12 to 15, and organizers are seeking proposals for presentations by groups, individuals and organizations.

WESTCAST is a vehicle for communication among those involved in teacher education, particularly in the practicum component of education programs.

For more information, contact Bob Jackson, President, WESTCAST '80 Planning Committee, Field Services, Faculty of Education, University of Alberta, Edmonton, Alta. T6G 2G5.

Education finance

The BCTF, with some financial help from Labour Canada, will conduct a seminar on education finance on April 25 and 26 in Vancouver.

Subjects to be covered are the education finance formula, school board budgets, current topics and future prospects.

Registration is limited. For more information, contact the BCTF Learning Conditions Division.

Learn while doing

The University of Victoria is offering an M.Ed. program for education administrator that features a work-experience program.

Students in the 14-month program will be assigned for 6 months to work for a school district, college or the education ministry and to carry out a research project.

For more information, contact Peter Murphy, Department of Communication and Social Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria V8W 2Y2.

AGM moves in 1981

The federation's Annual General Meeting will be held at the Hotel Vancouver for five consecutive years beginning in 1981.

The decision was made by the Executive Committee after considering bids from the Hotel Vancouver and the Hyatt Regency for a package to include the AGM and the three Representative Assembly meetings each year.

The decision will save at least \$8,000 in AGM costs over the five-year period. As room rates go up, the saving will increase proportionately.

The first two meetings of the RA next year will also be at the Hotel Vancouver. (The only dates on which space was available for the 1981 Spring RA meeting were both unsuitable.) A special rate, obtained as part of the package deal, will enable the RA to meet in the Hotel Vancouver at virtually the same cost charged by the Sheraton Landmark, where the RA has met for the last two years.

The two Vancouver hotels are the only ones in the province that can accommodate the AGM comfortably. Both offer meeting facilities that are suitable for both the RA and the AGM.

Plan your retirement

Teachers contemplating retirement in 1980 should request pension estimates now from the Commissioner of Teachers' Pensions, 544 Michigan Street (West Wing), Victoria V8V 4R5.

Teachers who must retire this June (age 65 this school year) will receive the pension estimates automatically from the commissioner.

Information on retirement is contained in the *Members' Guide to the BCTF*, pages 75 to 79, and in the booklet *As You Retire*, sent to all schools.

The Economic Welfare Division of the federation is able to give better pension counselling service after you have received the pension estimates.

Please do not delay; a request for an estimate does not commit you to retirement.

—Bruce Watson
Economic Welfare Division

Progress made

Fourteen associations succeeded in eliminating the Category 2 pay scale from the salary grid in negotiations and arbitrations for 1980 agreements. Previously, only four districts had no Category 2 scale.

As of September 1978, 1,100 teachers
6/FEBRUARY 7, 1980



Smith and Fillipoff will prepare sponsor-teacher material.

CRTC holds hearings

The Canadian Radio-television and Telecommunications Commission's task force on sex-role stereotyping is holding a public meeting at the Hotel Vancouver, 7:30 p.m. on February 20.

The public is invited to present views on the subject. The meeting is one of a series being held across the country early this year.

Survey under way

The Canadian Teachers' Federation is carrying out a survey to discover what students and their teachers think of the portrayal of females on television.

Copies of the questionnaire and background information are available from Students' Choice of Television Programs, care of the Canadian Teachers' Federation, 110 Argyle Avenue, Ottawa, Ontario K2P 1B4.

PD chair vacant

A professional development coordinator is sought for the South Okanagan.

Application deadline is February 20. For more information, check your bulletin board or local association office, or contact Geri Cook at the BCTF building in Vancouver.

Report now ready

The B.C. Committee on Arts and Education has prepared a report on arts and education in the province and would like to hear what teachers have to say about it.

Copies of the report are available from the committee, care of the Community Arts Council, 315 West Cordova Street, Vancouver V6B 1E5.

Memorabilia sought

Educational memorabilia from bygone days is being sought for inclusion in the BCTF's archives, and for possible display some day.

If you have any old photographs,

minute books, slates, school bells, ink wells, et cetera, to donate, or have questions, contact Donna Tromp at the BCTF office.

PSA holds meeting

The Hospital/Homebound Provincial Specialist Association's 1980 annual conference will be at the Broadway Holiday Inn in Vancouver, February 13 to 15.

Conference theme is "Directions in the 1980s," and workshops will address major areas of student services provided by hospital/homebound teachers, as well as try to offer a choice of basic or advanced concepts of theory and practical application.

Registration fee, which includes lunches, coffee and refreshments, is \$50. For more information, contact Gary Lindquist, president of the Hospital/Homebound PSA, at 799 Grant Avenue, Courtenay V9N 2T4. Telephone number: 338-5383.

CTF award

Nominations are sought for the Canadian Teachers' Federation's Special Recognition Award for 1979.

The award is given to people who have given meritorious service to education and/or teaching at the interprovincial, national or international level. No more than two awards are made each year.

Nominations deadline is February 28. For more information, contact Ken Aitchison at the BCTF offices in Vancouver.

Vacancies filled

The Executive Committee, at its December 7 and 8 meeting, appointed teachers to fill four vacancies on BCTF committees and a task force.

Don Mullis of Prince George was appointed to the Professional Development Task Force. Doug Jackson of Kamloops is on the Investigation Committee. Mel Lehan of Vancouver Island North was named to the Labor Liaison Committee. Susan Crowley of Prince Rupert is on the Racism Task Force.

Co-operation is key in North Van program

Teachers, trustees and district staff work to improve schools' image

Teachers, trustees and school board officials in North Vancouver are working together to improve the community's knowledge and support of its school system.

The public education system's image in North Vancouver has been deteriorating in recent years, as enrolment declines and fewer and fewer taxpayers have children in the schools. A special committee established in September is working on a

long-term public relations program that will tell the community about the good things North Vancouver schools are doing.

This committee includes Loretta Ceraldi, president of the North Vancouver Teachers' Association, school trustee Lorna Smelovsky, superintendent of schools Rod Wickstrom, and community schools co-ordinator Cliff Boldt. Its creation is a culmination of co-operative

public relations efforts begun in the district last spring.

The committee plans to have a pilot program for extending public relations at the individual school level in place in a few schools by June. A full program, based on experiences next June, should be in place the following September.

Meanwhile, a parallel program aimed at improving public relations on a district-wide level, to supplement the individual school-level efforts, will also be worked out.

"The future for this committee is exciting," says Boldt. "There is a great deal of support for all levels of the system in School District 44 and a lot of support is coming from central office staff, school

trustees, classroom teachers, principals, et cetera."

"I have some very exciting feelings about how things are going to go with this committee," says trustee Smelovsky.

Smelovsky was a driving force behind a television series, Probe 44, created last spring and now running on Channel 10 community cablevision in North Vancouver twice a week. The program, also aimed at informing the public of what is happening in North Vancouver schools, led to the present committee.

Former NVTA president Ted Archibald and the NVTA also helped produce the series. The BCTF contributed \$3,000 toward their cost and another \$16,000 came in the form of a Young Canada Works grant.

Scenes from the RA



Microphones were busy during discussion of management study.



BCTF staff members helped RA run smoothly.



Not all debates took place at the microphones.

Full strike, collective bargaining rights sought

The Representative Assembly has passed a motion calling on the federation to establish a provincial program to achieve full bargaining rights and the right to strike for teachers.

BCTF staff is now preparing a proposal to present to the spring RA.

The RA's motion, sponsored by the Vancouver Elementary School Teachers' Association, called for a provincial program "to achieve the principles contained in statements 2.A.01 and 2.A.03" in the *Member's Guide*.

Policy 2.A.01 states: "That every member of a local association has the right and obligation to have all matters concerning rates of pay, conditions of employment, working and learning conditions, and generally all school district policies that affect the quality of educa-

tional programs, determined by negotiation and agreement between the association and the board and covered by a collective agreement."

Policy 2.A.03 reads: "That the right to strike is a fundamental right and procedures should therefore be established whereby teachers' associations have the legal right to withdraw services in cases in which school boards or the provincial and/or federal government unilaterally alter conditions of employment or fail to correct intolerable conditions of employment."

The statements have been BCTF policy since, respectively, the 1975 and 1973 Annual General Meetings.

"We want a chance to bargain the working conditions under which we are forced to exist," Executive Committee member Steve Norman said in moving the resolution. He said that this action would provide members with a direct, concrete benefit from their membership fees.

The two policies should be developed together because they are part of the same principle, he said.

The motion passed easily.

B.C. Teacher magazine wins praise

The *B.C. Teacher* has earned high marks in an evaluation of the magazine conducted by a leading publications consultant.

Edmund D. Arnold of Richmond, Virginia, rated the magazine highly in both content and typography.

Arnold is considered to be one of the leading publications authorities in North America. As well as being on the communications faculty at Virginia Commonwealth University (after 15 years at Syracuse University), he is a consultant to publications ranging from the *Chicago Tribune* and *Christian Science Monitor* to in-house newsletters.

He has written 16 books, several of which have been translated into other languages, and has conducted publications seminars in every state and province.

Arnold's analysis began with this sentence: "The *B.C. Teacher* rates high in content — in subject matter and in writing." He then went on to analyze particular articles, and was very complimentary.

He was "particularly pleased" with the editorial mix, and said such features as "They're Talking About," "New Books," and "Snapshots" were excellent.

He found too much jargon in some articles, and as general advice to the editor, said "... never be satisfied. Never lay aside the blue pencil."

Arnold also rated the typography of

the magazine highly, and said that the publication's readership appeal was "excellent."

Rating the typography for nine different factors, he found it "superior," and offered suggestions for making the typography even more effective.

Blakey optimistic

From page 1
trailing the opposition in public support and the government now seems to be trying to conciliate groups such as teachers that have been alienated, sometimes needlessly, by past government policies.

"Now is the time to put things on the bargaining table," Blakey said.

He pointed out that the federation's own recent Gallup Poll showed that efforts by teachers and others are bearing fruit: the public now strongly supports the idea of smaller classes and of more funding to meet the needs of handicapped school children.

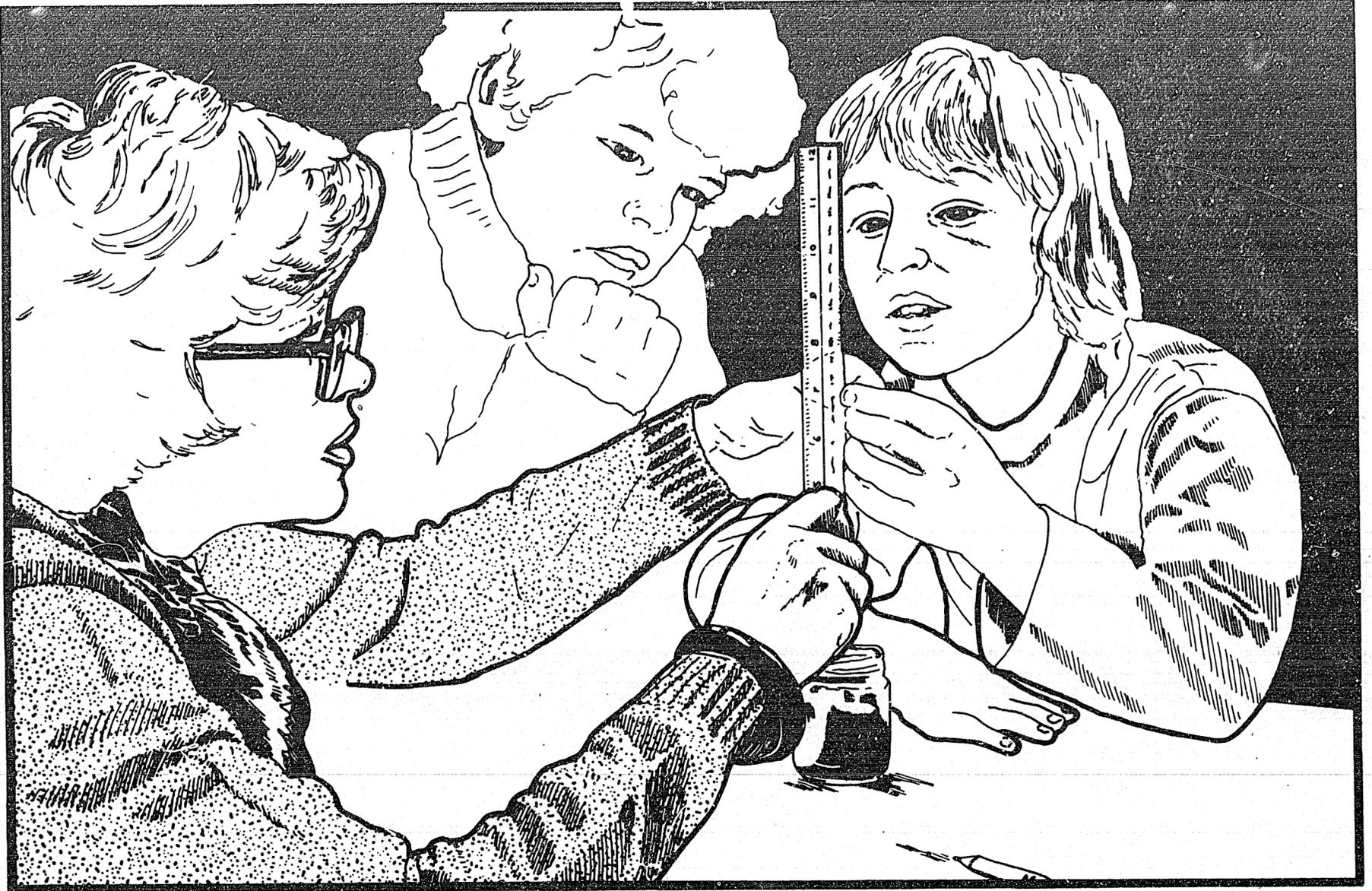
He said he expects to see Smith adopt policies that are "a little more sophisticated, a little more in tune" with public opinion.

But, he warned, teachers must "not get bought off cheaply."

Date update

The conference of the Research Council for Diagnostic and Prescriptive Mathematics will be held at the Hyatt Regency Hotel in Vancouver on April 13 to 15, not April 15 to 17 as stated in an earlier story in the *BCTF Newsletter*.

WHEN DID YOU LAST CHECK OUT YOUR MOST IMPORTANT INVESTMENT?



As little as 25 years ago, an energy problem referred to someone who was tired; ecology was a little-known word. . . much less a concern to anyone; inflation had to do with the air we put in tires; and recession was what happened to one's hair as one grew older. The world's first satellite was still on the drawing board and television was the new rage in Canada.

It's a changed world, isn't it?

Schools have changed too.

We're still teaching reading, writing and arithmetic. In fact, we're teaching them better than ever. But we're teaching them to children who live in today's world, with today's problems and demands — and who are soon going to be adults shaping tomorrow's world.

Young people look to us to help them cope with a puzzling, stressful world of changing moral values, changing family structures, an

uncertain economic future, a limited job market, and an unprecedented flood of information and commercial messages.

The responsibility placed on the public school system is tremendous. In response, B.C. has developed a teaching force and an education system of which it can be very proud indeed. But they need the support of a well-informed, understanding public. The public school is your investment in the future.

If you haven't had the opportunity to visit a school or talk to a teacher recently, we invite you to do so. Get to know us first hand. We know you will have a pleasant experience.



**B.C. Teachers'
Federation**

This message originated by the
Canadian Teachers' Federation