

BCTF Newsletter

VOLUME 20 NUMBER 1

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1981 aims reflect new priorities

Extension of the scope of bargaining, and major salary increases are the principal thrusts of the bargaining aims recommended to the local associations by the Executive Committee.

One of the recommendations calls for a salary increase that recognizes the healthy state of B.C.'s economy, the increases gained by other employee groups, the rate of inflation, and the need to realign teacher salary rates relative to other large employee groups.

BCTF President Al Blakey said a package of objectives — including salary increases and improvements in working conditions — amounting to about 18 per cent of current payrolls was both reasonable and justifiable.

The recommended aims also call for the reduction in the number of increment steps on the salary scale and the elimination of categories 2 and 3, to improve current and lifetime earnings of teachers.

The other major emphasis will be on extending the scope of bargaining by a concerted effort to limit assigned instructional time to a maximum of 20 hours per week, and ensuring a duty-free lunch period.

Among other objectives are ones dealing with pay for substitute teachers and administrators, improvements in sick leave provisions at the local level, including portability, leaves of absence, benefit plans and contract administration and dispute resolution processes.

The complete package of suggested bargaining aims was developed by the Agreements Committee, made up of regional co-ordinators, along with BCTF Economic Welfare Division staff, five members of the Executive Committee, and representatives from the Learning

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Bill gives teachers a raw deal on pensions

'It's time for teachers to stand up and be counted'

The teachers of British Columbia are being given a raw deal on pensions and they're going to have to fight to obtain justice.

That's the clear message that emerges from legislative events of the late spring and summer.

The provincial government has clamped down on pension indexing — the device by which teachers' pensions, along with those of other public-sector workers, had been made virtually inflation-proof.

For retired teachers, that means that an inflation of more than about 8 per cent a year (and currently it's running at 10 per cent) will gradually erode their standard of living.

The government seems adamant on this issue, in spite of efforts by the BCTF involving lobbying MLAs and face-to-face meetings with Provincial Minister Evan Wolfe, the minister responsible.

But the government has backed away from applying the same limitation on indexing to its own employees. A show of militant action by the B.C. Government Employees Union, including a series of rallies around the province and a mass demonstration at the legislature, persuaded Wolfe to give the BCGEU a better deal on indexing than he gave to teachers and other public-sector groups.

The BCTF has taken the position that in unfairly discriminating against teachers the government has added insult to the injury of removing full pension indexing.

"It's time for teachers to stand up and be counted," says federation president Al Blakey. "If the government gets away with this it will think teachers are a bunch of patsies who can be ignored politically. We'll be inviting further attack in any number of areas."

Blakey is heading a staff group that is drafting a pensions action plan for presentation to the October Representative Assembly.

"That plan will undoubtedly contain

recommendations for some form of job action," Blakey said. "Just what form that action will take I can't yet say. Our plan will be well developed and designed to involve as many teachers as possible."

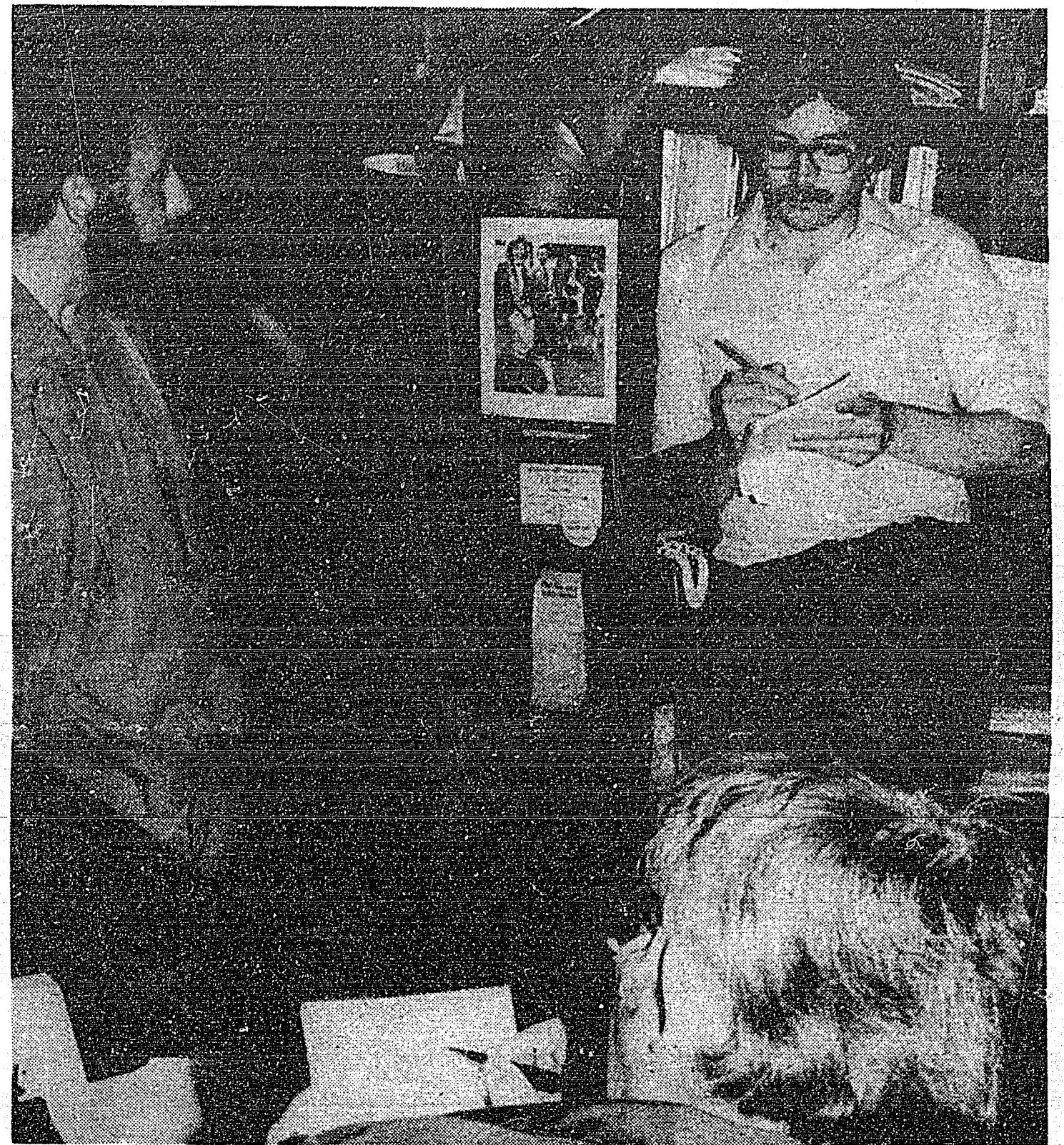
"There have been news stories indicating that I proposed a province-wide

teacher strike this fall. Those stories were not quite accurate. There would be no point to a strike or any other form of job action at this moment, when the legislature is not in session. We need to make our anger known when the MLAs are in the house, and when they're in a position to repeal the ceiling on indexing."

The ceiling was imposed by Bill 29, which was passed by the legislature August 18 (see chronology, page 4).

Blakey made it clear that any actions undertaken by the federation or its local associations will be decided by the

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Hints of possible B.C. teachers' strike this fall arose from interviews given by BCTF President Al Blakey in legislative press gallery after passage of Bill 29, which limits indexing of teachers' pensions. Blakey later made it clear no job action would be effective until legislature sits again, probably next spring.

Minister's forums start September 30

Education Minister Brian Smith's long-promised forums will begin September 30 in the Kootenay and the tour will end in late November with 37 stops along the way, his office has announced.

The tough schedule calls for visits to 22 communities on 13 dates between September 30 and October 30. Smith's office has not released a detailed schedule for the November portion of the trip.

Smith plans three different kinds of meetings during his tour, and few communities will get all three.

Professional forums, designed to give teachers and administrators a chance to tell Smith their opinions about narrowly professional issues, will be held before November 1 in Nelson, Fernie, Prince Rupert, Kitimat, Vernon, Penticton, Duncan, the Gulf Islands, Saanich, Dawson Creek, Prince George and Kamloops.

Public forums, open to everybody and designed to deal with broader issues, will

be held in Trail, Cranbrook, Prince Rupert, Terrace, Vernon, Kelowna, Victoria, Fort St. John, Prince George and Kamloops.

Castlegar, Kimberley, Queen Charlotte Islands and Aiyansh will only have school visits, according to the itinerary.

BCTF First Vice-president Larry Kuehn told delegates to three BCTF summer conferences to take back to their locals the message that teachers should take advantage of all three types of meetings.

"When (Smith) visits your school, don't treat him like a lot of visiting dignitaries are treated, by showing him only the good things in the school," Kuehn said. "Show him the things that aren't so great, too, so he gets a picture that all things aren't good in schools. He should know where the good facilities are but he should know also where they're not that good."

Topics that might come up at the

professional forums include professional rights, pensions, scope of bargaining, or any other issues teachers want to bring up pertaining strictly to their jobs.

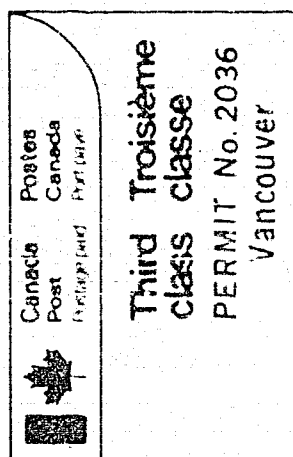
"That doesn't mean teachers aren't welcome and shouldn't speak at the public forums as well," Kuehn added. At these public meetings, teachers should bring up topics that directly affect children, such as class size, preparation time, curriculum, and concerns about the general direction of public education. He stressed that issues raised should reflect each teacher's own experiences.

Teachers who might have difficulty getting away from school in time to get to the professional forums in their area should contact their local association office. The ministry has indicated it will ask superintendents to try to accommodate teachers who must miss class time to present their views.

Here is Smith's schedule until October 30:

September 30: School visits in Castlegar; professional forum in Nelson; public forum in Trail.

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

Hundreds take part in summer conferences

Hundreds of teachers cut short their summer to attend one or more of the BCTF summer conferences, held in the third week of August at North Vancouver, Victoria, Pedder Bay and Shawnigan Lake.

The conferences were the biggest ever, and were linked by a number of common themes. The issue of a broadened scope of bargaining — bargaining for learning and working conditions as well as money — came up at all the conferences. The minister's upcoming forums on education were also widely discussed. There are separate stories on both those issues in this BCTF Newsletter.

Delegates to the presidents' conference gave much credit for the relative success of that meeting to its site — Pearson College of the Pacific on Pedder Bay, one half an hour north of Victoria. Its beauty and isolation made it easier to get to know the other delegates, and to concentrate on the work at hand. The close quarters had a drawback, too: they allowed a flu bug to rip through camp, affecting at least a dozen people, before nomadic delegates and staff infected the camp of the learning conditions short course at the University of Victoria.

The presidents' conference was the site of a notable experiment, as the BCTF local association presidents in effect acted as a sounding board for the Executive Committee in planning the federation's

reaction to the pensions changes. The Executive Committee, at a meeting at Pearson just before the presidents arrived worked out a proposal for the wording of a letter to teachers responding to Provincial Secretary Evan Wolfe's earlier epistle on the subject. The heart of that message was submitted to the presidents and discussed at a series of special sessions on pensions. The Executive Committee then considered the advice it got, and, in a further meeting, hammered out a four-point position statement. You should have the letter by now. The pensions issue is covered in some detail in separate stories.

The pensions issue has made teachers realize they do not actually bargain with the provincial government. They present their case, but then Victoria simply does what it sees fit. The same can be said, at a local level, about all non-salary issues connected to teaching. Broadening the scope of bargaining beyond salary matters, to include learning and working conditions, is a major federation priority this year, and provided the major focus for the agreements short course in North Vancouver's Plaza International Hotel, as well as the other three conferences.

For the first time, non-salary issues — including preparation time and free lunch periods — are included in the bargaining aims suggested to local associations. See our separate story on bargaining aims.



A workshop at the LC short course.

Ex-BCTF presidents win elections

Two former BCTF presidents were elected during the summer to important positions in major teacher organizations.

Pat Brady, who was BCTF president in 1977-78 and 1978-79, was elected first vice-president of the Canadian Teachers' Federation, the umbrella group of Canadian teacher groups. And Jim Killeen, a BCTF president from 1969 to 1971 and a former CTF president himself, was re-elected vice-president of the World Confederation of Organizations of the Teaching Profession at its meeting in Brasilia in August.

Brady defeated Doug McCall of the

(Quebec) Provincial Association of Protestant Teachers, 55 votes to 24 with one spoiled ballot, for the first vice-presidency. The CTF first vice-president has traditionally been elected president the following year.

That was not the case at this year's meeting in Saint Andrews, New Brunswick. Last year's first vice-president, Ross Andrew, resigned to become general secretary of the Ontario Public School Men Teachers' Federation.

Paschall Chisholm, the second vice-president and a former president of the New Brunswick Teachers' Association, was elected president.

Chisholm told CTF delegates that the development of a greater awareness among teachers of their potential collective strength and influence was among his main goals during his term.

BCTF Newsletter

BRITISH COLUMBIA TEACHERS' FEDERATION

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Letters to the editor must be signed by and bear the address of the writer. The Newsletter may edit letters for brevity, clarity, legality or taste. 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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Noreen O'Haire at the PD short course.

BCTF Status of Women Committee representatives told the local presidents and LC chairpersons that the issues addressed by wider bargaining aims are issues raised over the years by the committee. "There is definitely an element of discrimination in the prep time issue," said Marion Poggemiller of Burnaby at the LC conference, noting that 67 per cent of elementary school teachers — those who don't have prep time — are women. Poggemiller, a secondary English teacher, went on to say that the rationale frequently offered for that is that elementary school teaching is easier than secondary school teaching, "but I don't buy that argument. I think it's harder."

The point was echoed by SW committee chairperson Jane Turner, who talked to the presidents about scope of bargaining, which she called "a euphemism for negotiating better working conditions."

"The people without prep time are elementary school teachers, and those people are primarily women," she said. On the books, male and female teachers are equal, but the issues of pensions, education leaves, parenthood leaves, and the different requirements for elementary and secondary teachers, demonstrate the "built-in inequality" between men and women in the schools, she said.

Because of this link between women's issues and the bargaining aims, the BCTF's women will "provide numbers, enthusiasm and stamina" to the fight for better learning and working conditions, Turner said.

A highlight of the learning conditions short course was a speech by Carol

Pickup, chairperson of the Victoria school board, who told her audience that B.C.'s registered nurses fared poorly at the bargaining table until they created an organization that combined elements of trade unions and professional organizations. Pickup's comments and other summer developments in the debate over teachers' status are covered in another story in this issue.

The professional development short course, at Shawnigan Lake School, was the most radically changed from last year of the four conferences. Besides the site (Shawnigan Lake School provided the same atmosphere for PD persons as Pearson College did for presidents, and was a definite improvement over last year's site, the Richmond Inn), the format also contributed to the conference's success. This year's conference had separate programs tailored for PD chairpersons, the PD associates who carry out the programs, and representatives of the provincial specialists associations. The latter in the past felt alienated from the rest of the organization, and held their own meeting. The new format helped define and establish their relationship to the rest of the organization, both for the PSA representatives and the other PD people.

The suggestion to use Shawnigan Lake School for the PD conference came from Dick Lonsdale, a member of the PD Advisory Committee, whose great-uncle C. W. Lonsdale founded the school in 1916.

— Ralph Maurer
Editorial Assistant

Smith plans to visit 37 places

From page 1

October 1: School visits in Kimberley; professional forum in Fernie; public forum in Cranbrook.

October 6: School visits in the Queen Charlotte Islands; professional and public forums in Prince Rupert.

October 7: School visits in Prince Rupert; professional forum in Kitimat; public forum in Terrace.

October 8: School visits in Aiyansh.

October 16: Professional and public forums in Vernon.

October 17: School visits and public forum in Kelowna; visit to Okanagan College in the afternoon.

October 18: Professional forum in the morning in Penticton.

October 23: Professional forum in Duncan; public forum in Victoria.

October 24: Morning professional forum in the Gulf Islands; afternoon professional forum in Saanich.

October 28: Professional forum in Dawson Creek; public forum in Fort St. John.

October 29: Visits to schools and public

and professional forums in Prince George.

October 30: Visits to schools and public and professional forums in Kamloops.

Smith plans to visit Nanaimo, Courtenay, Campbell River, Mission, Coquitlam, Burnaby, Langley, Abbotsford, Chilliwack, West Vancouver, North Vancouver, Richmond, Delta, Surrey and Vancouver in November.

Aims stress non-salary items

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Conditions and Status of Women Committees. The package was developed following three days of intensive study and review of economic and wage settlement data and BCTF policy at the annual Economic Seminar, held once again this year in Penticton in early August.

The Executive Committee considered the package at its August 17 meeting and endorsed it to local associations with only minor revisions. It was subsequently presented to delegates at the presidents' and learning conditions conferences. The recommendations will be debated further at agreements zone briefing sessions before locals firm up their own particular sets of objectives.

— Mike Midzain
Economic Welfare Division

Courtenay teachers win major victory

The Courtenay School Board has given continuing appointments to 31 teachers formerly on temporary contract. Many of the teachers had been on temporary appointment for two or three years.

Fifteen full-time teachers and 16 part-time teachers received continuing appointments at the July 8 board meeting. The appointments came a few weeks after the Courtenay Teachers' Association met with school board officials and trustees to press for elimination of the

excessive number of temporary appointments in the district. BCTF President Al Blakey also assisted the local by involving Ministry of Education officials in the matter.

Last spring the Courtenay Teachers' Association discovered in a survey of all school staffs that an excessive number of teachers were being placed on temporary appointment. Temporary appointments are defined in the School Act as positions that are "temporarily existing or tempor-

arily vacant." Many of the teaching positions in Courtenay were not of this type and were in fact on-going, regular teaching jobs. Moreover, the local association discovered that attrition was remaining strong in the district, thus allowing the board plenty of flexibility in its hiring practices.

Darryl Pippin, president last year of the local, argued that the board was misusing temporary appointments and citing declining enrolment as its excuse. Pippin pointed out that enrolment decline was modest and of a temporary nature in Courtenay. Also, he drew attention to the fact that a sufficient number of teachers were continuing to

obtain leaves-of-absence or out-of-district teaching jobs. These factors created enough new openings to avoid having an excessive number of temporary appointments, he maintained.

Courtenay was only one of several local associations that successfully converted temporary appointments to continuing last year. Surrey, Delta, Langley, Burnaby, New Westminster, Nelson, Penticton and West Vancouver also met with success.

Federation assistance is available to other locals to help them convert temporary contracts to continuing.

— Wes Knapp
Learning Conditions Division

Ronaghan, Darnell leave BCTF staff

There have been a number of changes in the staff lineup at the BCTF building:

- Elaine Darnell and Roy Ronaghan have left the federation. Darnell quit to investigate other career opportunities and to further her education. Ronaghan is now with H. A. Simons Limited, an engineering consulting firm.

- Linda Shuto, the one-time Status of Women person on staff, has returned from the classroom to replace Darnell and works with current professional development concerns, curriculum and instruction, and the racism program, in addition to being the PD field service person for Metro 2 and 3 and the West Kootenay.

Ronaghan, who worked on the ProD Bulletin and other PD publications, on training and organizational development, and who was field service person for Metro 1, North Central and Peace River, has not been replaced.

- PD director Mike Zlotnik is taking a year-long educational leave of absence to study the philosophy of education at the University of London. John Church will be acting director.

- Still in PD, PSA contact Debby Stagg is on parenthood leave. Linda Flanders is doing her job.

- The Executive Committee confirmed the appointments of Dale Kelly and Nancy Flodin as assistant directors in the PD division. Kelly and Flodin belong to a group of five hired onto the staff last year; the Executive Committee this year had to either confirm or end their appointments.

- In Learning Conditions, George North's position as division director has been confirmed by the Executive Committee, as has Mavis Lowry's position as an assistant director.

- Jim Bowman was confirmed as director of Government Division. Tom Hutchison was confirmed as an assistant director. Fred Long's one-year term appointment was renewed this summer for another year. Meanwhile, John Hardy, who spent last year on educational leave at the University of Oregon, is back in the Government Division.

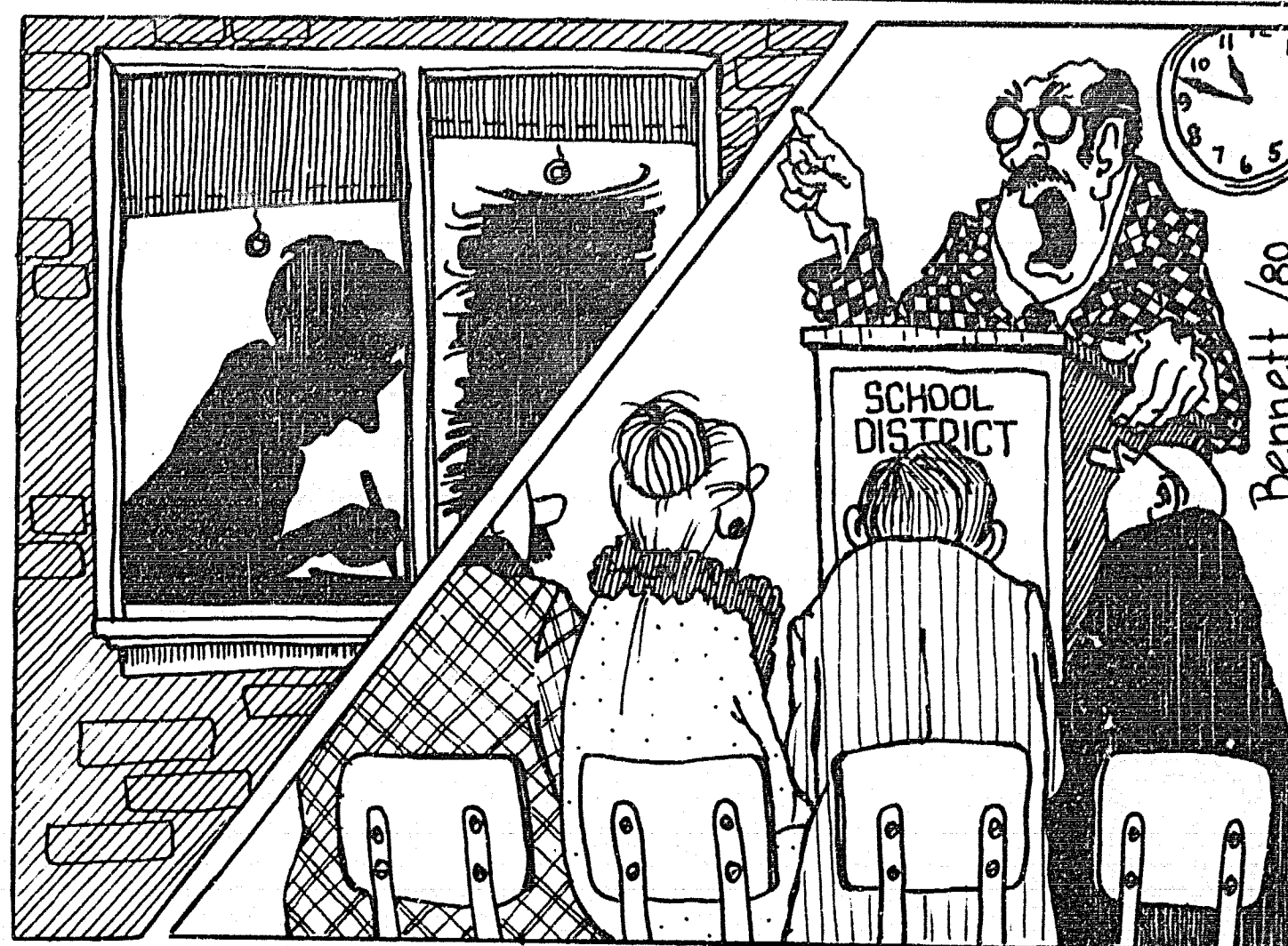
- Ken Smith was confirmed as an assistant director in Economic Welfare.

Prizes offered

A Teacher Award Fund has been established for 1980-81 to grant awards of \$250 to \$1,000 for curriculum projects designed by a teacher or a group of teachers who are active BCTF members.

The project must be completed during 1981, but the submission deadline is October 31 of this year.

For more information, contact Nancy Flodin of the BCTF Professional Development Division.



"... and now we're to believe that our teachers need PREPARATION TIME! But why do we never hear from them, instead of the same few militants? What I say is: Where are they?"

Burnaby's teachers get elementary prep time

Burnaby's teachers have won their fight for preparation time for the district's elementary school teachers.

The Burnaby school board's concession came as a direct result of the Burnaby Teachers' Association's threat to shut down all extracurricular activities this September and to follow that with stepped-up job action if no progress was made on the prep time issue.

What the elementary teachers won was a complicated formula guaranteeing them anywhere from 20 minutes to an hour of prep time per week — much less than their initial demands, but far more than the board had been offering: nothing.

"This is the first time the board has recognized in a contract that there is such a thing as preparation time and that it is educationally valuable," says Burnaby president Marion Runcie. The formula gives teachers less prep time than they need, but, she notes, "We now have a process for working on the extension of prep time every year."

Burnaby teachers have been arguing for elementary prep time for 11 years, but made no progress until this spring, when they decided to drop all other items and make attainment of elementary prep time their only priority this year. When negotiations with the board's representatives broke down, the BTA at a well-attended membership meeting in May almost unanimously endorsed a plan calling for job action if the board did not relent. Two hundred of the 600 teachers at that meeting then marched into the small room in which the Burnaby school board

was meeting that evening, and demanded that negotiations reopen.

Board chairperson Gary Begin — the president of the B.C. School Trustees' Association — denied that negotiations had broken down and said they would continue. It was those negotiations which, after a false start, eventually produced a settlement.

"Teachers finally got angry," Runcie says. "The board realized prep time was something all teachers were very concerned about. The fact that teachers were ready to carry out job action made the board realize the issue was something everybody cared about."

After talks resumed, the board offered to set up a committee to study the issue. But teachers, at another well-attended general meeting, rejected that proposal overwhelmingly and reiterated their determination to act if the board didn't.

Declining enrolment will free between seven and 21 Burnaby teachers from other duties this year. Under the accepted proposal, these teachers would be assigned to schools in such a way that each elementary teacher would be provided some prep time. If only seven teachers are available, elementary teachers would have 20 minutes of prep time per week each. They could have as much as an hour each if all 21 teachers are available.

Meanwhile, in Nanaimo, another district where teachers are stepping up their campaign for elementary prep time, negotiations are continuing with the board and the two sides are said to be close to a resolution.

No answer

The printing gremlins have struck again.

Three digits were omitted from the toll-free BCTF telephone number printed on the cover of the Teachers' Appointment Calendar.

The correct number is 112-800-663-9163.

Vacancies on five committees

Teachers are sought to fill the following vacancies:

The Federation Appeals Board has 25 vacancies; application deadline is September 19.

The Income Security, Finance, and Pensions Committees each have one vacancy; application deadline is October 24.

A learning conditions co-ordinator is sought for the South Okanagan; a professional development co-ordinator is sought for Vancouver Island North; and an agreements co-ordinator is sought for the Central Mainland. Deadline for applications for those three positions is September 29.

An ombudsman representative for the Central Mainland is sought; deadline is September 26.

Ten teachers are sought to sit on a ministerial Special Education Advisory Committee; application deadline is September 22.

For more information about any of these positions, check the BCTF News posters on your bulletin board or at your local association office, or contact Geri McDonald at the BCTF offices in Vancouver.

Newsletter distribution surveyed

Last spring, we started a BCTF Newsletter distribution survey which will continue this fall.

Not knowing when the Newsletter will be in the hands of readers has made the editorial staff's job more difficult than it need be. So we started the survey to find out how quickly the Newsletter is distributed, and perhaps to find ways of getting it out quicker.

We included business reply cards in the packages of the Newsletter sent to B.C.'s 1,700 schools, for two issues last spring. Well over half the cards, with the date the Newsletter arrived, were returned. Thanks to those who took the time to fill out the cards and return them. Please bear with us for two more such mailings.

For those readers who get individually mailed copies of the Newsletter, please let us know if it takes more than two weeks from publication date for your copy to arrive.

Museum offers tours

Class tours of the University of B.C.'s Museum of Anthropology are again being offered this school year. For information, contact Carol Wilson Brown at the museum, 2075 Westbrook Mall, Vancouver V6T 1W5.

SEPTEMBER 4, 1980/3

Study nurses' model, trustee tells teachers

The B.C. School Trustees' Association entered the debate on teachers' bargaining rights this summer when it said teachers should decide whether they want to belong to a professional body or a trade union.

In a brief presented July 14 to Education Minister Brian Smith, the BCSTA urged that all teachers be polled for a once-and-for-all, either-or decision on the question. Smith did not immediately comment.

BCTF First Vice-President Larry Kuehn said at the time that the issue isn't as simple as the BCSTA suggests, but that he is happy the trustees recognize the difficulties facing teachers.

"The BCTF is currently a blend of professional organization and a union," he said. "It is likely to remain that, but with emphasis shifting from one element to another according to the demands and circumstances of the times."

Kuehn got some support from trustee Carol Pickup, chairperson of the Victoria school board.

Speaking to delegates at the BCTF's learning conditions short course at the University of Victoria on August 19, Pickup said an organization similar to that of B.C.'s registered nurses, which conforms to neither of the alternatives the BCSTA suggested, is a model teachers should examine.

"I believe that you have a significant decision to make in the near future regarding your status and the effects this will have on your ability to achieve better learning and working conditions," Pickup said. "Just for interest's sake and with all due respect to the BCSTA executive brief, I would suggest we already have an exception to the two alternatives proposed — the RNABC (Registered Nurses' Association of B.C.)."

"The RNABC has both a professional and a labor relations role. It is responsible for licensing and disciplining RNs in B.C. It also plays a union role in the collective bargaining process."

She added, "I am convinced that the current legislation and confused profes-

sional status is not conducive to achieving meaningful advances in learning and working conditions for teachers in B.C."

Reacting to the BCSTA brief, Kuehn said, "The BCTF welcomes the recognition . . . that teachers currently lack the rights of either a profession or a trade union."

Rapid social change and increasing demands upon schools have convinced more and more teachers they must have control over their working conditions, he said. "Numerous BCTF requests to government over the last decade for a teaching profession act and for the right to bargain learning and working conditions have been consistently ignored," he said.

"We're asking (Smith) to find out from the teachers what model they want and then pressing him to write up some legislation which is consistent with that decision," BCSTA President Gary Begin said when he presented the brief on July 14.

Citing their own difficulty coming to grips with the legislation governing teacher/board relations, the trustees in

their brief said: "Perhaps we have asked teachers to behave like professionals while some of us may have treated them in a way that causes them to seek the protection of a traditional trade union."

The brief assumes that teachers must have one or the other only of the following: the rights and privileges of other professional groups in society, or the rights and privileges of a trade union.

The BCSTA suggested the following question be put to teachers: "Do you wish legislation which: (1) governs teachers in a professional mode (which, in other professions, includes the rights of self-discipline, self-governance as a profession and professional control over certification, and includes the right of the client to have free choice over staff selection); or

"(2) Do you wish to be accorded the same rights and privileges as those accorded to all other organized employee groups governed under the Labor Code (including the right of collective bargaining and protection of job tenure)?"

Teachers should also be asked whether they want to bargain provincially or with their local school board, the brief stated.

What they did on our vacation

This is the way the pensions issue has developed since our last *BCTF Newsletter*, the edition of June 20, which reported on the B.C. Government Employees Union mass demonstration in Victoria and on teacher participation in a BCGEU/CUPE protest rally at Prince Rupert:

July 2: BCTF President Al Blakey, First Vice-president Larry Kuehn and pensions staffer Bruce Watson met Provincial Secretary Evan Wolfe to suggest ways by which pension indexing could be protected without additional contributions by teachers.

July 22: Wolfe rejected the BCTF suggestions.

July 22: Wolfe invited the federation to name a representative to the pensions investment committee, which now consists of six public servants.

July 22: Wolfe introduced Bill 43,

which raises the index ceiling for public-service workers by shifting

put in an extra .5 per cent.

July 22: Kuehn and Watson met with Wolfe to protest unequal treatment of employees under government-administered pension plans and to ask him to take a second look at Bill 29.

Incidentally . . .

Your MLA now has a better pension plan than you do.

Before a series of pension-limiting bills were introduced in May, teachers, public servants and MLAs all had fully inflation-proofed pensions. The May bills limited indexing at the same level for all three groups. But when the government introduced Bill 43 two months later to raise the indexing limit for the public servants in the BCGEU, they included MLAs in the same legislation.

So MLAs and public servants are now protected from inflation of up to 12 to 15 per cent, while teachers' pensions begin to lose ground when inflation exceeds 8 per cent, as is now the case.

more of their contributions, and those of government, into their indexing account. Government workers' pension contributions remain at 7 per cent of their salaries; the government will

July 22: Wolfe sent a letter to all teachers outlining the government's position on amendments to their pension plan.

August 1: Wolfe said further discus-

sions on indexing would be possible if teachers were prepared to pay more.

August 13: Blakey and Watson met with Wolfe to request again the same consideration as was given to public servants, and to point out what the federation considered to be errors in Wolfe's letter to teachers. In view of his refusal to meet our request Blakey said the federation would be considering further actions.

August 17-20: Executive Committee met to consider further actions.

August 18-20: Local association presidents reviewed and endorsed a set of actions.

September 2: Blakey wrote to all active and retired BCTF members, stating the federation's position and responding to Wolfe's letter of July 22. Blakey's letter also went to all MLAs and district superintendents.

September 3: Staff group under Blakey began drafting pensions action plan.

News briefs

Former EC member dies

Phil Van Seters, a member of the BCTF Executive Committee from 1977 to 1979, died August 6 in Willowdale, Ontario, of cancer after several years of illness.

Van Seters was born in Vancouver but raised in Toronto. A Dalhousie University graduate, she received her teaching certificate from the University of Victoria and taught in Duncan until her illness forced her to quit in 1979. She was president of the Cowichan District Teachers' Association for two years and in 1977 was elected as a member-at-large of the BCTF Executive Committee.

Community ed

The fifth annual conference of the Association for Community Education in B.C. will be held at the Denman Place Inn in Vancouver from October 23 to 25.

The conference will include seminars, workshops, guest speakers and education. **4/SEPTEMBER 4, 1980**

tional sessions on such topics as curriculum, programming, finances, multiculturalism and interagency co-operation.

For more information contact Bill Price at Carnarvon Community School, 3400 Balaclava Street, Vancouver V6L 2S6, or Marguerite Shigerhiro at Champlain Heights Community School, 6955 Frontenac Street, Vancouver V5S 3T4.

Administrators meet

The 12th annual Western Canada Educational Administrators Conference will be held October 23 to 25 in Calgary.

The program consists of workshops, lectures and visits to some Calgary schools. For more information, contact conference director Al Kowalski at 300 6th Avenue S.E., Calgary, Alberta T2G 0G3.

Tecumseh reunion

Tecumseh Elementary School is having a 70th anniversary celebration and reunion at 7 p.m. on October 17 at the school, 1850 East 41 Avenue, Vancouver.

Organizers are looking for photographs or other memorabilia of the school. If you can help, call Neila Skinner at 327-0204 (school) or 261-6413 (home).

Family life

The B.C. Association of Adlerian Psychology is holding a two-day workshop on two separate weekends next month on early family influences on personality development.

For more information contact the association at 210-2525 Manitoba Street, Vancouver V5Y 3A7, or phone 874-4614.

Teaching adults

A one-day course for teachers of young people who are making the transition to teaching adults is being offered this fall by the University of B.C.'s Centre for Continuing Education.

The course will be held 9 a.m. to 4:30 p.m., October 4. The \$35 fee includes a light lunch. For more information, contact UBC at 228-2181 or write to the UBC Centre for Continuing Education, Vancouver V6T 1W5.

Teachers must fight for indexed pensions

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membership. "Every member will have full opportunity to help make these crucial decisions," he said.

Representatives of all locals — presidents attending the summer conference at Pearson College — have already had initial input into the planning. Members of the BCTF Executive Committee consulted the presidents at length before framing the following position statement:

"1. That the BCTF deplores the action of the provincial government in removing full indexing of teachers' pensions.

"2. That the BCTF condemns the inequitable treatment of teachers compared to other public-sector workers.

"3. That the BCTF initiate political action that will lead to the restoration of full indexing of teachers' pensions.

"4. That the BCTF emphasize the pensions campaign as a major priority."

Blakey invites all members who have suggestions about the action plan, or questions about the pensions issue, to write to him directly at BCTF headquarters.

A full explanation of the amended Pension Act will shortly be forwarded to all members as a replacement for the pensions section of the *Members' Guide*.