



Surrey teachers turned out in large numbers on November 19 to let B.C.'s cabinet members know their feelings about teachers' pensions.

1,400 Surrey teachers greet B.C.'s cabinet

BCTF reps invited to speak to cabinet, but government position stays the same

An impressive demonstration by 1,400 teachers, mostly from Surrey, greeted B.C. cabinet members arriving at Fort Langley for a cabinet meeting on November 19.

Five members of the BCTF Executive Committee were subsequently invited to speak briefly at that meeting. The government didn't change its mind on pensions indexing at the Langley meeting, but BCTF President Al Blakey came away saying he was confident that the pensions

campaign is making an impact on the government.

Although the cabinet indicated no change in its refusal to move from its existing position on pension indexing, "there was the odd remark that suggested some possible sympathy, but nothing concrete," Blakey says.

"I think the manner and bearing of the members of the cabinet present indicated the growing respect for the seriousness of our concerns," Blakey says.

Education Minister Brian Smith's promise to make a statement about pensions in December; after the series of public and professional forums on education he is undertaking, is another sign that the teacher demonstrations and the briefs presented at the forums are having an effect, Blakey says.

Smith told Jack Webster on November 17 that he is going to "make a statement at the end of my tour as to what I'm going to recommend to cabinet (on pensions), based on the tour and what I hear from the public and from the teachers."

"It becomes all the more vital therefore," says Blakey, "that the pressure we have been building up be intensified with a view to bringing about a change in the government position. If indeed they are discussing our pensions in December,

that becomes a key focal point for registering our anger."

Surrey teachers had voted a few days earlier to withdraw their services on November 19 so they could demonstrate their concerns over the pensions indexing issue in Fort Langley, when the better part of the provincial cabinet assembled there. Almost 1,300 of Surrey's 1,700 teachers travelled by bus and car to Langley, where they were joined by 150 representatives from most Metro locals who were in Langley for a pensions workshop.

After Coquitlam president Geoff Peters and Jim Edmondson of Holly Elementary School in Surrey led demonstrators in a series of songs — old favorites with new words about indexing pensions — the teachers lined the narrow

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Pension campaign builds

The BCTF campaign to get the government to return full indexing for teachers' pensions is gathering momentum.

Actions, precipitated by the opening of the legislative session on December 4, are being organized by several locals. Surrey and Burnaby teachers plan to attend the opening of the legislature *en masse* and over 2,000 are expected to provide B.C. Ferries with its heaviest traffic of the winter. Those teachers will be joined by

delegations from Vancouver Island locals.

The BCTF Executive Committee, at a special meeting held November 22, responded to local association calls for a speed-up of the pensions campaign timetable by passing the following motions:

That the executive co-ordinate rotating walkouts beginning December 4; that the executive co-ordinate other protest actions throughout the province; that the BCTF begin a public relations campaign in support of those actions; and that preparation begins for a referendum ballot on further action.

As a consequence of these motions,

the executive will recommend to local associations follow-up actions similar to the ones already undertaken or planned by the teachers of Surrey and Burnaby. But demonstrating at the legislature is not feasible for many locals. As an alternative, the Central Okanagan Teachers' Association plans an Orpheum-style rally for December 8, to which all teachers in the Okanagan Valley are invited.

The executive also agreed to second one of their number (yet to be named) to work with the full-time table officers to help co-ordinate the federation's pensions and scope of bargaining campaign. The appointment will run through January 31.

Island dispute ends

Vancouver Island North teachers ended a two-week work-to-rule campaign on November 25 after their board agreed to discuss their demands.

The Vancouver Island North Teachers' Association's board's refusal to include a clause in their 1981 contract to the effect that teachers would not be required to carry out duties normally performed by members of the Canadian Union of Public Employees, in the event of a CUPE strike.

VINTA refused to negotiate any other items in the contract until wording of that

clause was settled. As a result, their contract has gone to arbitration.

However, the school board agreed late last week to discuss the wording of the disputed clause, and a solution is imminent. Meanwhile, the two sides agreed to resume contract negotiations, and to make a joint presentation to the arbitration panel on items they reach agreement on.

Letters

Sun wants us to roll over, play dead

Under the heading "Enough is enough," the *Vancouver Sun*, Nov. 20, complained that parents and school children are "trapped" by the political machinations of B.C. teachers led by their federation in the teachers' battle with the provincial government regarding pensions.

It stated that parents and students are "being made political refugees" by teachers' actions. In some convoluted fashion, teachers, rather than a political structure which refuses to listen to minority groups bound unwillingly by its policies, are made the scapegoats. As a teacher, I feel I am the "political refugee."

Apparently, in the provincial secretary's view, neither I nor my retired colleagues are to receive equal pension

rights with members of the BCGEU, who also rallied to face the government. According to the editorial, teachers should nevertheless roll over and play dead so as not to inconvenience anyone.

The *Sun* suggests teachers have a history of political involvement in B.C. Not so. Teachers, being generally optimistic conservatives, are slow to anger and even slower to act. Very few of us look forward to job action of any kind. We are aware of the child's needs for uninterrupted educational services (despite the increasing number of parents who routinely remove their children from classes during the school year for trips to Disneyland, Hawaii and other exotic locales). Nevertheless, we cannot sit quietly back marking our

arithmetic papers while our retired colleagues and (ultimately) we are doomed to a pension tied to an eight per cent cost of living increase when we all know the cost of living this year alone rose 11 per cent.

The same issue of the *Sun* that ran your editorial carried a page-one report on reinstatement of ICBC discounts to senior citizens. Agriculture Minister Jim Hewitt is quoted in that article as follows:

"... seniors cannot protect themselves against inflation in the same way as people who are working."

The retired teacher, whose anticipated pension income is being eroded by inflation and by inadequately supported, ill-judged investment of funds, is now told by the government that his expected income will further be subject to restrictions. It is incumbent upon the teacher who is still employ-

to protect his retired colleague as, in Mr. Hewitt's words, he can no longer protect himself because it seems that the average teacher who works more years than the average BCGEU employee and therefore contributes more to the pension fund in total is entitled to fewer proceeds from his donations.

If an insensitive government refuses to negotiate with us and job action ensues, the media should be fair enough to lay the blame for interrupted educational programs at the government's door, where it belongs.

I can guarantee more students than teachers will welcome closure of the schools.

For the record, although I live in Surrey, I work for another school district and was not at the Fort Langley demonstration.

Maureen Scott
Surrey

Marching to a different drummer

Re: the letter from Siegfried Puetz complaining about the passage of Resolution 113 by the spring Representative Assembly.

To make his case for the removal of homosexuals from the classroom, Mr. Puetz cites chiefly an article written by one person in a magazine distributed by the *Vancouver Sun* — a newspaper which has not tried to keep secret its own official policy of hostility to gays.

Mr. Puetz quoted from the article:

1. "The concept of the healthy homosexual is not accepted by most workers in the field." If this is so, why did the American Psychiatric Association in 1974 vote to remove homosexuality from the "sick list"?

2. "... the predominant viewpoint of those most deeply involved with the understanding of homosexuality is that homosexuality is a failure, or a deviation in psychosexual development." Surely, "those most deeply involved" are the homosexuals themselves. They have had little useful information or help from the heterosexuals who claim to be experts on the subject. Investigation seems to indicate that the problems are not their homosexuality but the attitudes of heterosexuals towards them. A homosexual reviewing the statistics on divorce, wife battering, rape, et cetera, might feel justified in asking about the value of heterosexuality as a lifestyle.

3. "It is a pity that the impression is given ... that homosexuality is a healthy adaptation of free choice in life ..." While it is not known what causes homosexuality — just as it is not known what causes heterosexuality, or the varying persuasions between these two extremes — there is some indication that people are born with

their sexual preferences. So, who is free to choose — and who is not? He need not worry about his children being contaminated because it is unlikely that homosexuality is "catching."

Mr. Puetz goes on to state he "will not tolerate having sexually sick (as perceived by the general public) teachers in the classroom."

One can hope that the general public will recall, humbly, for how long it perceived that the earth was flat and was the centre of the universe. Now, what was the name of the scientist in Italy who was threatened with torture for pushing an unpopular idea about the earth revolving around the sun?

Mr. Puetz magnanimously suggests that homosexuals not be persecuted. In the same paragraph he demands that they be bounced from the classrooms. In a country that bans torture and false imprisonment it is hard to think of a more severe form of persecution than to deny a person the right to earn a living. Would Mr. Puetz ban homosexuals from all work in which they might influence young people? Hospitals, community centres, churches, libraries, ice rinks, radio stations and television channels, check out your nurses, doctors, group leaders, ministers, librarians, coaches and performers!

It would be interesting to know if Mr. Puetz could identify an ordinary homosexual if he saw one. Better watch out, Mr. Puetz. Some day in a free society the primary teacher you ogled or a "macho" football coach might leap out of their closets crying, "Fooled you!"

Try this on for size, Mr. Puetz: *If a man does not keep pace with his companions, perhaps it is because he hears a different drummer.*

Let him step to the music which he hears, however measured or far away.

Eve Alexander
Vancouver

The pension plan's health

The letter published in your November 14 issue over the signature of Lila O. Stanford of Langley cannot go unanswered.

I shall make no comment about references in the introductory paragraph to sodomy, communism and day care — except to ask what relation they have to pensions.

The writer points out that the teachers' pension fund is in financial trouble. This is partial truth. If all contributions were to cease tomorrow, there would not be sufficient money in the fund to meet pension obligations. But even the government-employed actuaries state that this should not be of concern. Contributions are not going to cease.

In search for an answer for the "financial difficulties," the writer cites one cause — the fact that teachers stay on the job. This is a strange reason for reducing pensions. There are, in reality, two much more significant causes for the so-called unfunded liability: 34 years of failure by the provincial government even to match teacher contributions, and an investment policy designed not to promote the fund, but rather to finance crown corporations.

The writer suggests that the additional contributions now being

made by the government are somehow unfair to the taxpayer. Let's evaluate that complaint after 34 years!

Does Mrs. Stanford know that the pensions in the forestry industry and in B.C.'s largest mining company are wholly financed by employer contributions?

Does Mrs. Stanford know that throughout Canada, employer contributions to pensions exceed employee contributions in the ratio of 2:1?

We must learn to think of pensions, not as accumulated savings, but as intergenerational transfer of purchasing power. At present there are more than five contributing teachers for each pension recipient. But contributions made by and on behalf of Mrs. Stanford and four of her colleagues are sufficient to maintain two pensioners at a rate which maintains purchasing power.

When the BCTF in 1969 first advocated indexing pensions, the inflation rate had been for some years averaging 3 per cent. This was the measure of lost purchasing power of pensioners in those days. We do not know exactly how limitation of indexing will work out (because it depends on order-in-council). But it is quite likely that the annual loss will be close to 3 per cent (and increasing gradually).

We are back to 1969.

D. J. S. Smith
life member

Discussion took place

I write because Mr. Puetz has left his readers with the impression that neither the Coquitlam Teachers' Association executive committee nor its geographical reps discussed this issue prior to its consideration. This is untrue. As a member of our executive I was a discussion group leader and Mr. Puetz was present in my group when explanation and discussion of this matter occurred. Neither myself nor our two other GRs were contacted by Mr. Puetz about his concerns at any other time.

It is obvious that Mr. Puetz's quarrel with Resolution 113 was not, as he would have us believe, any lack of

clarity regarding the motion. Rather, it is Mr. Puetz's personal bias against those who he refers to as "sexually sick".

Mr. Puetz has used the *BCTF Newsletter* as a vehicle for comment on homosexuality and not as a comment on political process, as he claims.

Lynne Hampson
Geographical representative
Coquitlam

Help wanted

The position of professional development co-ordinator for Metro Vancouver, advertised in an earlier *BCTF Newsletter*, has not been filled.

For more information on the position, contact Jacquie Boyer at the BCTF offices in Vancouver. Application deadline is January 15.

Flanders PD report 'already outdated'

The Flanders report on the B.C. Teachers' Federation is already out of date, according to federation president Al Blakey.

The report, which surfaced in the news media November 22, was presented to the federation last March but was based on interviews conducted a year earlier. It reported a perception by many teachers that the BCTF is run by "activists" who are more interested in politics than in the problems of classroom teachers.

"Recent events are changing that perception," Blakey said in a news release. "More and more teachers are beginning to realize that there is a direct connection between political activity and their concerns as practising professionals. They're beginning to see that it's only

through politics that they can improve their working situation."

The federation's main thrust this year, he said, is to secure for teachers the same kind of bargaining rights now enjoyed by almost all other organized workers. For teachers this means the right to negotiate for changes in learning and working conditions in the schools.

"At the moment the law requires school boards to bargain with us only on salaries and bonuses," Blakey said. "We want the law changed, and that requires political action. Teachers all over B.C. are recognizing that that's the only way we'll ever gain control over our working lives."

"I think if a new survey were done now it would show that there is more support from teachers for the federation's politi-

cal activities than has been the case for several years.

"Education Minister Brian Smith has been holding education forums all over the province and I'm sure he'd tell you that he's been hearing from hundreds of individual teachers the same kinds of concerns that we've been expressing as a federation."

Blakey said a number of the federation's 79 autonomous local associations — including those in Burnaby, Surrey, Nanaimo, Comox/Courtenay and Vancouver Island North — have recently taken the lead in initiating political and job actions in support of federation objectives, with the federation's full support.

"It's no longer true, if it ever was, that the BCTF leadership consists of a small band of activists marching far out in front of the members and trying to lead them in

a direction they don't want to go," Blakey said. "More and more the activity starts, as it should, at the grass roots."

Blakey said much of the material in the Flanders report is still valid and is under intensive study by teachers throughout B.C. More than 1,100 copies have been distributed to BCTF members.

He said he was surprised by a freelance writer's statement that the report had been kept "under wraps" for eight months. The report has always been available, he said, to any journalist who bothered to ask for it.

And he pointed to a statement by consultant Tony Flanders in his preface to the report:

"I wish to state that I was given total freedom in my work and my reporting. I was always encouraged to speak out, write out, and publish my findings, conclusions, thoughts or impressions."

BCTF speaks out on KKK

At the November meeting of the Deputy Minister's Advisory Committee, BCTF First Vice-president Larry Kuehn raised the issue of the KKK.

The Klan has been active in the Vancouver area, handing out leaflets on school and college premises.

The federation called in the Minister of Education to speak out against the activities of the Klan and also sent a telegram to the attorney-general urging him to allow a criminal charge of "promoting racial hatred" to be laid against the KKK.

Kuehn said the activities of the Klan were symptoms of the racism found in our society and suggested the Ministry of Education should attempt to deal with the problem in schools. The federation is hiring a full-time staff member to coordinate the BCTF racism program.



The Lower Mainland leg of Education Minister Brian Smith's tour of the province began November 17 with forums in Coquitlam and Burnaby. Above, teacher Judi Clarke at the Coquitlam professional forum.

Coplin, Begin discuss BCTF's status

When the Canadian College of Teachers invited BCTF Executive Committee member Lynda Coplin and B.C. School Trustees' Association president Gary Begin to be their after-dinner speakers November 12, the organizers of educators might have been expecting a debate. Instead, members probably found it difficult to discover where the two speakers' views diverged.

That's surprising when you consider the topic of discussion: Begin and Coplin were asked to "review and react to the BCTF role of acting as the professional voice" of teachers.

Both speakers agreed that it would take some intellectual gymnastics to compare the BCTF with such professional groups as the B.C. Medical Association or similar groups existing for lawyers, dentists and engineers.

Unlike those groups, Coplin said, the BCTF has no control over who may belong, no control over standards of practice, and no right to decide what's best for the client. "What opportunity have we had lately to make curriculum decisions that are in the best interests of the children we teach?" she asked.

Begin agreed. He noted that the BCTF is trying to win more rights for its members that professional groups have, but noted: "The BCTF represents a dichotomy by trying to be a labor union on the one hand and a professional association on the other." There is, he

said, a conflict between professional and economic concerns that cannot be reconciled in one organization.

His organization wants the BCTF to decide which role it wishes to play, perhaps leading to a second, parallel organization to look after other interests. (B.C.'s nurses, for example, have two separate organizations, one a union, the other a professional association.)

Coplin said teachers' lack of bargaining rights shows the BCTF is not a union either. She agreed that teachers must define which role the BCTF must play, but did not rule out a combination of the professional and trade union roles. "I'm not sure there's a hard and fast answer," she said, "but I'm sure of one thing: we, as teachers, must begin to use our collective voice and our collective strength to make sure we have any voice in the education of the children in our province."

Ian Cameron, a BCTF member currently working in the Ministry of Education, and a member of the audience, suggested during a question period that "a union works with things, a profession works with people." However, he added, teachers don't control who belongs to their organization. His solution would be to create a Teaching Profession Act to govern the rights and responsibilities of the teaching profession.

The role of administrators in the BCTF also came up during the discussion. Begin

said having one group represent both teachers and administrators presents a conflict of interest. Coplin agreed that "a real conflict of interest" now exists. But, she said, teachers and administrators have common goals in the school system. "I'd like to see principals stay in the BCTF, if two things happen: one, salaries become more reasonable, and secondly, if they don't have the right to hire and fire you."



Begin listens while Coplin speaks. NOVEMBER 26, 1980/3

BROADWAY PRINTERS LTD.

BCTF Newsletter

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

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MEMBER: EDPRESS ISSN 0709-9800

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Guinea pigs and the English Placement Test, by Larry Kuehn

Arguments about the validity and uses of standardized tests have recently moved out of academic institutions and into the public media in the U.S.

The "truth in testing" movement associated with Ralph Nader has been attacking one category of abuse through a challenge to test instruments in the determination and reporting of results.

Could B.C. be far behind with its own testing scandal? Not likely, with the plethora of tests pouring into the schools from the ministry's assessment branch, the Educational Research Institute of B.C. and profit and non-profit businesses trying to sell their services.

In fact, inappropriate uses of the English Placement Test have recently come to light. The EPT — commissioned by the ministry and administered by ERIBC — has been in existence for several years with students and teachers assuming it had one purpose: assisting in the placement of students into appropriate English courses at a college or university.

But it turns out there is also another purpose about which both students and teachers were unaware: research projects.

This use of the tests for research raises two questions: are the conditions under which the English Placement Tests are provided to outside groups for research adequately controlled? Are the human rights of the students protected?

Unfortunately, the answer in both of these cases seems to be "no."

Students who sign up to take the English Placement Test are given no indication that their test papers will be handed over to researchers. Yet this has happened — in boxed lots of 20,000 tests.

Teachers hired by ERIBC as markers have consistently been told that the test papers are shredded after they are marked and the scores recorded. That assurance is false.

Both John Anderson, director of the EPT at ERIBC, and Jim Carter, deputy minister of education, admit that thousands of copies of the test have been turned over to researchers with Carter's approval.

Have adequate conditions and controls been exercised in this massive handover of student work? The evidence indicates that there has in fact been serious abuse.

The test papers have on them the

student's name, address, initials of the marker, the essay written and the scores assigned to the student's work. Once these papers leave the office of the ERIBC and are deposited in a researcher's basement, ERIBC and the ministry have no control over their distribution or use.

Two specific violations of acceptable practice appear to have occurred already.

One researcher is reported to have taken some of the papers received and given them to a colleague, evidently for a use which was not known to or approved by the ministry. This illustrates the inability of the ministry to control the use of these test papers once they leave ERIBC's hands.

Who else might get these papers and for what purpose?

The purpose of the first researcher to have access to them was to evaluate the English Placement Test markers. The researcher's method included dividing papers into those of "Chinese ESL students", "Chinese-named non-ESL writers" and "writers with non-Chinese names".

The assumptions on which this division is based are probably invalid and are certainly inappropriate and offensive, constituting another abuse of English Placement Tests.

The ministry not only has no control over what a researcher does with papers handed over, but also seems to have no interest in evaluating the research design of those receiving the papers.

Ultimately, though, the human rights of students are the central issue. Students are coerced into writing the English Placement Test. They must take it to gain entry to most of the colleges and universities in B.C.

Students are never told that their papers will be used for research in addition to the stated purpose of placement in an appropriate English course.

Students are not informed that their names, addresses and the thoughts they commit to paper will be handed over to outside researchers, who deal with the papers free of any effective control.

The BCTF has demanded that the ministry stop releasing the English Placement Test papers to outside researchers. Clause 2 of the BCTF Code of Ethics states that "The teacher respects the confidential nature of information concerning pupils and may give it only to authorized persons or agencies directly concerned with their welfare."

University or other researchers are not directly concerned with the welfare of the individual student involved in writing this test. BCTF members should refuse to participate in administering or marking the English Placement Test unless and until the ministry gives assurances that EPT papers will not be used except for the designated purpose of assisting the student to be placed in the appropriate English course at a post-secondary institution.

Pensions campaign makes itself felt

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road leading up to Fort Langley. Cabinet members had to drive through this gauntlet of chanting, placard-waving teachers to get to their meeting.

When those ministers present — Premier Bill Bennett (vacationing) and Education Brian Smith (at a professional forum in West Vancouver) were not — had gone inside the stockade, Blakey and four other members of the executive were unexpectedly invited into the cabinet meeting.

Upon emerging a half hour later, the executive members were initially angry. "A bloody waste of time," muttered Lynda Coplin. Speaking to reporters, Al Blakey noted that the meeting was "an opportunity for us to reiterate to cabinet in a meeting what we had been saying since last spring." The BCTF representatives were also questioned on their position, he said — questions which indicated that some cabinet members hadn't been paying much attention to the issue all these months.

Blakey said that the BCTF is prepared to meet with the government as soon as cabinet indicates some flexibility on the issue. The government so far has refused to reconsider its decision to limit indexing of pensions. Up to this year, teachers' pensions had been increased to match increases in the consumer price index.

But if the government does not soften its position, Blakey warned that a repeat of 1972, when teacher hostility toward the government at the time helped defeat the Social Credit party, is likely.

He also said that the NDP has indicated to the BCTF that it will restore full indexing to teachers' and public service workers' pensions, if elected to government.

A moment later, Provincial Secretary Evan Wolfe himself emerged from the cabinet meeting. He admitted that the BCTF representatives were invited merely to restate their position, then Wolfe restated the government position: that the indexing limit was necessary to guarantee the financial soundness of the pension plan. He blamed the previous, NDP government for that, and said

"we're going to be in big trouble" if an NDP government ever reintroduces full indexing.

"I hate to think this, but I suspect this matter is more involved in politics side of it than it has to do with pensions, and I regret that," he said, referring to the BCTF's pensions campaign.

He denied that his government is being inflexible on the pensions issue. "I don't agree that my position is inflexible," he told reporters. "But there's no way we'll

consider completely open-ended indexing."

"Our attitude is to bring about a change in the existing government's position," Blakey says. "If that action, which we are now intensifying, is not successful, logically we will then look to the political process as a means of achieving success, and that could mean political action of the 1972 variety."

The federation's primary intention is to win the right to bargain full indexing of pensions, he says.



These retired teachers were among those who demonstrated at Fort Langley.

Gale Tyler on PD staff

Gale Tyler of North Vancouver has been appointed to the Professional Development division to replace Roy Ronaghan, who resigned in August to join H. A. Simons, an engineering firm, as an organization development consultant.

While Tyler is replacing Ronaghan on the PD staff, her job will be different, a recognition of the fact that the priorities and goals of the BCTF have changed. Tyler's work during her 18-month term, which begins in January, will be largely developmental. At first, she will help identify a group to train as trainers for local association bargaining or negotiating teams and committees. Once the trainers have received their training, Tyler will be available to assist them in training negotiating teams or committees

in each local which will be, it is anticipated, committed to an expanded scope of bargaining.

Since it is now recognized that any issue that impinges on the life of the teacher can become a negotiable item if teachers are to have control over their personal and working lives, the issues that can or must become negotiated extend from the traditional area of salaries to all learning conditions and any PD issue — PD days, selection of texts and other learning materials, ways in which schools and classes shall be organized, for example.

Tyler's appointment has probably established a first among BCTF staff members. Long ago, when this writer was still teaching, Gale Tyler was one of his students at Gladstone high school in Vancouver.

—John Church

Professional Development division

15 districts in arbitration

Just 15 local associations passed the November 15 contract negotiating deadline without a contract. That's the smallest number of contracts going to arbitration in years.

Fifty-one agreements, with an average wage increase of 12.8 per cent, were reached this fall. Another 13 districts are in the second year of a two-year agreement. Average increase on this latter group is only 10.1 per cent, but in many of these locals, the lower settlement this year was the price of an above-average settlement in the first year of the agreement.

Last year, when the average increase was about 9.5 per cent, 23 districts took their contract disputes to arbitration, and

in 1979, 51 cases went to arbitration. In the past two years, salary increases reached through arbitration have been consistent with the negotiated settlements.

This year's agreements range from a low of 12.1 per cent to Stikine's 14.1 per cent. Three districts settled on the last day: Surrey, for 12.3 per cent; Chilliwack, for 12.86 per cent; and Saanich, for 12.5 per cent.

The arbitration process must be finished by December 31. The new contracts run from January 1.

Those districts going to arbitration: Trail, Grand Forks, Hope, Abbotsford, Mission, Vancouver Island North, Nanaimo, Courtenay, Vancouver Island West, Terrace, Vancouver, New Westminster, Burnaby, West Vancouver and Langley.