

Opposition to controls growing

Teachers are not alone in condemning the provincial government's public sector budget and wage control program.

Opposition has been growing steadily — and in some surprising quarters, — since Premier Bill Bennett announced the program on February 18. An impressive array of opposition politicians, union leaders, editorial writers and economists — even former federal Anti-Inflation Board vice-chairperson Beryl Plumtre — have attacked the program as unfair, ineffective and probably counterproductive.

Even more significant is the extent to which school trustees all over the province have weighed in against the

controls. Motions opposing the program have been adopted by school boards in Vancouver, Richmond, Langley, Surrey, North Vancouver, Courtenay, Prince Rupert, Prince George, Penticton and Kelowna.

Trustee opposition escalated dramatically on the weekend of March 6-7 when the executive of the B.C. School Trustees Association voted unanimously to urge its 75 member boards *not* to submit new and reduced budgets to the Ministry of Education until new legislation has been passed giving the government the authority to require such cuts.

"We're gratified to find the trustees aligned with us on this crucial issue," BCTF President Larry Kuehn com-

mented, on hearing this news. "The trustees are taking the principled position that they cannot be forced to do something that the law does not require. They're telling Premier Bennett that legislation-by-television doesn't work in B.C."

The following is the full statement approved by the BCSTA executive:

"The B.C. School Trustees Association recognizes the difficult economic situation in the province.

"The government of British Columbia has attempted to deal with this situation by imposing an 'Economic Stabilization Program.'

See "Controls don't" page 3

BCTF Newsletter

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New finance formula, old shell game

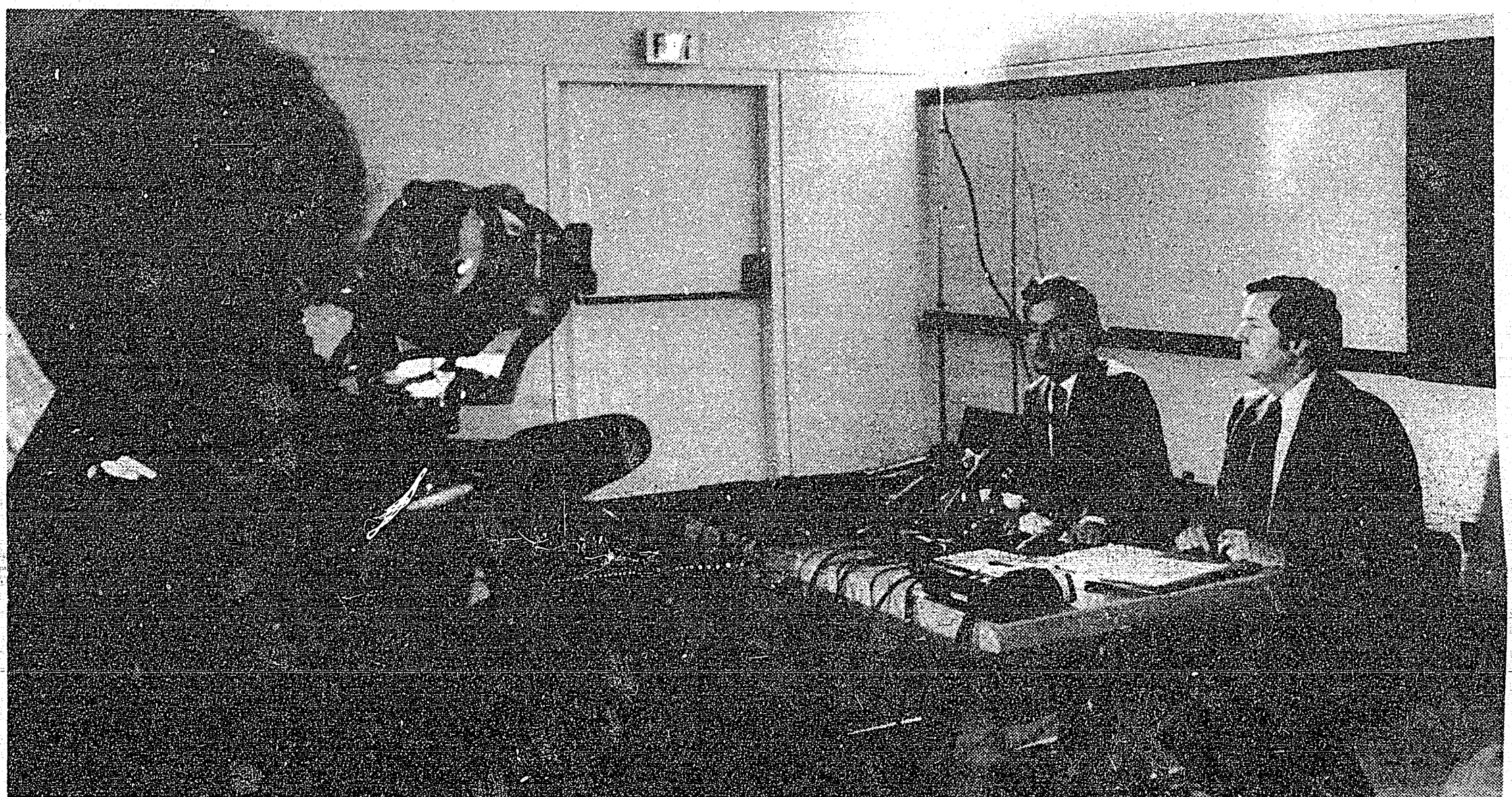
British Columbia's long-awaited new education finance formula has surfaced — and it turns out to be just another variation of the old shell game.

The formula was formally announced by Education Minister Brian Smith in Vancouver March 11 — 24 hours after NDP education critic Gary Lauk released a leaked version of the minister's press release to reporters in Victoria. The leaked release trumpeted "major and fundamental changes" in education finance, designed to bring what it called "soaring educational costs and skyrocketing school taxes" under control.

In fact, according to BCTF President Larry Kuehn, the new formula redistributes various components of the present formula. The only "fundamental change" is a shift in the local tax burden away from the cities to the rural areas. Under the Smith formula, Victoria promises to pay about 75 per cent of public school operating costs.

"On the surface," said Kuehn, "that looks like what we've been asking for

See "Victoria" page 2



Education Minister Brian Smith (left), flanked by Deputy Minister Jim Carter, announces new moves in the education finance shell game (see story adjacent).

"War-if-necessary" plan

Rep assembly launches sweeping controls protest

B.C.'s teachers are taking up battle stations against the provincial government's imposition of controls on public education spending.

At the provincial and local levels major public information campaigns, rallies and action plans are getting underway as the profession digs in against the destructive effects on education that will result from the controls program.

The mustering of the province's 30,000

teachers began when a special representative assembly, called to deal with the crisis on February 27-28, overwhelmingly endorsed a lengthy, detailed protest plan. It stopped just short of being a declaration of war on the Bennett government.

"I would characterize it as a 'war-if-necessary' plan", BCTF President Larry Kuehn told reporters following the RA. He pointed out that the assembly decided it was premature to consider job action by

teachers, but the executive was asked to prepare plans for stronger action for presentation to the Annual General Meeting in April.

Geographical representatives, however, did call for the BCTF to begin preparations for the next provincial election with a view to making the present government's undercutting of quality education an issue in the campaign.

"Our local presidents and representatives from around the province insisted that we get fully prepared at both local and provincial levels," Kuehn said. "The quality of education and the rights of free people to bargain collectively are being trampled on and we will not sit idly by and let that happen. We intend to activate our organization and approach all political parties for their responses."

At the provincial level, the RA-approved protest plan calls on the BCTF to:

- conduct a major public information campaign to promote awareness of the effects of the budget cuts and wage controls;

- make strong representations to the government and legislators of the BCTF's opposition to the controls and the reasons for that opposition;

See "Locals" page 2

Education crisis likely to dominate '82 AGM

This year's Annual General Meeting promises to be one of the most lively and significant ever held.

Dominating the meeting, to be held April 5-7, will be a discussion of the executive committee's leadership report.

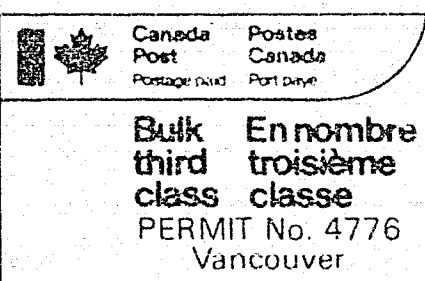
The present leadership report (page 4 of *Reports and Resolutions*) has been rendered obsolete by the provincial restraint program announced recently by Premier Bill Bennett. The report will be rewritten and recommendations prepared for the AGM to deal with the crisis now confronting education in the province.

Emergency meetings of the executive committee and representative assembly instituted a program aimed at forestalling cuts in school programs, and the AGM will be asked to make additional decisions in this regard.

Candidates' statements, pages 4-7

The meeting will have "regular" business to conduct also. Among the other matters to be debated will be a resolution seeking to have statement 2.F.22 (page 13

See "Controversy" page 2



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Editorial

Keep hands off the axe

At the recent emergency representative assembly meeting, a plan of opposition to the provincial government's budget and wage controls was adopted. In that plan was an essential motion that has caused considerable discussion:

"That no local association or BCTF member participate in making recommendations or agreeing to program reduction or job elimination."

The debate at the RA centered on what the word "participate" meant, in the context of discussions by federation members with school board officials.

Within the federation membership those with more management responsibilities like co-ordinators, directors, and principals are placed in greater conflict because of their line responsibilities to senior officials. However, the RA policy is clear and all federation members are expected to uphold the policy statement.

The first and strongest point to be made is that budget cutback discussions can only bring discredit on all school board employees. One teacher must not be party to another's program or job elimination. What would your reaction be if the custodial staff recommended that a particular school could function ably with less staff?

At first glance it might even seem foolish to not participate in budget cutbacks. We might even think we are lessening the impact of the restraint program. After all, we can easily make judgments about particular programs and by implication the jobs connected to them.

But what will be the result?

We will have agreed that the restraint program is not destructive of quality education — and we know it is. We will have agreed that the restraint program can interfere in free collective bargaining — and we know it shouldn't. We will have agreed that this program is an effective way of dealing with a recession and controlling inflation — and we know it won't do either. We will have agreed the program is just and justified and we know it is not.

In short, by entering into discussions as to how best to cut a budget we will have placed ourselves into an untenable position in which one teacher points a finger at another. It is possibly unethical and definitely unacceptable.

As well, you might consider these additional points:

1. It is not possible to sustain a provincial and local campaign to oppose the cuts if members are making cuts.
2. It will be impossible to argue that any cuts made final by the board are harmful to education if teachers decided which cuts are to be made.
3. If boards and teachers are arguing over which cuts are appropriate, it diffuses the focus on the real villain — the provincial government.
4. It will set a precedent for future cutbacks that may result from the new education finance formula about to be announced by the minister.
5. It will encourage the provincial government to destroy local autonomy — a right held dear by both boards and teacher associations.
6. Legal opinions have been received by both the Vancouver School Board, the BCTF, and the BCSTA that the education ministry's cutback program is not legal.

In summary, the message is clear: if you get involved in suggesting cutbacks you put yourself at risk.

Jim Bowman, in a recent memo to school principals illustrated by example the kind of participation that should occur.

"If the board (or superintendent or director) asks principals and teachers what impact a reduction or two or five or ten teachers would have on the school programs — tell them.

"If the board (or superintendent or director) comes to you and asks you to 'tell us how best to implement cuts' — do not tell them. (You will be supported by the federation).

"The first stance publicizes the effects, the second indicates that you are not going to be the agent of destruction of programs."

Remember, you have a responsibility to improve the quality of the educational programs. You do not have the responsibility to set the budget. If you do get involved, you place yourself at risk.

Locals launch protests against \$30 million in imposed cuts

From page 1

• work with other public sector employee groups, the BCSTA and all others opposed to the controls;

• provide support — in staff assistance and grants — to local associations in actions they take to oppose the controls;

• approach the opposition parties to urge that they develop acceptable alternatives to the government's restraint program.

At the local level, the protest plan urges local associations to:

• publicize locally the impact on education of proposed budget cuts;

• make local MLAs aware of the effects of the cuts and of the local association's opposition to the controls;

• work with other concerned local groups in establishing a common opposition to the controls;

• press strongly upon school boards that there presently is no legal authority for the controls edicts, that it is premature to comply and that the appropriate policy is to publicize the adverse effects and oppose the controls.

As part of the same plan, the representative assembly also agreed that the BCTF and its locals would not present briefs to the government regarding implementation of the "Compensation Stabilization Program", that local associations would refuse to reopen contracts on salary levels and that no local association or BCTF member would participate in making recommendations or agreeing to program reduction or job elimination. (This latter point was agreed to after lengthy debate in closed session; see editorial.)

The province-wide information campaign has been bankrolled with a \$268,500 allocation and the support for locals with a \$75,000 allocation, both from the federation's reserve fund.

All this is directed at securing a reversal of the controls program which, according to the latest information, is likely to have a devastating impact on the quality of public education. The BCTF's learning conditions work group has calculated that the Ministry of Education budget cuts imposed on school districts around the province now total about \$30 million. This could mean the elimination of from 1,634 to 2,436 teachers province-wide, depending on how the cuts are applied.

Local associations all over B.C. have begun fighting the cuts with various levels of actions. Some of the responses:

• **Vancouver.** Faces budget cuts of \$2 million and loss of from 106 to 156 teaching positions. Vancouver locals have developed a tentative action plan which includes staff meetings, community information blitz, public forums and en masse attendance at board meetings — all aimed at getting the board to resubmit its February 15 budget.

• **Kamloops.** Faces cuts of \$933,000 and loss of 51 to 75 teachers. Kamloops District Teachers' Association has rejected a board proposal to reopen the contract and instead opted for a public awareness campaign with a \$2,600 budget.

• **Cranbrook.** Facing cuts of \$334,642 and loss of 18 to 26 teachers. An action plan has been prepared and trustees and the public are being informed of the impact of the cuts.

• **Kimberley.** Facing cuts of \$193,135 and loss of 10 to 15 teachers. A political action campaign has been launched to inform the public, establish common goals with trustees and secure maintenance of all staff and programs.

• **Sunshine Coast.** Facing cuts of \$248,000 and loss of 13 to 20 teachers. Local is planning a rally with the theme, "Continue the February 15 budget — ignore government 'regulations'."

Victoria to tighten grip on education with new formula

From page 1

years. That 75-25 split between Victoria and the local school districts was recommended by the McMath Commission years ago and we've always supported it.

"But to help finance its 75-per-cent share, Victoria is taking away from the school boards the right to tax commercial and industrial property. Victoria will levy a uniform mill rate on non-residential property. The boards will only be able to tax homeowners.

"In other words, the commercial/industrial pea is switched from the local walnut shell to the provincial shell."

To be fair, he said, homeowners won't have to pay the full 25 per cent local share directly. Part of their tax bill will continue to be offset by the homeowner's grant. According to the leaked release, in 1982 homeowners will actually pay only about

11.6 per cent of the total school operating budget.

And all residential taxes will be spent in the districts where they are collected. No longer will Vancouver and other municipalities have to send millions of home-owner tax dollars to Victoria, to subsidize poorer districts. Nonetheless, he said, BCTF calculations indicate that homeowners in 1982 will pay in total about 19 per cent more for schools than they did last year, although the distribution across the province will be more even.

The most worrisome part of the Smith plan is only hinted at in the leaked press release. The release says the plan will be implemented in stages. In 1982 and 1983, the changes "will be purely financial." But in the Orwellian year 1984, "closer ties will be established between the educational decision-making process and the financial system that supports it."

What that means, according to Kuehn, is a drastic tightening of Victoria's grip on the school system. Beginning in 1984 the government will dictate a number of factors that determine a school board's budget: the pupil/teacher ratio, class sizes, the teacher/administrator ratio, perhaps administrators' salary levels, and probably the levels of support services of all kinds. Any district that wants to give its children a higher quality of education than Victoria decides is adequate will have to pay for all improvements entirely on its own.

"Teachers and trustees shouldn't be misled by this new formula," Kuehn cautioned. "After all the shuffling of peas from one shell to another, Victoria will end up paying no higher proportion of school board budgets — and restrained budgets at that — than it did in 1981."

A detailed analysis of the Smith formula will appear in the next edition of the Newsletter.

Larry Kuehn:

Controls greatest threat to education in a decade

The provincial government's public sector budget and wage controls program presents the greatest threat to the quality of B.C. education in a decade, President Kuehn has warned.

Kuehn made the statement in a hard-hitting speech to a special Representative Assembly in which he slammed the controls program as "unfair, inept and wrong-headed" and likely, if persisted in, to "turn the recession into a depression."

He told the assembly, called to discuss the federation's response to the program, that the government had taken "a meat cleaver" to education and other vital social services because of its own failure, after two years of stalling, to resolve the inequities in education finance. The policy also stemmed, he said, from the government's adoption of the "Reaganomics" prescription of human suffering as the 'cure' for inflation.

But he said the controls program will not reduce inflation, bring down interest rates or create any jobs — "unless you count those of Ed Peck and his bureaucrats who will come in at the end of the collective bargaining process and overturn any settlement that exceeds Premier Bennett's limits."

Far from creating employment, Kuehn said, the controls would throw 1,500 teachers and an unknown number of non-teaching school staff out of work, as well as many in other public sector fields.

The BCTF president said the program was clearly hastily "patched together" without planning or consideration of its implications as it was only in December that "the premier was bragging to the legislature that British Columbia was 'a sound economic beacon within North America'." Kuehn proceeded to heap scorn on Premier Bennett's talk of the need for restraint and controls.

"Where were his controls when the real

estate speculators were flipping houses and making more money overnight than teachers make in a year?" Kuehn questioned.

"Where were the controls when the banks announced massive increases in profits, earned off the backs of ordinary people?"

"Where were the controls when the government increased the cost of licensing anything and everything, including water rights by 300 per cent?"

"Where are the controls on your ICBC premiums? Just watch your Hydro bills and then ask, where is the restraint?"

"There was no restraint. There were no controls. Until now. Now we have a program that will worsen rather than relieve our problems."

Kuehn said the problem in education in recent years "has not been overspending but underspending", as the Social Credit government has been steadily reducing its support of public education. "We in British Columbia spend less on public education as a percentage of our personal income than any other province in Canada," he said.

But at the same time, society has been placing increasing demands on schools and on teachers, he said, citing the policy of mainstreaming children with special needs into regular schools, the changing cultural makeup of Canada and the rapid advance of technology. Programs designed to meet these needs are threatened by the spending controls and that threat will be intensified, Kuehn warned, when the minister of education introduces his new system of education finance in the near future.

The ministry will offer to "pay the full costs of some programs, to share the cost of some, and to leave local school boards to find the total costs of some others", he said, but the inevitable result will be increased centralized control. Victoria will dictate the content of curricula, class sizes, the pupil/teacher ratio and what special services may be offered in schools. The new system will destroy the ability of local school boards to make decisions appropriate to their communities.



About to tear into Bennett's restraint program, President Larry Kuehn: contemplates his text while (behind) RA chairperson Colin Scott stirs his coffee.

"The destruction of local democracy in education, which has begun with Bennett's control program, will be completed by Smith's education finance plan," Kuehn warned.

"This is the threat we now face. At no time in the last decade have we faced a greater one. It is a threat to the quality of the service we can provide to the children of B.C. It is a threat to our working conditions and our salaries. It is a threat to the existence of our jobs.

"It is a threat we must oppose. We must fight Bennett's wage and spending controls, and we must fight Smith's impending controls on the autonomy of school boards. And we must fight to preserve collective bargaining."

Kuehn urged teachers not to allow themselves to be made to feel guilty for recent bargaining successes, particularly since the profession is just now catching

up economically after the federal wage controls of the mid-70s.

He called on BCTF members to oppose "the centralist philosophy of the minister of education and the self-defeating economic policies of the premier" at every level — as individuals, in dealings with school boards and, if necessary, in the political arena.

"We face today the challenge of a Bennett program of financial controls on education," he went on. "We have faced that challenge before. In 1972 another Premier Bennett decided teachers needed to be taught a lesson. He slapped controls on school board budgets and our teachers' salaries. Then, as today, a Bennett government sought to shackle school boards and make a mockery of the collective bargaining process.

"Perhaps, like another famous dynasty, the Bennetts forget nothing — nor do they learn anything."

"Controls don't solve inflation or unemployment"

From page 1

"The discrepancy between the government's stated objectives and the implementation of the program creates many serious problems, including the following:

"1. The most fundamental elements of our system of government are in jeopardy. The 75 budget by-laws, properly adopted by 75 elected school boards, are currently being violated without the authority of law.

"2. The application of the 12 per cent guideline to budgets requires clear regulations which have not been written.

"3. The absence of legislation has created an environment which permits bureaucratic and political patronage. Boards are not being treated equitably.

"4. Boards have been informed that legislation will be introduced which will change the revenue side of their budgets. They have been asked to redraft budgets in the absence of, or without knowledge of, promised legislation.

"The BCSTA requests the government of British Columbia:

"(a) immediately plan a restraint program which will achieve the desired tax savings without incurring the huge social and economic costs of the program currently proposed;

"(b) adhere to our system of government and support their stated policy with the appropriate laws. This would eliminate the unlawful requirements now being placed on school boards to amend their budget by-laws until such time as the appropriate provincial laws are in place.

"The BCSTA requests its member boards:

"(a) develop appropriate alternatives which will enable compliance with provincial economic policies when these are embedded in law.

"(b) comply with the restraint program by:

"(i) informing the government of British Columbia

that the ministry of education knows the restrained budget amounts and can, therefore, set appropriate tax levels for 1982, and

"(ii) sending detailed budget submissions and revised by-laws to the ministry of education only when they can be properly calculated according to legislation approved by the Legislative Assembly and regulations implemented as a result of that legislation."

Here's a sampling of other reactions to Bennett's controls:

"The children of B.C. will be the victims of government controls on school board budgets."

— **BCSTA President Gary Begin, February 22, in a news release.**

"The implications are very serious for our children and their parents. If, for instance, we have to make cuts in programs for children with special educational needs, the effects of this will be felt throughout the entire school system."

— **Pauline Weinstein, chairperson, Vancouver School board, February 24, in a news release.**

"It's a program that's wrong. It's not likely to be effective and it's unfair."

— **Paul Weiler, former Labor Relations Board Chairman, Vancouver Sun, February 21.**

"The other provinces won't want to risk their own hides by jumping on his wagon. Yet the Bennett strategy needs broader national support to appear to have any legitimacy. Without it controls are just a political tactic, not an economic strategy, and will be seen as such."

— **Jack Clarke, Province, February 25.**

"When U.S. housing starts are down and the B.C. forest industry is in a slump, cutting spending on schools, roads, etc., could well end up producing more unemployment."

— **University of B.C. economics professor Dr. John Helliwell, Vancouver Sun, February 19, 1982.**

"The compensation stability program means that for another two years there will continue to be discrimination against hospital women workers. And clerical workers in the private sector will be affected because clerical rates in the public sector affect rates in the private sector. All women workers in B.C. should be outraged at this program which is just another gross act against women."

— **Jack Gerow, Hospital Employees' Union president, Vancouver Sun, February 24.**

"The new restraints simply further prevent colleges and institutes from doing what they were assigned to do. Belt-tightening, as the premier stated, is a difficult process and no one in the college and institute system is denying that. But we resent being placed in the position where we have to stand still while he pulls on our belts."

— **Gordon Bryenton, president, College-Institute Educators' Association in a news release, February 19.**

"That the Board opposes and protests the imposition of a restraint program which makes across-the-board cuts regardless of their impact on programs and people; which usurps the power of elected trustees and imposes a government appointee as arbitrator, and which inflicts needless delay, confusion and expense on essential functions of school boards without accomplishing its supposed purpose of restoring economic prosperity."

— **Unanimous resolution of the North Vancouver School Board, February 23.**

"They don't solve anything. They don't settle anything. They don't solve inflation and unemployment, so I don't advocate wage and price controls."

— **Beryl Plumtre, former vice-chairperson, federal Anti-Inflation Board, Vancouver Sun, February 22, 1982.**

Controversy expected at annual meeting

From page 1

of the *Members' Guide* deleted on the ground that it discriminates against some BCTF members. (Statement 2.F.22 seeks to have the differential between the salaries of teachers and those of administrators reduced.)

Resolutions seeking the deletion from the *Members' Guide* of statements dealing with public affairs, of two statements (42.25 and 42.27 on page 64 of the *Members' Guide*) dealing with abortion, and a resolution seeking to have the Status of Women Committee discontinued promise to be especially controversial.

The meeting will have to decide on two different fee proposals: one that the fee be a percentage of the actual salary earned by each member; the other, that the fee continue to be a percentage of the mean salary of members.

Other major business items will be proposals that the federation operate its own long-term salary continuance plan, and that the BCTF adopt a suggested guide to good personnel practice. There will also be resolutions urging such things as a mail ballot for the election of table officers, changes to the time the AGM is held, the separation of teachers and administrators into different local associations, and the use of unused sick leave as a retirement allowance.

BCTF Newsletter

CLIVE COCKING
Editor

BRITISH COLUMBIA TEACHERS' FEDERATION

2235 Burrard Street, Vancouver, B.C. V6J 3H9

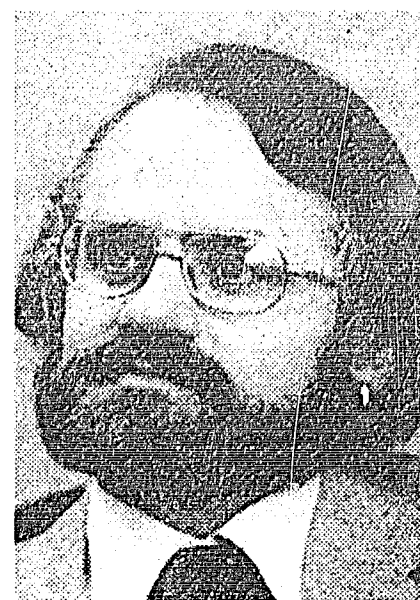
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MEMBER: EDPRESS

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BCTF Executive Committee Candidates' statements

For President



Teaching experience: Kitlemat, Kettle Valley, Kamloops; Simon Fraser University faculty associate. B.A. and M.A. degrees. Local association experience: Annual General Meeting delegate for many years; served on several committees; full-time president in Kamloops, 1976-78. BCTF: geographical representative, 1974-75, 1976-77; learning conditions coordinator, 1975-78; Task Force on Authority and Responsibility, 1976-78; executive member-at-large, 1977-79; first vice-president, 1979-81.

Larry Kuehn

Last fall teachers, through the BCTF, had the initiative in making improvements to a degree greater than at any time in more than a decade. We should now have been in a position to consolidate those gains and to put new emphasis on other issues of professional concern — decision-making directed toward ensuring the school system is appropriately preparing students for a future characterized by technological and social change. But all of this has now been threatened through the television decrees of Premier Bill Bennett, and will be further threatened by the proposed new education finance formula which will put the squeeze on education well into the future.

The current government has been quietly underfunding education at all levels for years — consistently reducing the share of the society's resources devoted to preparing its citizens for the future. The new control program and education finance formula have made this trend more open and more visible. And they have produced new levels of inequity and unfairness — introducing controls on a single sector of society and applying them unequally even within that sector.

The future of education and of teachers and their working conditions demands that we not be silent and complacent. The BCTF must demand and work effectively to restore education as a priority in our society and to return full collective bargaining rights to all workers, including teachers.

We must work to change the inadequate and damaging policies of the current government. If that is not successful, then we must work to change the government to one which has adequate and productive policies.

For First Vice-President



Born and raised in B.C. BPE, UBC, 1965; education diploma programs UBC, 1966; M.Sc. (PE) University of Oregon, 1968. Fourteen years in Vancouver at elementary level grades 3-7. Local association experience — 10 years on the executive in most offices, including two years as full-time president. AGM delegate for eight years, geographical representative for four years. Executive committee for four years. Canadian Teachers' Federation delegate for two years. Currently serving on several executive committees including professional staff bargaining, support staff bargaining, Teachers' Co-operative, RRSP, and building subcommittees.

Steve Norman

We have heard, but seen no legislation, about the provincial government's budget and wage control program. As a result we have embarked on a program of building support within both our membership and the public to show the inequities of the government's plan. This will, however, be only the beginning of a much larger task. B.C. teachers must be prepared to confront a provincial government that seems bent on removing control from both school boards and teacher associations at the local level. The indications are that a new education finance formula is about to be introduced which will remove the burden of school tax from property and place it in general revenue. There are also indications that a program-based budgeting system will be introduced that will allow the provincial government to set basic educational standards, such as PTR, at the provincial level.

A most significant part of the provincial government move is the effect on our number one priority, full collective bargaining rights guaranteed in law. We have just completed our most productive and successful year of bargaining with significant gains in salary, working conditions, professional development, and tenure items. We must not now let the provincial government actions move us away from our objectives.

Among the other concerns that are being addressed by the federation is the role and relationship of BCTF. We are currently negotiating with the ministry regarding the process by which federation members are to be chosen for work on ministry committees. There are some exciting prospects for teachers that have arisen out of this concern. Some teachers have suggested interesting possibilities to show the ministry another style of curriculum development.

On a more in-house concern, we have been examining and adjusting divisional arrangements to allow a bargaining division to be set up. We feel with our new structure considerable progress will be made toward the objective of closer co-operation between staff and members.

Doug Smart

Public education in B.C. faces its greatest challenge in a decade. Not only are we facing program reductions and teacher layoffs but even more restrictions on teacher collective bargaining. Of fundamentally more concern, the government restraint program strikes at the autonomy of local decision-making. We are likely on the eve of an education finance formula that will further centralize educational decision-making in Victoria.

This challenge must be met. First, the organization must continue to offer strong but non-partisan opposition to the government threats to education and to local autonomy. Secondly, teachers must be activated to involve themselves as individuals in the political process.

One of the major reasons I am running is to offer the membership a choice. Not a choice on a major change of direction, but a choice on providing alternate views at the full-time table officer position. It is important that the BCTF executive be seen to represent a wide spectrum of the membership.

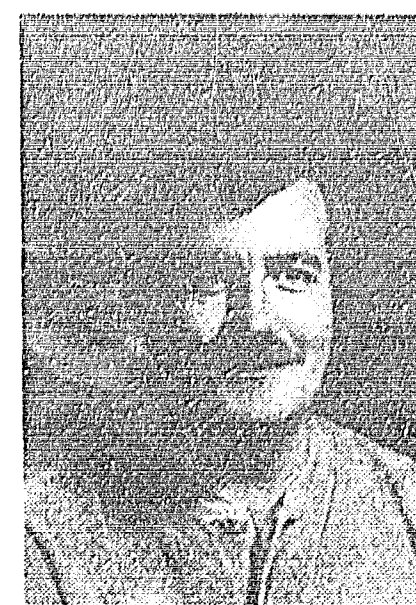
Touring locals in the Referendum debate, I sensed real differences in the concerns of teachers in each local in what the federation should be doing. The most serious differences were between the "activists", or meeting-goers and the "non-activists", or those you meet only in staff rooms. Particularly the non-activists see the BCTF as another "they organization" either not doing what they want or being totally irrelevant. At this time the membership must not see the executive as dominated by one group, but as comprising people who not only exchange different views but also can work together.

In my three years on the executive I feel I have demonstrated that I look at the individual issues keeping in perspective the concerns of the majority of teachers. I have been independent of groups but have been able to work with all the Executive. I offer this style for the position of First Vice-President.



Public School in Prince George. B.A., B.Ed., (Lakehead University); M.Ed. (Language Arts & Reading) University of Victoria. Taught Grades 2,3,5,6, and 7. Presently teaching grades 2 and 3 and administrative assistant. Former Sessional Lecturer and Field Associate for Faculty of Education, U. Vic. Local Association: professional development chairperson; education advisory council chairperson; geographical representative and full-time president (1977-79). AGM delegate 8 years. BCTF: Presently 2nd vice-president, and chairperson, executive building subcommittee. Served as chairperson, Task Force on Rebates to Locals, served on education finance committee and RA triennial review committee. Member-at-large, executive committee, (2 years). Served on labour relations executive subcommittee.

For Second Vice-President



Born in Dunedin, New Zealand. Educated: Roman Catholic parochial schools, Christian Brothers High School, University of Otago, B.A. (history, political science), M.A. (history). Teacher training: Auckland Secondary Teachers College. Teaching experience: 3 years Auckland, N.Z.; 3 years Charleston Secondary, Ocean Falls; 4 years Houston Secondary; 5 years (currently) Silverthorne Elementary, Houston. BCTF experience: local executive member 10 years; LC chairperson; local president, Ocean Falls; Smithers executive member and staff rep, 8 years; member agreements committee 9 years, chairperson 3 years; local vice-president; AGM delegate 5 years; GR 2 years; North Central Agreements Coordinator; member, provincial agreements committee, 1978-82.

John Mackie

Increasingly, though often unintentionally, the governing institutions of the federation create a barrier between themselves and a significant number of the members. These members, who are often not actively involved in federation activities, are confused by a plethora of acronyms and programs which they do not understand. They tend often to dismiss the actions of the governing bodies as being "teacher politics" of which they wish no part.

And because they do not express their dissent visibly or vocally, their views are often assumed not to exist. When we have an executive committee frequently dominated by a single point of view, there is a danger that diverse opinions will be ignored. It should be remembered that silence does not always give consent.

We must not forget that there are teachers who are concerned by what they see as the increasingly "political" nature of the organization. Many members do not accept militant action as a solution to problems. Many do not wish to see this federation become simply another labor union. They are reluctant to see the strike weapon become a normal part of the bargaining process, rather than a rarely used and thus more effective last resort. Many members are proud of the professional activities of this organization which demonstrate its commitment to children in addition to concern for the welfare of members. Many are worried by the speed of changes in policies and programs and by the processes through which these changes are made. Some members are angered by the federation's involvement in non-educational matters which they perceive as a rejection of the BCTF's constitutional objectives and goals.

I believe that the members who hold such opinions are currently under-represented on the executive committee and the forthcoming AGM provides an opportunity to redress this imbalance. I wish to see us build a stronger, ultimately more unified organization by recognizing and respecting diversity within this federation.

Marion Runcie

Meeting the needs of classroom teachers must continue to be the federation's major goal.

The most important need at the moment is to maintain jobs and programs. We must take a strong position in defense of our colleagues as well as the educational improvements we have worked so hard to win. We must continue to point out the many unmet needs in the educational system. We must be prepared to work with public sector employees, parents and other community members to turn aside the government's attack. We have been both reasonable and responsible in our quest for improved working and learning conditions and we must not allow ourselves to be intimidated into silence.

Experience in other provinces shows that female teachers will be the first to lose their jobs and the last to be re-hired. Strong support of the Status of Women program is crucial.

In spite of the current crisis we must keep in sight our goal of achieving full bargaining rights. The hard work of large numbers of teachers achieved many significant gains this year. Those gains must be expanded and protected. We need contractual protection from future arbitrary actions of trustees and/or governments.

The federation staff also played a crucial role in our bargaining successes. The new structures of the field service divisions are intended to make BCTF services even more responsive to local needs and priorities.

My goal is to ensure that our federation continues to be a strong, vocal advocate for teachers and students.



Teaching experience: 12 years elementary, Burnaby. BTA: 9 years on executive including 2 years as full-time president. Committees including board budget, learning and working and salary negotiating teams, grievance and many joint board/BTA committees. BCTF: Status of Women contact, policy and procedures and resolutions committees, AGM delegate since 1973, geographical representative (2 years), executive member at large, 1980-82. Primary, labor history PSAs, B.C. Home and School Federation.

For Member-at-Large (Four to be elected)



Born in Derry, Ireland. B.A., Dip.Ed. and graduate course work for M.Ed. at Queen's University, Belfast. Teaching experience: classroom teacher grades 6-12, six years in Great Britain and six years in West Vancouver. WYTA experience: chairperson of declining enrolment, learning conditions and bargaining committees, member-at-large, vice-president and president (2 years). BCTF experience: spokesperson Bargaining Referendum Technical Committee, AGM delegate and geographical representative.

Paddy Boyle

Some weeks ago I wrote a statement in which I elaborated on my vision for the BCTF in the 80s. I envisaged an organization leading to a greater degree of self-governance for B.C. teachers. This organization would have worked towards improving the quality of worklife, formulating criteria for teacher training, controlling professional development, determining and regulating professional competence.

But Mr. Bennett's wages and spending constraints have caused me to consider more pragmatic short-term goals for the leadership of the BCTF. If I were elected to the executive committee, my major concern would be to maintain at least the present quality of education. As I listened to Premier Bennett I concluded that if teachers in B.C. had been able to bargain contractually issues of "substance" (class size, hours of instruction, etc.) it would have been impossible for him to impose an arbitrary ceiling on school board budgets. If these restraints remain it will impede our progress towards achieving expanded scope of bargaining. However, teacher-bargainers could concentrate on issues of "process" and "sustenance", i.e., achieving real input in the decision-making process and ensuring these decisions.

A more threatening problem for the BCTF in the next few years will be the ramifications of the anticipated education finance formula. The BCTF budget for education finance was decreased last year despite the commission of the Fleming Report. I feel that it is essential that more resources be channelled in this direction.

Finally, one of the greatest strengths of the BCTF, is the high level of competent organizers in every local association. No group should challenge B.C. teachers lightly. The time has come for the teachers of B.C. to use their organizational strength in pursuit of the goal of quality education.

Trevor Calkins

There are three major issues facing the federation in the coming year. They are: the financing of education; the structure of decision-making; and the ability of our current internal structures to meet the challenges of the 80s.

The federation will have to take an advocacy role to ensure that public school education is adequately financed. It must be supported on the broadest possible financial base. The McMath recommendations must be forwarded and Proposition Fairtax must be revised and rejuvenated.

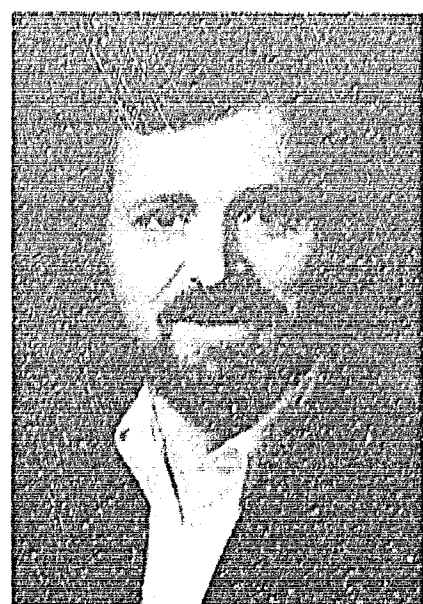
The best decisions are made as close to the children as possible and they should include teachers, parents and the immediate school community. The ministry should encourage this kind of decision-making and change the School Act to reflect this view.

Our own organization should also reflect this view and take steps to increase the rate of decentralization. We must build and enhance structures that put decision-making in the hands of individuals, school staffs and local associations.

We must plan carefully for the current confrontation with the government. We must insist on a strong pro-education stance that can be supported and acted upon by all our members. Communication will have to be open and honest. Unplanned confrontation must be avoided. Then our members will support us in the fight for quality education.



Bachelor of Education (Calgary). Teaching experience: 13 years (12 in B.C., 1 in Alta.) elementary, secondary, community school, rural, urban, department head (mathematics), administrative assistant, consultant. Professional association experience: chairperson, Northwest Mathematics Conference; local PSA chairperson, AGM delegate (5), several executive positions, full-time president. Major interests: educational finance, professional development and public relations.



Alan Crawford

Born: Sidney, B.C. Education: Vancouver, New Westminster public schools; UBC (B.A. and teacher training). Teaching experience: grades 3-12 — 2 years Sunshine Coast, 7 years Vancouver; 1 year Faculty Associate (SFU), 3 years full-time president (VESTA). Local association: chaired constitution, finance and learning conditions committees, representative to 4 joint committees with board; negotiating team 5 years; executive 10 years. BCTF: AGM delegate 13 years; GR 4 years; learning conditions committee 5 years, chairperson 1 year; Federation Appeals Board 2 years, co-chairperson; RA agenda committee 1 year; workshop facilitator: negotiations, grievances, benefits and services, board budgets, political action. Active in Teachers' Political Action Committee, 1972. Currently local past president, GR, member of Representative Assembly agenda committee and co-chairperson Federation Appeals Board.

I am seeking an executive position for three main reasons. First, I think that the federation has been more effective in the past two years in pursuing change for the benefit of teachers and children. I would like to see this concerted effort continue. Second, I believe that my experience, particularly three years as full-time local president and five years on the provincial learning conditions committee will be an asset to the executive committee. Third, I am concerned that the federation needs to more effectively serve and support local associations and classroom teachers. We can and must provide better service.

This is an exciting time for teachers. We have begun to turn around the assault on education which began in the mid-1970s, but are now faced with a new assault. In fighting the provincial controls program, we must not lose sight of our own objectives. The government's control program must be seen for what it is — an ill-conceived attack on public sector employees designed to obscure its lack of a solution for serious economic problems and its failure to deal with an unfair education finance system.

We must continue to aggressively seek full bargaining rights for teachers. We need an active, involved and knowledgeable membership and a united organization. We also need a progressive leadership that will speak out forcefully but thoughtfully on our behalf. We can not only improve our working and learning conditions but also gain stature and improve our public image. Our overwork and stress brought about by such things as poor personnel practices, lack of effective involvement in curriculum can only be effectively addressed with an aggressive but reasoned approach.

I offer myself as a member of the executive committee of such a progressive organization.



Terry Eastman*

B.A. (English and geography); diploma in education. Teaching experience: 14 years in Australia, Kitimat and Langley. English department head, Kitimat and Langley. Kitimat District Teachers' Association: learning conditions chairperson 1971-73; president, AGM delegate 1973-74. Langley Teachers' Association: chairperson, agreements committee, 1976-77; president, AGM delegate, 1977-78; president, AGM delegate, geographical representative, 1978-79; president, 1979-80. Simon Fraser University faculty associate, 1974-75. Member-at-Large of BCTF executive, 1979-82; currently serving on executive sub-committees including technology policy committee.

During the past year I have been able to work with the BCTF executive as a Member-at-Large on our major priority: expanding the scope of bargaining to include all conditions of employment. It has been very satisfying to see that our goals were realistic and our methods productive. We had one of our best bargaining years ever. We made considerable progress in bargaining items traditionally blocked by boards or by arbitration. In the last few weeks, however, much has changed.

Government television announcements, if carried out, pose a very serious threat to our bargaining process. In addition, there is a direct threat to undermine the recent gains we have made in improving the quality of education through our class-size campaigns and other gains we have made with special needs and learning conditions.

As a Member-at-Large I will endeavour to see that:

- our services to children are strengthened;
- our bargaining system is improved;
- we build on the gains made last year;
- our professional development programs grow to meet the needs of teachers and children;
- our response to government is appropriate, firm and effective;
- new opportunities for female students and teachers are developed;
- communication within the membership improves and takes advantage of new technology;
- our "due process" rights are significantly advanced.

In addition we must ensure that the trend to increased centralization is stemmed. We must forcefully advocate the democratic rights of school boards to retain their level of local decision making.

*The Newsletter report of executive nominations (February 15, 1982) omitted Terry Eastman's name as a Member-at-Large up for re-election. He is indeed a candidate.

Bill Friesen

I believe that:

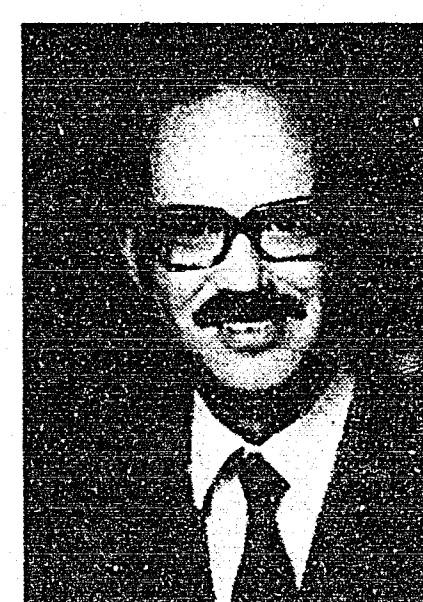
1. the BCTF is and should continue to be a professional organization with many important union functions;
2. the BCTF executive should reflect a diversity of individuals representing a spectrum of philosophical and political beliefs;
3. the BCTF executive should strive to create an atmosphere where results are achieved through consensus and a common purpose;
4. the BCTF executive should formulate recommendations based upon reasoned and balanced analysis of issues, rather than reflect any one particular political or ideological belief.

If elected, my major aims would be to:

1. develop recommendations for legislative changes that would require boards to negotiate learning and working conditions in a separate and distinct process without jeopardy to wage settlements;
2. incorporate many of the principles of the Kratzmann Report in a working agreement with all school boards in the province, which would provide for: a) an average instructional work-week of 20 hours for each teacher and b) an average ratio of 20 pupils for each on-site school professional (exclusive of school administrators);
3. resist a change in the law that would remove our rights to arbitration for salary settlements (This right is under attack. The BCSTA in a recent report claims that *salaries could be controlled* if the government had agreed to bring B.C. teachers under the labour code where impasses are settled by the strike/lockout mechanism);
4. seek salary increases which: a) protect purchasing power, b) provide for a share in productivity increases and c) improve career earnings of teachers;
5. fight government restraint programs that remove local autonomy and democratic control of educational programs.



Family: Married, two daughters. Education: public school system, Penticton, Vancouver and North Vancouver; university — B.Comm. (UBC) 1962; teacher training (UBC) 1965. Teaching experience: North Vancouver School District (1965-66; 1970-82). Work and travel experience: (1966-70) spent approximately four years working and travelling in many parts of the world. Experience: Local Assn. treasurer (1974-77); agreements chairperson (1978-82); President 1981-82. BCTF: delegate to AGM 1980, alternate GR 1981-82.



Born in Vancouver; raised in Kamloops. B. Ed., UBC; 17 years elementary classroom teacher. Local experience: agreements chairperson — 3 years; vice-president — 2 years; currently in second year as president, Chilliwack District Teachers' Association. Zonal experience: currently chairperson of Fraser Valley East District Council. Provincial experience: AGM delegate — 3 years; alternate RA delegate — 2 years.

Stewart Grafton

The BCTF faces many challenges. The provincial government program of public sector budget cuts and wage controls will severely harm education and drastically curtail teachers' already limited bargaining rights. Stagnation and regression will inevitably occur.

We are facing a situation where too many teachers throughout the province still need preparation time and smaller classes. Many school boards are still refusing to negotiate all terms and conditions of employment. Although much has been accomplished much more must be done. Throughout the province many teachers are feeling that they are the helpless victims of forces beyond their control. The BCTF must meet the challenges.

The public must become convinced that increased spending is necessary to maintain and improve the quality of education. BCTF and local programs can be developed to build on existing support.

Carefully planned professional development programs can help teachers as individuals and as groups within a school develop as professionals providing a revitalizing force within districts and province-wide.

The BCTF should continue to develop provincial bargaining objectives and broad strategies. Local associations should be encouraged to develop strategies based on local needs and conditions. Such planning should build commitment and encourage all teachers to contribute to and support the attainment of provincial objectives.

The BCTF executive can best provide the range of leadership required by the various locals by reflecting the diversity of opinion throughout the federation. Teachers need programs that will allow everyone to feel that they are a part of the organization. Unity is a necessity.



Glenn Grieve

As a member of a small outlying local (Terrace) that found itself in a very awkward situation, I have benefited a great deal from the services the federation has offered. It is my intention to see that federation support continues to be made available to other locals if they find themselves in difficulties.

Clearly, recent events indicate that it is the federation's role to oppose the current trend by the ministry to centralize authority while decentralizing costs. But even more clearly, we must reverse this trend and this will require positive action by the federation. It will require an executive committee willing to provide the necessary responsible leadership. It is not enough for us to wait for the Ministry of Education to do something and then react; teachers in the province expect more of their federation leaders. They expect the BCTF Executive Committee not only to take care of business and react responsibly to government actions, but also to initiate progressive actions.

If elected as Member-at-Large I intend to work toward:

- continuing the current executive committee's responsible record of reliable support for members;
- ensuring equality of opportunity for all members;
- trying to further entrench the gains made recently in bargaining and continuing to expand the bargaining scope with all boards;
- representing the interests of smaller outlying locals;
- establishing the primary importance of a strong, adequately funded education system in B.C.;
- ensuring that the 30,000 teachers of the province have a reasonable degree of control over the system of which they form the backbone.



Maureen L. MacDonald

More than ever before, we need a strong BCTF. In the past the BCTF has become a very visible, vocal advocate for public education. Development of an optimum learning environment for our students is foremost in our minds.

Recognizing that quality working conditions are defensible in their own right, we have embarked on a course to expand the scope of bargaining. Many new or improved contracts were successfully negotiated for 1982. However, we have far to go to equal the bargaining rights of other teachers in Canada.

What can we do about an increasingly centralized curriculum, education finance changes, lack of collegial decision-making, personnel practices, and a myriad of other stressful situations? To quote a song on the BCTF hit parade:

The symptoms are just part of what we need to address. The hard part is to remedy the causes of our stress.

We must oppose vigorously the government's proposed restraint legislation because it will diminish school programs as well as erode our fledgling bargaining rights. The BCTF must once again put pressure on the government to increase financial and philosophical support for public education. If we can't change the policies of the government, we'll have to take political action to change the government itself.

Our strength is in our collective voice. The executive, working as a team, must continue to provide leadership in this time of shrinking resources. I am looking forward to serving another term on the executive committee. I will:

- continue to speak aggressively at the local, provincial and national levels regarding all working and learning conditions;
- help develop strategies to ensure that education is properly and more equitably funded;
- work hard on behalf of all teachers for a non-sexist, non-racist educational climate in which we can successfully carry out our professional duties.

Alexandra Pazitch

Editor's note:

On the advice of BCTF counsel, and with the agreement of the BCTF Newsletter editorial advisory board, the editor has declined to publish Mrs. Alexandra Pazitch's campaign statement as it fails to meet the requirements of policy statement 38.28 concerning Newsletter publication guidelines. Mrs. Pazitch has refused to revise her statement to make it comply with the guidelines.



University training: B.A., University of Windsor. Teacher training: University of Toronto, Ontario College of Education. Teaching experience: 6.5 years secondary level, Port Alberni; substitute teacher for Vancouver School Board since November 1976. Staff representative, 1 year; AGM delegate, 3 years; member of LC, 3 years; status of women chairperson, 1 year; Vancouver Substitute Teachers' Association executive, 2 years.

Margaret Woodlands

The coming year may will be a year of crises for teachers in B.C. The proposed financial restraint will affect teaching positions and learning conditions. We need an executive which can demonstrate leadership in working with all levels of educational responsibility and which can react to any government position to ensure support for public education.

We have made gains this past year in negotiating all terms and conditions of employment. These must be consolidated and further developed. The referendum results will indicate the membership's preference for resolving disputes and the executive must respond appropriately to this directive.

Each local association holds the key as to the kind of input we have into decisions affecting our careers. As teachers we know what professional decisions need to be made. The executive must show leadership in helping associations develop working relationships with their school boards to benefit both teachers and students.

Any organization needs to be concerned with all aspects of its members' careers. The daily stress in the classroom is eased when teachers are confident that their professional opinion is valued, they receive ongoing support through inservice and time for professional development. The leadership of the federation must consider the professional opinions of its members and ensure that professional development programs address their needs.

Crises lead to reactions. I am committed to reacting to present crises but I also believe that firm groundwork needs to be built so that solid working relationship exists at all levels, and further crises may then be averted.



Born in Leeds, England. Teacher-training: Southlands College, London University; B.A. — Political Science, SFU; M.A. — learning disabilities, SFU; Teaching experience: Classroom teacher, Grades 3-7; mentally-handicapped class; learning assistance teacher; vice principal. Local association and federation experience: agreements committee and chairperson; professional development committee; geographical representative; vice-president; president, 2 years; BCTF investigation committee and chairperson.

1982 Annual General Meeting

1982 AGM Call to Meeting

As required by the Society Act, the following formal notice of the 1982 Annual General Meeting is being made to all BCTF members, pursuant to by-law 8.1, by publication in this issue of the *Newsletter*.

The Society Act and by-law 8.1 require that the notice of meeting include: (1) notification of the time and place of the meeting, (2) notification of any special resolutions, and (3) the audited financial statements for 1980-81.

Notice of Meeting

The 66th Annual General Meeting of the British Columbia Teachers' Federation will be held at the Hotel Vancouver beginning on Monday, April 5, 1982 at 09:00, and continuing to Wednesday, April 7, 1982 at 22:00.

Notice of Special Resolutions

The Annual General Meeting will be asked to consider three special resolutions, with or without amendment, in the form of three recommendations from the Executive Committee for amendments to the by-laws.

The recommendations (numbers in parentheses refer to the pages in the *Members' Guide to the BCTF*) are:

Recommendation 3: That by-law 1.1(c) (p. 4) be amended to read:

"Exclusions: Officials of the Ministry of Education, District Superintendents of Schools, Superintendents of Schools, Assistant Superintendents of Schools and Directors of Instruction shall not be eligible for active membership in the federation."

Supporting Statement

Adds directors of instruction to the list of exclusions from BCTF membership. The directors have been consulted, and agree with the proposed change. At its November 1981 meeting the Executive Committee deleted part (a)(iv) of statement 22.A.04 (p. 43), which listed directors of instruction as one of the groups of people who were eligible for voluntary active membership.

Recommendation 4: That by-law 8.2 (p. 7) be amended by adding the phrase "as of December 31" following the word "federation" where it appears in the second sentence.

Supporting Statement

The recommendation is designed to establish a firm date on which BCTF membership is calculated for purposes of AGM representation (pursuant to by-law 8.2 on page 7 of the *Members' Guide*) in future years, thereby forestalling any problems that might be caused by major fluctuations in membership in January of any year.

Recommendation 5: That subsection 3 of by-law 9 (p. 7) be amended by deleting the words "... at his/her last known address by mail, postage prepaid, not less than 14 days before the date of the meeting ..." from the last sentence and replacing them with the words "... as prescribed by the Society Act or by publication in the *BCTF Newsletter*."

Supporting Statement

To make the wording of the by-law consistent with that of by-law 8.1 (p. 7)

Correction

Gremlins were at work on page 4 of the *Reports and Resolutions* booklets, distributed to schools recently.

Recommendation 4 of the Executive Committee's leadership report does not appear in boldface type, as it should, and some words are missing.

The recommendation appears above the supporting statement in the lower half of the right column of page 4, but should read:

"4. Pressure to reduce the degree of educational decision-making centralized in the Ministry of Education, particularly in areas such as curriculum, school programs and school organization."

The supporting statement for the resolution is unchanged.

The leadership report will be rewritten before the AGM, as a result of the provincial government's cutbacks in education spending.

Agenda

Order of Business

Page numbers in brackets refer to *Reports and Resolutions*.

Note: In the Tuesday through Wednesday sessions, one of the agenda items is business not completed in earlier sessions. Normally, items of unfinished business will be considered in the order they were scheduled on the agenda. The meeting may change the order at any time by a two-thirds or larger majority vote to amend the agenda.

Monday, April 5

- 09:00 • Preliminary business
- AGM rules of order
 - a. Questions to and answers from the chairperson of the Resolutions and Policies and Procedure committees
 - b. Recommendations 1 (p. 7), 2 (p. 16)
 - Report of the president
 - Leadership report of the Executive Committee
 - Recommendations (information kit)

11:45 • Election statements (four minutes each) from candidates for table office positions

14:00 • Gary Begin, president, B.C. School Trustees Association

- Leadership report of the Executive Committee, continued
 - Recommendations (information kit)
- Constitution and by-laws
 - Recommendations 3-5 (p. 18)
- Annual General Meeting
 - Resolutions 102-103 (p. 16), 104-106 (p. 17)

16:45 • Election statements (three minutes each) from candidates for member-at-large positions.

8/MARCH 15, 1982

Tuesday, April 6

09:00 • The Honourable Brian Smith, Minister of Education

- Leadership report of the Executive Committee, continued
 - Recommendations (information kit)
- Learning conditions
 - a. Recommendations 20 (p. 27), 21-22 (p. 29)
 - b. Resolution 115 (p. 29), 116-117 (p. 30)
- Professional ethics, rights and standards
 - Recommendations 25 (p. 33), 26-28 (p. 34)
- Teacher tenure
 - a. Recommendations 34 (p. 41), 35 (p. 42)
 - b. Resolution 127 (p. 43)

11:45 • Report of the executive director

12:00 • Presentation of the G.A. Fergusson Memorial Award

- Business not completed in earlier sessions
- 14:00 • Canadian Teachers' Federation
 - a. Pat Brady, president, CTF
 - b. Questions to Mr. Brady
 - c. Recommendation 29 (p. 37)
- International assistance
 - Resolution 114 (p. 26)
- Status of women
 - a. Recommendations 30-31 (p. 38), 32 (p. 40)
 - b. Resolutions 125-126 (p. 40)
- Stress counselling
 - Recommendation 33 (p. 41)
- Organization of the BCTF
 - a. Report on BCTF restructuring
 - b. Recommendations 23-24 (p. 31)
 - c. Resolutions 119-120 (p. 31)
- Business not completed in earlier sessions
- 19:30 • Stewardship report of the Executive Committee (p. 44)
 - Questions on the work of BCTF committees not on the agenda
- Income security
 - a. Recommendations 16-17 (p. 24), 18-19 (p. 26)
 - b. Resolution 113 (p. 26)

- Education finance
 - Resolution 107 (p. 19)
- Professional development
 - Resolutions 121-122 (p. 32)
- Public affairs
 - Resolutions 123 (p. 37)
- Racism
 - Resolution 124 (p. 38)
- Agreements
 - Resolution 101 (p. 6)
- Business not completed in earlier sessions

Wednesday, April 7

09:00 • Recommendations re honorary life memberships

• Report of the Nominating Committee (p. 61) and election of table officers and members-at-large of the Executive Committee, to continue throughout the day, as required.

- Finance
 - a. Report of the Finance Committee (p. 45)
 - b. Recommendations 6-13 (pp. 19-21)
 - c. Resolutions 108-109 (p. 22), 110 (p. 23), 128 (p. 43)
- Farmworkers' ESL Crusade
 - a. Speaker
 - b. Recommendation 14 (p. 21)
- Report of the Representative Assembly (p. 60)
- Ombudsman
 - Resolution 118 (p. 30)
- Business not completed in earlier sessions
- "Late" resolutions
- "New" resolutions
- 14:00 • Helene Minishka, president, B.C. Home and School Federation
 - Business not completed in earlier sessions
 - "Late" resolutions
 - "New" resolutions
- 19:30 • Adjournment of the meeting

'82 AGM

Annual Financial Statements

Auditor's Report

The Members,
British Columbia Teachers' Federation

We have examined the consolidated balance sheet of the British Columbia Teachers' Federation as at June 30, 1981, the balance sheets of the general fund, the salary indemnity fund, the reserve fund as at June 30, 1981 and the statements of revenue, expenditure and fund balances and changes in financial position of these funds and the William R. Long Memorial International Assistance Fund for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the financial position of the Federation as at June 30, 1981 and the results of its operations and the changes in its financial position for the year then ended, in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Vancouver, B.C. TOUCHE ROSS & CO.
September 15, 1981. Chartered Accountants

STATEMENT I

CONSOLIDATED BALANCE SHEET AS AT JUNE 30, 1981

	1981	1980
ASSETS		
CURRENT		
Cash and term deposits	\$2,851,172	\$3,519,286
Marketable securities (Note 2)	2,617,331	2,361,593
Accounts receivable	1,436,117	1,264,273
Inventories	95,911	102,686
Prepaid expenses	16,737	15,117
	<u>7,017,268</u>	<u>7,262,955</u>
INVESTMENT		
PROPERTIES (Note 3)	438,563	414,470
FIXED ASSETS, NET OF ACCUMULATED DEPRECIATION (Note 4)	<u>1,317,888</u>	<u>1,263,475</u>
	<u>\$8,773,719</u>	<u>\$8,940,900</u>

LIABILITIES, SPECIAL FUNDS AND SURPLUS

CURRENT		
Accrued liability for salary indemnity claims	\$ 941,700	\$ 887,500
Accounts payable	514,687	383,506
Due to Provincial Specialist Associations	<u>104,531</u>	<u>67,148</u>
	<u>1,560,918</u>	<u>1,338,154</u>
SALARY INDEMNITY FUND	3,425,744	3,246,627
RESERVE FUND	1,287,605	1,794,751
W. R. LONG MEMORIAL INTERNATIONAL ASSISTANCE FUND	3,487	1,747
	<u>2,624</u>	<u>5,000</u>
	<u>4,719,460</u>	<u>5,048,125</u>
SURPLUS — Statement III	<u>2,493,341</u>	<u>2,554,621</u>
	<u>\$8,773,719</u>	<u>\$8,940,900</u>

Approved by the Executive Committee

See accompanying notes to financial statements.

STATEMENT II

GENERAL FUND BALANCE SHEET AS AT JUNE 30, 1981

	1981	1980		1981	1980
ASSETS			LIABILITIES AND SURPLUS		
CURRENT			CURRENT		
Cash and term deposits	\$ 331,984	\$ 460,173	Accounts payable	\$ 333,442	\$ 252,957
Marketable securities (Note 2)	8,950	15,000	Due to Provincial Specialist Associations	<u>104,531</u>	<u>67,148</u>
Accounts receivable	727,179	634,520		<u>437,973</u>	<u>320,105</u>
Inventories	95,911	102,686	DUE TO OTHER FUNDS NET	5,898	30,715
Prepaid expenses	<u>16,737</u>	<u>15,117</u>		<u>2,493,341</u>	<u>2,554,621</u>
	<u>1,180,761</u>	<u>1,227,496</u>	SURPLUS	<u>\$2,937,212</u>	<u>\$2,905,441</u>
INVESTMENT					
PROPERTIES (Note 3)	438,563	414,470			
FIXED ASSETS, NET OF ACCUMULATED DEPRECIATION (Note 4)	<u>1,317,888</u>	<u>1,263,475</u>			
	<u>\$2,937,212</u>	<u>\$2,905,441</u>			

See accompanying notes to financial statements.

STATEMENT III

GENERAL FUND STATEMENT OF REVENUE, EXPENDITURE AND SURPLUS FOR THE YEAR ENDED JUNE 30, 1981

	Budget 1982 (Unaudited) (Note 7)	Budget 1981 (Unaudited) (Note 7)	1981 (Audited)	1980 (Audited)
REVENUE				
Membership fees	\$7,634,485	\$6,011,500	\$6,168,765	\$5,436,950
Rent, net of expenses	<u>—</u>	<u>38,000</u>	<u>16,653</u>	<u>32,349</u>
	<u>7,634,485</u>	<u>6,049,500</u>	<u>6,185,418</u>	<u>5,469,299</u>
PROGRAM EXPENDITURE, NET OF PROGRAM REVENUE OF \$342,559				
Government of the Federation - Management	1,922,100	1,853,658	1,859,578	1,652,686
Finance and administrative services	428,114	174,613	184,972	199,535
Professional development	1,828,419	1,589,610	1,729,559	1,523,857
Economic welfare	1,253,126	1,055,392	1,083,224	949,201
Learning conditions	794,076	641,899	615,484	584,151
Teacher personnel services	718,031	656,318	635,391	602,646
	<u>365,788</u>	<u>380,540</u>	<u>348,188</u>	<u>283,633</u>
	<u>7,309,654</u>	<u>6,352,030</u>	<u>6,456,396</u>	<u>5,795,709</u>
NET INTEREST EXPENSE (INCOME)	70,000	(27,000)	12,245	(42,857)
WRITE-DOWN OF MARKETABLE SECURITIES TO MARKET VALUE	<u>—</u>	<u>—</u>	<u>1,050</u>	<u>—</u>
	<u>7,379,654</u>	<u>6,325,030</u>	<u>6,469,691</u>	<u>5,752,852</u>
NET REVENUE (EXPENDITURE)	254,831	(275,530)	(284,273)	(283,553)
TRANSFER FROM RESERVE FUND	<u>—</u>	<u>—</u>	<u>222,993</u>	<u>—</u>
SURPLUS at beginning of year	<u>2,493,341</u>	<u>2,554,621</u>	<u>2,554,621</u>	<u>2,838,174</u>
SURPLUS at end of year	<u>\$2,748,172</u>	<u>\$2,279,091</u>	<u>\$2,493,341</u>	<u>\$2,554,621</u>

See accompanying notes to financial statements.

STATEMENT IV

GENERAL FUND STATEMENT OF CHANGES IN FINANCIAL POSITION FOR THE YEAR ENDED JUNE 30, 1981

	Budget 1982 (Unaudited) (Note 7)	Budget 1981 (Unaudited) (Note 7)	1981 (Audited)	1980 (Audited)
SOURCE OF FUNDS				
Net revenue	\$254,831	\$ —	\$ —	\$ —
Net revenue	<u>254,831</u>	<u>\$ —</u>	<u>\$ —</u>	<u>\$ —</u>
Transfer from reserve fund	<u>—</u>	<u>—</u>	<u>222,993</u>	<u>—</u>
Proceed from sale of fixed assets	<u>—</u>	<u>—</u>	<u>—</u>	<u>5,469</u>
Increase in current liabilities	<u>—</u>	<u>210,000</u>	<u>65,368</u>	<u>116,269</u>
Increase in amount due to other funds	<u>—</u>	<u>—</u>	<u>27,683</u>	<u>4,268</u>
	<u>254,831</u>	<u>210,000</u>	<u>316,044</u>	<u>126,006</u>
APPLICATION OF FUNDS				
To operations	<u>—</u>	<u>275,530</u>	<u>284,273</u>	<u>283,553</u>
Net expenditure	<u>(58,602)</u>	<u>(50,000)</u>	<u>(102,874)</u>	<u>(70,327)</u>
Items not requiring an outlay of funds	<u>—</u>	<u>—</u>	<u>(2,707)</u>	<u>330</u>
Depreciation	<u>(58,602)</u>	<u>225,530</u>	<u>178,692</u>	<u>213,556</u>
Gain (loss) on sale of fixed assets	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>
Addition to fixed assets	<u>203,264</u>	<u>146,735</u>	<u>145,549</u>	<u>55,924</u>
Addition to investment properties	<u>—</u>	<u>—</u>	<u>38,538</u>	<u>105,920</u>
Increase in accounts receivable, inventories and prepaid expenses	<u>—</u>	<u>—</u>	<u>87,504</u>	<u>31,066</u>
	<u>144,662</u>	<u>372,265</u>	<u>450,283</u>	<u>406,466</u>
INCREASE (DECREASE) IN CASH, TERM DEPOSITS AND MARKETABLE SECURITIES	110,169	(162,265)	(134,239)	(280,460)
CASH, TERM DEPOSITS AND MARKETABLE SECURITIES at beginning of year	<u>340,934</u>	<u>475,173</u>	<u>475,173</u>	<u>755,633</u>
CASH, TERM DEPOSITS AND MARKETABLE SECURITIES at end of year	<u>\$451,103</u>	<u>\$312,908</u>	<u>\$340,934</u>	<u>\$475,173</u>

See accompanying notes to financial statements.

MARCH 15, 1982/9

Financial Statements continued

STATEMENT V

SALARY INDEMNITY FUND BALANCE SHEET AS AT JUNE 30, 1981			
ASSETS			
	1981	1980	
CURRENT			
Cash and term deposits	\$1,669,188	\$1,759,113	
Marketable securities (Note 2)	2,196,871	1,916,638	
Accounts receivable	682,630	590,521	
	<u>\$4,548,689</u>	<u>\$4,266,272</u>	
LIABILITIES AND FUND BALANCE			
CURRENT			
Accrued liabilities for outstanding claims	\$ 941,700	\$ 887,500	
Accounts payable	181,245	130,549	
	<u>1,122,945</u>	<u>1,018,049</u>	
DUE TO GENERAL FUND	—	1,596	
FUND BALANCE — Statement VI	3,425,744	3,246,627	
	<u>\$4,548,689</u>	<u>\$4,266,272</u>	

See accompanying notes to financial statements.

STATEMENT VI

SALARY INDEMNITY FUND STATEMENT OF REVENUE, EXPENDITURE AND FUND BALANCE FOR THE YEAR ENDED JUNE 30, 1981			
	1981	1980	
REVENUE			
Fees	\$1,548,408	\$1,362,008	
Teachers' share of unemployment insurance premium reductions	728,066	691,632	
Investment income	504,505	460,108	
	<u>2,780,979</u>	<u>2,513,748</u>	
EXPENDITURE			
Attributable to current year			
Claims	1,902,027	1,564,522	
Pension contributions	265,142	137,299	
Administrative charges	121,570	110,520	
Stop-loss insurance	21,123	18,856	
Miscellaneous	2,828	—	
	<u>2,312,690</u>	<u>1,831,197</u>	
ADDITIONAL PROVISION ON PRIOR YEARS' ESTIMATES (Note 5)			
Claims	32,836	308,765	
Pension contributions	60,180	18,583	
	<u>93,016</u>	<u>327,348</u>	
WRITE-DOWN OF MARKETABLE SECURITIES TO MARKET VALUE	196,156	—	
	<u>2,601,862</u>	<u>2,158,545</u>	
NET REVENUE	179,117	355,203	
FUND BALANCE at beginning of year	3,246,627	2,891,424	
FUND BALANCE at end of year	<u>\$3,425,744</u>	<u>\$3,246,627</u>	

See accompanying notes to financial statements.

10/MARCH 15, 1982

STATEMENT VII

SALARY INDEMNITY FUND STATEMENT OF CHANGES IN FINANCIAL POSITION FOR THE YEAR ENDED JUNE 30, 1981			
	1981	1980	
SOURCE OF FUNDS			
From operations			
Net revenue	\$ 179,117	\$ 355,203	
Increase in current liabilities	104,896	305,052	
	<u>284,013</u>	<u>660,255</u>	
APPLICATION OF FUNDS			
Increase in accounts receivable	92,109	51,733	
Decrease in amount due to general fund	1,596	6,230	
	<u>93,705</u>	<u>57,963</u>	
INCREASE IN CASH, TERM DEPOSITS AND MARKETABLE SECURITIES	190,308	602,292	
CASH, TERM DEPOSITS AND MARKETABLE SECURITIES at beginning of year	3,675,751	3,073,459	
CASH, TERM DEPOSITS AND MARKETABLE SECURITIES at end of year	<u>\$3,866,059</u>	<u>\$3,675,751</u>	

See accompanying notes to financial statements.

STATEMENT VIII

RESERVE FUND BALANCE SHEET AS AT JUNE 30, 1981			
ASSETS			
	1981	1980	
CURRENT			
Cash and term deposits	\$ 850,000	\$1,300,000	
Marketable securities (Note 2)	411,510	429,955	
Accounts receivable	26,308	39,232	
	<u>1,287,818</u>	<u>1,769,187</u>	
DUE FROM GENERAL FUND	—	25,564	
	<u>\$1,287,818</u>	<u>\$1,794,751</u>	
FUND BALANCE			
DUE TO GENERAL FUND	\$ 213	\$ —	
FUND BALANCE — Statement IX	1,287,605	1,794,751	
	<u>\$1,287,818</u>	<u>\$1,794,751</u>	

See accompanying notes to financial statements.

STATEMENT IX

RESERVE FUND STATEMENT OF REVENUE, EXPENDITURE AND FUND BALANCE FOR THE YEAR ENDED JUNE 30, 1981			
	1981	1980	
REVENUE			
Investment income	\$ 198,810	\$ 211,768	
EXPENDITURE			
Scope of Bargaining campaign	424,380	—	
Cost of Terrace District Teachers' Association dispute	40,000	—	
Bill 29 pension delegations	138	32,443	
Nicaraguan literacy fund	—	29,460	
Provincial Association of Catholic Teachers Grants	—	28,199	
Provincial election action grants	—	939	
	<u>464,518</u>	<u>91,041</u>	
WRITE-DOWN OF MARKETABLE SECURITIES TO MARKET VALUE	18,445	—	
	<u>482,963</u>	<u>91,041</u>	
NET REVENUE (EXPENDITURE)	(284,153)	120,727	
TRANSFER TO GENERAL FUND	(222,993)	—	
FUND BALANCE at beginning of year	1,794,751	1,674,024	
FUND BALANCE at end of year	<u>\$1,287,605</u>	<u>\$1,794,751</u>	

See accompanying notes to financial statements.

STATEMENT X

RESERVE FUND STATEMENT OF CHANGES IN FINANCIAL POSITION FOR THE YEAR ENDED JUNE 30, 1981			
	1981	1980	
SOURCE OF FUNDS			
From operations			
Net revenue	\$ —	\$ 120,727	
Decrease in accounts receivable	12,924	—	
Decrease in amount due to general fund	25,777	—	
	<u>38,701</u>	<u>120,727</u>	
APPLICATION OF FUNDS			
To operations			
Net expenditure	284,153	—	
Increase in accounts receivable	—	16,913	
Transfer to general fund	222,993	—	
Increase in amount due from general fund	—	10,364	
	<u>507,146</u>	<u>27,277</u>	
INCREASE (DECREASE) IN CASH, TERM DEPOSITS AND MARKETABLE SECURITIES	(468,445)	93,450	
CASH, TERM DEPOSITS AND MARKETABLE SECURITIES at beginning of year	1,729,955	1,636,505	
CASH, TERM DEPOSITS AND MARKETABLE SECURITIES at end of year	<u>\$1,261,510</u>	<u>\$1,729,955</u>	

See accompanying notes to financial statements.

STATEMENT XI

WILLIAM R. LONG MEMORIAL INTERNATIONAL ASSISTANCE FUND STATEMENT OF REVENUE, EXPENDITURE AND FUND BALANCE FOR THE YEAR ENDED JUNE 30, 1981			
	1981	1980	
REVENUE			
Allocation of membership fees	\$84,000	\$56,120	
Minister of Agriculture grant	—	2,000	
	<u>84,000</u>	<u>58,120</u>	
EXPENDITURE			
Canadian Teachers' Federation			
— Project Overseas	52,700	45,000	
— International Aid Fund	1,000	1,000	
El Salvador Teachers' Assistance Fund	19,815	—	
Scholarship programme for Nicaraguan university students	—	8,461	
Overseas book centre	6,000	6,000	
Others	2,745	9,985	
	<u>82,260</u>	<u>70,446</u>	
NET REVENUE (EXPENDITURE)	1,740	(12,326)	
FUND BALANCE at beginning of year	1,747	14,073	
FUND BALANCE at end of year	<u>\$ 3,487</u>	<u>\$1,747</u>	
FUND BALANCE REPRESENTED BY DUES FROM GENERAL FUND	<u>\$ 3,487</u>	<u>\$1,747</u>	

Note: This expenditure is the initial instalment of a \$57,000 El Salvador Teachers' Assistance Fund approved by the members at the 1981 Annual General Meeting.

See accompanying notes to financial statements.

Notes to financial statements on adjacent page

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

JUNE 30, 1981

1. SIGNIFICANT ACCOUNTING POLICIES

- Marketable securities are carried at cost less an adjustment reflecting a decline in market value of the securities portfolio at the year end.
- Inventories are valued at the lower of cost and net realizable value.
- Investment properties are recorded at cost. The costs of investment properties are attributed to land with the exception of building improvements. Depreciation is calculated at 10% per annum on the straight-line basis. Fully depreciated buildings are written-off.
- Fixed assets are recorded at cost. Depreciation is calculated on the declining balance method at the following rates:

Office building	2½% per annum
Furniture and equipment	20% per annum
Parking lot improvements	4% per annum

2. MARKETABLE SECURITIES

The market values and cost of marketable securities are as follows:

	1981		1980	
	Market value (Carrying value)	Cost	Market value	Cost (Carrying value)
General fund	\$ 8,950	\$ 10,000	\$ 15,000	\$ 15,000
Salary indemnity fund	2,196,871	2,393,027	1,924,696	1,916,638
Reserve fund	411,510	429,955	425,200	429,955
	<u>\$2,617,331</u>	<u>\$2,832,982</u>	<u>\$2,364,896</u>	<u>\$2,361,593</u>

3. INVESTMENT PROPERTIES

	Cost	Accumulated depreciation	Net book value	1980
1601 West Broadway Land	\$ 56,528	\$ —	\$ 56,528	\$ 56,528
2204 Cypress Land	100,473	—	100,473	100,473
Buildings improvements Sixth Avenue Land	144,458	14,445	130,013	105,920
	<u>151,549</u>	<u>—</u>	<u>151,549</u>	<u>151,549</u>
	<u>\$ 453,008</u>	<u>\$ 14,445</u>	<u>\$ 438,563</u>	<u>\$ 414,470</u>

4. FIXED ASSETS

	Cost	Accumulated depreciation	Net book value	1980
Land	\$ 263,496	\$ —	\$ 263,496	\$ 263,496
Buildings	1,159,043	378,113	780,930	800,996
Furniture and equipment	648,140	374,678	273,462	198,983
	<u>\$2,070,679</u>	<u>\$ 752,791</u>	<u>\$1,317,888</u>	<u>\$1,263,475</u>

5. ADDITIONAL PROVISION ON PRIOR YEARS' ESTIMATES OF CLAIMS AND PENSION CONTRIBUTIONS

The amounts of \$32,836 and \$60,180 represent additional provisions required to cover the difference between the estimated and actual claims and pension contributions attributable to prior years. The Fund's actuary believes that given the nature of the Fund differences of this magnitude between estimated and actual claims and pension contributions are to be expected.

6. THE BRITISH COLUMBIA TEACHERS' FEDERATION STAFF RETIREMENT PLAN

Actuarial evaluations of the plan are performed every three years. As at January 1, 1980, the date of the most recent actuarial evaluation, the unfunded liability was estimated at \$239,000. This deficit of \$239,000, compares with a previously calculated deficit of \$251,815, is being funded at \$32,800 annually over a fifteen year period.

As of July 1, 1981 significant amendments have been made to the staff retirement plan. The effects of the amendments on the plan are not known at this time.

7. 1981 AND 1982 BUDGET FIGURES

The 1981 and 1982 budgets presented in the financial statements are the budgets as approved by the Representative Assembly.

No evidence of rampant wage increases to back Premier Bennett's controls

Ken Smith
Economic Welfare
Premier Bill Bennett's Compensation Stabilization Program (wage controls) is not based on evidence of rampant wage increases.

The economic conditions that prompted the federal wage restraint program in 1975 do not exist today — federally or provincially.

In 1975 Mr. Trudeau was faced with a national inflation rate of 11 per cent, that had shot up from only 3 per cent four years earlier, and wage settlements in the area of 17 per cent. In B.C. in 1975 the inflation rate was also 11 per cent with wage settlements at 15.5 per cent, some 4.5 per cent above inflation.

In 1981 the national inflation rate was 12.5 per cent, up from 8 per cent four years earlier. Wage increases are

averaging 13.4 per cent. In B.C. the 1981 inflation rate was 14.3 per cent with wage increases around 15 per cent. (Note: 1981 wage increases reported here are for the first year of the agreements. If compounded and projected over the life of the agreement the federal average is 12.2 per cent and in B.C. 14 per cent.)

Whereas in 1975 wage increases were outpacing a rapidly escalating inflation rate by 4.5 to 6.0 per cent; 1981 wage increases are less than 1 per cent ahead of inflation. Additionally, 1981 represents the first year since the last controls were implemented that wage earners have achieved a real gain in wages — i.e., wage increases in excess of the rate of inflation.

Economic prediction for 1982 inflation on the national level call for 10.5 to 11.5 per cent increases (down from 12.5 per

cent in 1981). This drop is predicated on an expected slow growth in food and energy prices. Wage increases are predicted to peak around 13 per cent nationally.

The evidence does not indicate provincial compensation instability. If any instability exists, it is in the pay packages of the B.C. government employees whose three-year 26 per cent agreement (compounded) has fallen behind the 34.7 per cent increase in the Vancouver consumer price index. Mr. Bennett, in his desire to balance the budget in the face of declining revenues resulting from the current recession, has singled out public employees. By attempting to anger public employees, Mr. Bennett hopes to divert attention from what he is really doing — reducing public programs and services.

BCTF fund helps teachers develop curriculum projects

Sandy Godard
Lesson Aids

The BCTF Lesson Aids Service supports teachers working together in developing curriculum and educational programs. The Materials Development Fund, established in 1981, provides financial assistance to teacher groups interested in designing projects for school and classroom use. Completed projects are published and distributed to teachers through the Lesson Aids Service.

Last fall, the service advertised for interested groups of teachers to apply for project money. In January, three groups were each awarded \$1,000 for the development of their projects.

Peter Swayne and 22 teachers at University Hill Elementary in Vancouver are completing a staff communications project, which began in 1979. The goal of this three-year project is to help bring about a better understanding of the objectives, accomplishments and needs of University Hill Elementary School and to build support for education through a planned communications program. The project is directed at the students, staff, parents and local neighborhood of the school. Noel Herron, principal at University Hill, points out that staff have willingly shared their materials and the "expertise" acquired, with colleagues from other schools and districts. "It is most gratifying for us to know that some of the materials developed to date have been useful to other schools," he said.

A group of Richmond teachers, working with Susan Crichton of Silverton, B.C., is developing interdisciplinary, multicultural teacher lessons on Japanese literature for use with students in Kindergarten through Grade 6. The unit will be based on authentic ethnic folk tales. Cultural lessons and activities will be developed from the tales. The objectives of the unit are to promote multiculturalism in the classroom and to promote an interdisciplinary approach to classroom teaching between the academics, the arts and the regional culture groups.

English teachers at Port Alberni's mount Klistia Junior Secondary School, now a middle school, are being asked for the first time to teach a Grade 7 language arts program, which requires teaching techniques and resources indigenous to an elementary school environment. Elaine MacKay's teacher group is developing lesson plans and station aids to support the new Ginn 720 language arts program at the Grade 7 level. The lesson plans and aids will be designed to enrich the existing program and will be suitable for use in a junior secondary school.

Printed copies of the projects should be available to teachers through the Lesson Aids Service by November 1982.

Victoria Normal School plans 50th reunion

The Victoria Provincial Normal School class of 1931-32 is planning a reunion and organizers are trying to track down some of the Old Boys and Old girls.

Class members and those knowing the whereabouts of their former classmates are urged to contact either of:

Kay (Brown) Keenan
11708 Coldstream Crk. Rd.
Vernon, B.C. V1B 1E3
ph. 542-8779
Mel Greyell
1467 West 58th Avenue
Vancouver, B.C.
ph. 263-6200
Ernest Simpson
5756 Macdonald Street
Vancouver, B.C. V6N 1C8
ph. 385-6558

MARCH 15, 1982/11

Letters

Do teachers have a masochistic complex?

We read with interest the proposal of R. Gillies (*Newsletter*, February 15) regarding moving the AGM from the Easter break to sometime in January. The undersigned agree totally as it appears teachers **must** be willing to always give of their free time on numerous occasions in the spirit of public goodwill (a.k.a self-flagellation?).

Why should we have to give up a much-needed break which helps reduce the stress of today's teaching — is it simply to "look good" in the public eye as that's what is expected of us or do we really have some sort of "collective masochistic" complex?

R. Thomas

R. Bennett

T. deLoi

Similkameen Secondary

Keremeos

Fernie settlement was lowest in B.C.

Re: the letter entitled "Fernie resents hint of poor settlement" that appeared in the January 26, 1982 edition (of the *Newsletter*).

Not all teachers in the district are of the opinion that the settlement achieved was the best possible. Indeed we ought to recognize that the settlement was the lowest in the province. This is most distressing when one realises that teachers residing in School District No. 1 are currently experiencing a level of inflation that far exceeds the provincial average. In the area of housing, costs have doubled and tripled, hardly a scenario found in other parts of the province.

R. Kitt	Deborah Smith
J. Paniec	N. McDermid
David Wheeler	Graham Smith
Carol Twa	K. Stead
M. LaBelle	P. Huston
L. Terava	M. Altomere
K. Bradford	Ron Basarab
D. Chala	Toto Miller
J.C. Vallance	E. Warawa
R. John Kovak	Hugh Twa
R.B. Fontana	L. Ker
H. Robinson	D. Squance
Shaun Nerbas	D. Popoff
	K.J. Hinds

Fernie School District

Fairer fee formula deserves support

The "fairer fee" — a membership fee based on actual salary — embodies the principle that a membership fee should reflect both services provided and benefits derived. By removing the inequities in the present fee process, the fairer fee would end another irritant that tends to divide the membership.

Proponents of the present system of having fees based on an estimated mean salary (\$28,256 in January 1981 and \$33,244 in January 1982) suggest that further modifications in statistical data used will make this fee structure more acceptable. Non-sense. What is needed is a new process.

Question: when are the same benefits not the same?

Answer: when they are the same percentage of vastly differing salaries.

Consider the Vancouver agreement and its 1982 salary increase of 16 per cent on all salaries and administrative allowances. In pre-taxation dollars that increase ranged from \$2,674 (Step 3, minimum) to \$5,812 (Masters Maximum) for teachers and up to \$9,318 for school administrators.

Under the present formula (.97 per cent of \$28,256) the \$274 fee represents a range from 1.41 per cent to .41 per cent of the 1982 salary. Had the fairer fee formula been operative, the .97 per cent of actual salary would mean that Vancouver teachers and administrators would pay 1982 fees ranging from \$188 to \$655.

Delegates to the 1982 AGM should ascertain from their local salary agreements:

12/MARCH 15, 1982



Presidents of five western and one eastern Canadian teachers' federations gathered in Vancouver recently to share common concerns over bargaining, working conditions, wage controls and budget restrictions. The meeting included (left to right) Lionel Sproule (Saskatchewan), Dorothy Young (Manitoba), CTF President Pat Brady, Larry Kuehn (B.C.), K. M. Kryzanowski (Alberta), Wayne Noseworthy (Nfld.) and Sandra Gabb (Yukon).

a) the actual salary increase on each step of the scale;

b) what .97 per cent of the actual salary would mean in dollars;

c) and what the present fee of \$274 would mean as a percent of that salary.

The fairer fee, your fee for benefits received, deserves your support. Urge your delegates to vote yes.

Denis Ottewell

Grenfell Elementary

Vancouver

Teachers Viewpoint is open to all members

During the past two or three months an unsigned leaflet attacking "Teachers' Viewpoint" has been distributed in a number of locals. The leaflet suggests a conspiracy or plot by "Teachers' Viewpoint" to take over the BCTF and pervert the wishes of the membership. As a member of the Teachers' Viewpoint steering committee I would like to respond.

Unlike the authors of the above-mentioned leaflets, "Teachers' Viewpoint" is not anonymous. It distributes 1,000 copies of its newsletter; its turtle T-shirts have been a popular item at federation events; and its meetings are open to all. As a candidate for federation office I was always pleased to state my membership in Viewpoint. Others have done the same.

Indeed, the purpose of Viewpoint as a forum for discussion and debate of progressive positions, and as a vehicle to stimulate thought and actions on these positions demands public operation and public scrutiny. Hardly the stuff of conspiracies or plots!

And what is Viewpoint charged with supporting and foisting on the membership?

1) collective bargaining rights, including the right to strike — the first overwhelmingly approved by the federation already and the second to be decided, after lengthy debate, by membership referendum;

2) a democratic BCTF which acts as a union to further member welfare and professional concerns — certainly not new;

3) exclusion from federation membership of those with primarily management functions — after all, management can't sit on both sides of the bargaining table;

4) the federation taking positions on social and political issues of the day — a common federation practice for years;

5) authority for teachers to make curriculum decisions in conjunction with the school community;

6) curricula and school practices which are non-sexist, non-racist, and reflect the reality of working people.

Viewpoint proudly pleads guilty to supporting these positions, most already accepted federation policy and others matters of concern and debate. Discussion and debate on issues is healthy and desirable. "Teachers' Viewpoint" plays a positive part in generating such debate and in acting on the decisions the membership makes.

But what of the secret group who smear Viewpoint in anonymous leaflets? Who are

they? What do they stand for? Are all federation members welcome at their meetings? If one wants to talk of conspiracies and plots they appear more suited to the role.

Those wishing further information about "Teachers' Viewpoint" can write, my address is in each members BCTF calendar.

Al Blakey

Past President

Vancouver

Gosselin unfair in attack on executive

Mr. Gosselin is particularly unfair in his attack (*Newsletter*, February 15, 1982) on the executive over the restructuring of staff assignments.

He accuses the executive of immoral, autocratic and self-indulgent behavior, in acting alone to re-assign staff.

Of course, the executive acted to carry out the will of the Annual General Meeting, which set objectives clearly requiring this action.

Mr. Gosselin was present at the Rep Assembly which thoroughly debated this issue. Despite Mr. Gosselin's eloquent intervention in the debate, representatives from every local remained unconvinced. The vote was to overwhelmingly reject his concerns . . . It isn't fair or truthful to accuse the executive of acting alone when their actions were initiated by AGM decisions and ratified by the Rep Assembly.

Roland Harvey

Geographical Representative

Kelowna

Three major staff appointments made

Three major staff appointments have been made by the BCTF Executive Committee.

George North, formerly director of the learning conditions division, has been named director of the federation's newly-formed bargaining division. In addition to heading learning conditions, North has served as a member of the professional development and economic welfare divisions, as a member of teacher and union agreements committees and as editor of various publications before joining BCTF staff.

Associate counsel David Yorke, until recently under contract to provide bargaining-related legal services to the federation, has accepted a term appointment to BCTF administrative staff until 1984. He will assist the bargaining division and local associations with contract development and implementation. His previous legal experience was with McTaggart, Ellis and Company.

Mohammed Shamsheer will undertake responsibilities as director of the teacher personnel services division on April 20, which corresponds with Bill Allester's retirement after 37 years service as teacher and BCTF staff member. In addition to his service with TPS over the past six years, Shamsheer served as chairperson of learning conditions and salary negotiation committees at the local level during his 10-year teaching career in B.C.

The enumeration equation: no registration — no vote

Enumeration of provincial voters started Monday, March 1. It should be complete throughout the province, weather permitting, by March 21, with the new computerized list being ready in July.

If you don't sign a voter's card during this enumeration, you won't be on the new list. You are not placed automatically on the list, and no one else can register you. Watch for the enumerator. If the enumerator does not catch you the first time round, there will be a second visit and if you're not home, a card will be left.

An election may be called before the new list is complete. If this happens, the old list is used. Are you on this list? A call to your local constituency office or government agent to check is advisable.

Shortly after an election is called, you have seven days to register if you are not on the list. If you missed the enumeration, or if you are not on the old list, depending on when the election is called, you have to be alert to the notice of registration.

There is nothing automatic about being on a B.C. provincial voters' list. Unless there is a properly completed registration card filed in your name with the registrar you won't get to vote.

The onus is on the voter.

You cannot go to the poll on voting day and claim a vote. If you claim that you went through the process of registration, you may claim a ballot, but the likelihood of your vote being actually counted is remote.

Thousands of people have missed out on voting in B.C. elections because they were not registered. The problem next time may be compounded by citizens not realizing the significance of enumeration, not checking on their voting status if a snap election is called, and not realizing that the positive act of completing and filing a registration card is essential to vote.

So, a few words to the wise:

- watch for the enumerator.
- send your card in if you are not home when the enumerator makes the second call;
- if you are missed, contact your local government or constituency office;
- check your current status on the old list;
- if all else fails, don't miss the seven day registration when the election is called;
- spread the word.