

Gulf Islands protest wins staff reinstatements

Strong protests by teachers and parents in the Gulf Islands has resulted in the reinstatement of a number of special education positions that were previously destined to be axed in that district.

"It's not a 100 per cent victory, but it definitely is a victory of sorts," said Michael Hayes, president of the Gulf Islands Teachers' Association. "The board's decision has minimized the impact on personnel and we're happy about that. But the overall budget cut has not been changed — so we're not happy about that."

The school board had previously decided to cut six aides, one hospital and

homebound teacher, a speech therapist and a special counsellor.

Hayes said a combination of pressure from concerned parents (who produced a 400-signature petition) and from the GITA persuaded the board to change its mind. On April 28, the board decided that, through "a realignment of funds" and other changes, it was now able to:

- Re-hire the hospital and homebound teacher on a .5 (formerly .6) contract to work as a special needs teacher;

- Re-hire the six aides until their previously normal termination date of

June 30, 1982 and would likely keep some next fall; (This move was made possible by the local association's offer to delay implementation of the bus and noon-hour supervision agreement until October 1, 1982.)

- establish a new method of special needs delivery which will likely result in the special counsellor being re-hired.

The board decided not to re-hire the speech therapist. Hayes said that the board, however, had undertaken to fulfill its commitments in this area through the contracting out of service and had invited the speech therapist to submit a bid on the contract. He said that while she is a

voluntary active member and not part of the bargaining unit, the local would continue helping her with her case.

Hayes said that his outspoken protests to the minister of education at the AGM — in which he contradicted Brian Smith's claim that special education programs were not being cut — likely did not play a part in the Gulf Islands reversal. But he understood that Wayne Desharnais, head of the ministry's special services branch, had pointed out to the Gulf Islands board that funding for their 1983 special needs budget would be based on the spending in 1982 — and that this likely had some impact on the decision.

BCTF Newsletter

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MAY 31, 1982

Trustees demand government restore local autonomy

Jim Bowman
Government Division

Angry at the provincial government's power and tax base grab, British Columbia's school trustees in convention have overwhelmingly endorsed a motion demanding that the government restore local control of education.

At the annual B.C. School Trustees Association convention May 13-16 in Vancouver, trustees voted to demand that the government guarantee school boards their needed tax base, rescind legislation that gives the minister of education arbitrary powers and guarantee in legislation the criteria for allocating provincial funds to school boards.

The vote came after a Sunday morning debate following a very subdued address on Saturday by the minister of education, Brian Smith, while conceding that the concerns of trustees were genuine, attempted to defend the provincial government's takeover of the commercial and

See "Minister's" page 4



Tom Alsbury (centre) chairs Vancouver hearing of the Public Commission on Social and Community Services flanked by (left to right) Tom Hutchison of the BCTF, HEU president Gordon McPherson and (hidden behind Alsbury) Joy Langan of the B.C. Federation of Labour.

DESC spokesperson says

Right to education damaged but public doesn't see it

British Columbians do not yet realize the damage that is being done to their education system by the provincial government's restraint program, says the spokesperson for the Defend Education Services Coalition.

Tom Beardsley, speaking to one of the final hearings of the Public Commission on Social and Community Services in Vancouver on May 20, said that the impact on health care and other social services is highly visible, whereas the damage to education is still largely hidden.

But he said the adverse effects on education will become apparent next fall when schools, colleges and universities reopen and students — and parents — find many programs and services drastically reduced.

Beardsley pointed out that DESC, a coalition of six groups representing 140,000 students, workers and teachers in B.C. schools, colleges and institutes, has spent \$100,000 on an information campaign to alert British Columbians to the threat to their education system.

He said this has been "a frustrating experience" because, while society generally accepts that access to the best possible education is the right of every

citizen, DESC has had difficulty convincing British Columbians that this right is threatened.

"Quite frankly, they don't believe it is happening," he said. "They have grown to expect that the government, any government, will listen to its citizens and that the members of the government will carry out an advocacy role on their behalf. This has not happened — and instead we get megaprojects."

Beardsley, who wears another hat as executive director of the College-Institute Educators' Association, said that education is a highly labor-intensive enterprise and one that should be supported by any government concerned about unemployment, as a generator of jobs.

"Why doesn't this government declare education a megaproject?" he asked pointedly.

Beardsley's presentation on behalf of DESC was one of about 200 briefs presented to the commission during its fact-finding tour of the province, which began on April 29 in Kelowna and concluded on May 21 in Vancouver. The commission was struck by a tri-partite group of health services and education

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Controls program numbers game out of control

Jim Bowman
Government Division

The provincial government's so-called restraint legislation — Bill 28, the Compensation Stabilization Act — is the hottest political issue in B.C. in years.

First mooted on television by Premier Bill Bennett in February, the new legislation, after two weeks in the legislature, is still not law.

The only thing that is clear at the time of writing is that confusion reigns. No one, including the architects of the bill, seem sure whether the original restraint figures announced by the premier still hold, or if the percentages will change as the recession deepens.

In introducing second reading of the controversial bill in the legislature, Finance Minister Hugh Curtis said it was "designed to capture the essence of the

See "A dictatorial" page 2

Body count grows as boards slash

When B.C.'s cutback school system reopens in September it will be as though the entire teaching staff of one large school district — say, Langley — had been eliminated.

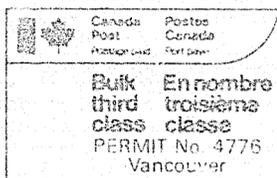
That will be the most glaring result of the provincial government's controls program — the loss of more than 700 full-time teaching positions.

But the impact will go beyond this body count, which is expected to go higher — as information is currently available from only 53 districts.

At least 14 schools around the province will be closed and those remaining open will not be as clean and well-maintained as janitorial and maintenance staff and budgets are being widely slashed.

Returning teachers will face, in many cases, larger classes, less support due to the loss of clerical and supervision aides and substitutes, and much narrower instructional scope as a result of reductions in supplies, equipment and field trip budgets.

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"A dictatorial act for political purposes"

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promise made by the premier on February 18 that the wage restraint program would not interfere with free collective bargaining." He went on to state that the guidelines were voluntary but the regulations were mandatory. "The message," he said, "is very clearly as follows: jump safely or be pushed."

Opposition leader Dave Barrett responded by calling the bill "a dictatorial statement for political purposes." He assailed the ministers of labour, education and health for not attending much of the debate when the bill affected people who came under their respective mandates.

Barrett said that restraint should start with the cabinet, their furniture buying, their travel expenses, their fancy French wines. He suggested that the Secreds were the B.C. wing of the federal Liberal party because they were the only provincial government to introduce the Trudeau concept of wage control.

"The bill is designed to destroy free collective bargaining in B.C.," said Barrett, "and to act as a goad to taunt public sector unions into providing the premier with an excuse for an election."

Commission to review Alberni board actions in cutbacks response

The BCTF Executive Committee has authorized the establishment of a commission to review personnel practices and budget decision-making in the Alberni school district.

The decision was taken at the request of the Alberni District Teachers' Association which has become seriously concerned at the decisions the school board has taken in responding to government-imposed budget cutbacks. The problem centres largely on forced staff transfers and job terminations resulting from the board's decision to close five elementary schools.

The board and the local teachers will each appoint one member to the commission and together they will name the third. Hearings will be held in Alberni and a report is expected at the end of June.

STA seeks teachers unhappy with TQS

The Surrey Teachers' Association would like to hear from any teachers who believe they have a grievance with their classification with the Teacher Qualification Service.

The purpose of the inquiry is to gain support in seeking changes in the TQS guidelines. Concerned teachers are urged, before June 11, to phone Mavis Lloyd of A.H.P. Matthew Elementary School, Surrey, at school (588-3415) or at home (943-3901).

New pension plan booklet available

A new booklet, *Teachers' Pension Plan*, has been prepared by the Superannuation Commission and is now being distributed to all teachers through the school boards.

Teachers are encouraged to read the new booklet and retain it for future reference.

Questions of a general nature on pensions may be directed to the federation (Bruce Watson) but particular inquiries concerning individual records should be directed to the Superannuation Commission.

2/MAY 31, 1982

Opposition speakers roasted the government for what they perceived as an inadequate response to the depression in B.C. They quoted unemployment statistics, itemized hospital bed closures and school closures and indicated that Bill 28 did nothing to deal with the real economic problems of high interest rates, inflation and unemployment. They pursued the Trudeau/Bennett partnership and recalled the mess caused by the federal anti-inflation program.

In a strong speech Colin Gabelmann (NDP-North Island) asked the minister of finance whether he had considered that "there are some workers in the province who have had only one freely negotiated agreement in the last eight years and are being told that there will be two more years of no freely negotiated agreements."

Government speakers defended the restraint bill in the light of the harsh economic conditions faced by the private sector. They indicated that in their opinion ordinary public sector workers were more in sympathy with the government than with their own leaders.

Tony Brummet (SC-North Peace River) said: "Many of the workers in the work force realize that we are in difficult economic times and they are willing to forego some personal increases in order to keep their fellow workers working."

The premier entered the debate both inside and outside the legislature. He said that if teachers took a one percent roll-back in salaries in his school district, no teachers would lose jobs. He threatened to bring in tougher legislation if Bill 28 didn't work, which tended to add to the confusion. He also stated that the figures he mentioned in February were a ceiling, not a floor, and that some public sector employees could be facing a cut in their present wages.

Bill 28 is having a stormy passage and with the BCGEU contract negotiations proceeding simultaneously, the newspapers full of stories of extravagance in high places, and the recession getting worse, the political climate in B.C. is reaching the boiling point.

Ft. Nelson principal wins CEA fellowship for leadership

George Watson, principal of Fort Nelson Secondary School, has been awarded the Canadian Education Association's 1982 F. K. Stewart Fellowship.

The award, which is rotated annually among Canada's 10 provinces, recognizes a "promising educational leader" who in the opinion of the CEA selection committee (composed of superintendents in the province and ministry of education representatives) is likely to develop into an outstanding leader in education. The fellowship, valued at about \$2,500, includes all expenses and a two-week course in educational leadership at Banff sponsored by CEA.

Dr. F. K. Stewart, for whom the award is named, retired in 1977 after 30 years' service as CEA executive director.

Confusion continues unrestrained

"We sought the advice of experts, and some have recommended that we freeze all public service salaries to deal with these problems, and others that we limit all increases in the public sector to six per cent."

"I have rejected these proposals as unfair, unworkable and inequitable."

"The guidelines will be set at 10 per cent for 1982-83 plus or minus two per cent to take into account factors such as past experience, skill shortages and historical relationships and an additional two per cent available to reward increases in productivity."

That's what Premier Bill Bennett said on BCTV February 18, 1982.

On May 7, 1982 in the B.C. legislature the Honorable Evan Wolfe asked the following questions:

"What group or person in our society would argue against a reduction which only imposed 10 per cent reduction on a wage increase in these times, given plus or minus for productivity and so on? What organization is going to oppose that? It is equitable and it is necessary."

The answers came on May 11: the organization opposing it was the government and the person arguing against it was the premier.

The premier was reported in *The Vancouver Sun* on May 12 as follows: "Bennett also warned civil servants they should not interpret the restraint program as guaranteeing a minimum wage increase of eight per cent. The premier said that in some cases they may be asked to take no increase or even pay cuts."

But that bit of confusion shouldn't bother a lot of you. The following bit of dialogue is taken from *The Province* of May 14, 1982.

Reporter: "If the MLAs are getting an eight per cent increase how can you ask workers to take less? Some of the MLAs are millionaires."

Bennett: "Well, first of all, that's an assumption you make. I guess out there are a lot of workers who are millionaires who also work."

The minister of education got into the act on May 15. Speaking to the BCSTA convention he repeated the lines about 10 per cent plus or minus two per cent but urged the trustees to negotiate with teachers for eight per cent or less.

He did not say whether or not millionaire teachers should get less than non-millionaire teachers but one would assume that would be the case.

Number of positions lost expected to go beyond 700

From page 1

It will be much harder to offer students a high quality education as many courses and programs are being reduced or eliminated. This is occurring across the board, but most alarmingly in such areas as French, physical education, music and other cultural programs. Students with special needs will be particularly hit as cuts are being widely made in special education programs and positions.

This gloomy picture is based on information gathered by the BCTF bargaining division from 53 of the province's 75 school districts. The information reveals that, in addition to the loss of more than 700 teaching positions, the equivalent of a further 124 full-time teachers will not be hired this September as previously planned to improve service or meet rising enrolments in various districts.

Here are some of the cuts that are being made around the province:

Cranbrook: P.E. co-ordinator and language co-ordinator cut; library aides cut 50 per cent and custodians' budget cut \$36,000; one school closed, \$33,000 cut from equipment replacement and \$120,000 from repair, maintenance, planning and curriculum development.

Castlegar: reductions in computer program, French and P.E. itinerant program; one school closed.

Golden: special education co-ordinator and four temporary teachers cut.

Vernon: 23 full-time equivalent positions lost.

Central Okanagan: 30.5 full-time equivalent positions cut, mostly comprised of ESL, industrial education, music and P.E. co-ordinators.

Kamloops: 33.5 full-time equivalent positions cut; 13 aides, secretaries, janitor, crossing guards, substitutes; cuts in budgets for maintenance, gifted and library program.

Merritt: seven FTE positions lost.

Langley: loss of 28.7 FTE teaching positions; reductions in maintenance employees and security patrols; budget cuts in equipment replacement, maintenance and professional development funds.

Surrey: elimination of 28 temporary teaching positions and 13 janitorial positions.

Delta: 14 FTE positions lost, seven aides, clerical, custodian, crossing guard positions cut; reductions in an English program and a French exposure program.

Richmond: five FTE positions cut; 11 clerical, aides and nurses cut.

Vancouver: elimination of a French consultant and a special education teacher; reduction in professional development budget and closure of teacher centre.

Burnaby: loss of 18 FTE teaching positions and closure of five schools.

Maple Ridge: five FTE teaching positions cut; 25 per cent reduction in teaching aides and 10 per cent reduction in special education aides; reductions in elementary French and special needs programs.

Powell River: 14.5 FTE teaching positions cut.

Prince George: 24.5 FTE positions lost; four special education aides cut.

Victoria: 125 FTE teaching positions cut.

Sooke: 21 FTE positions lost.

Saanich: 14 FTE teaching positions cut.

Nanaimo: 19.5 FTE teaching positions cut; 13 aides cut; reductions in outdoor education and French immersion.

Alberni: 18 FTE positions cut; five schools closed.

Courtenay: 16 FTE teaching positions lost and five aides.

"Why doesn't government declare education to be a megaproject?"

From page 1

organizations and the B.C. Federation of Labour and given a mandate to inquire into the impact of government-imposed cutbacks on health, education and social services. The commission was comprised of Chairperson Tom Alsbury of the Vancouver School Board, Vice-chairperson Joy Langan of the B.C. Federation of Labour and members Gordon McPherson, president of the B.C. Hospital Employees' Union and Tom Hutchison of the BCTF.

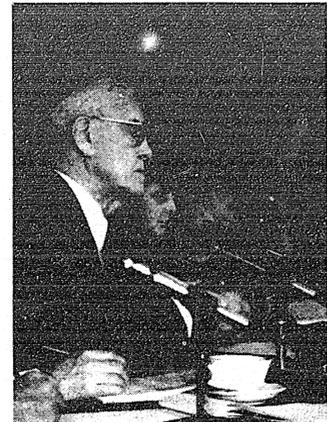
Later, reviewing the commission's swing through the province's main population centres, Tom Hutchison agreed with Beardsley that the impact of the cuts on education were not yet widely known among the public — but that educators were increasingly protesting them.

"What was reported to us time and time again was that needed services which had been planned for years and had finally been put into place were now being financially cut back," said Hutchison. He pointed to such services as libraries, counsellors, ESL programs and improved programs for diagnosing and assisting students with learning disabilities.

"In the colleges and universities what seems to be happening is a severe limitation on general education offerings and a limitation on extending education into the community," said Hutchison. "This has even led to cutbacks in some basic vocational areas, which seems crazy. For example, the Prince George college has had to cut a major part of its forestry program and a heavy duty mechanics program."

In interior communities he said that the commission heard frequent presentations emphasizing that B.C. educates fewer university graduates than any other province in Canada — "and that it's not generally known that Prince George and Kamloops are the only two cities of their size in Canada that don't have some kind of degree-granting capacity."

BCTF President Larry Kuehn, he noted, picked up on this theme in his presentation to the commission. Kuehn pointed out that, taking percentage of personal income devoted to education as a measure, B.C. spends less on education than any other province in Canada.



Cutbacks commissioners Tom Alsbury and Joy Langan (above) listen intently while (right) Tom Beardsley gives presentation on behalf of DESC and Canadian Federation of Students president Sophia Hanafi glances at her notes.

Prince George parent survey finds "majority" want strap returned to schools

A Prince George school board survey of parents has found that 62 per cent of those who responded want the strap to be returned to B.C. schools.

But PGDTA President Jim Caldwell has panned the survey as of "questionable validity" and flatly rejected that finding. "The Prince George District Teachers' Association is opposed to the reintroduction of corporal punishment," he said. "There is no going back."

Results of the 74-question survey showed that while 62 per cent of the 927 parents responding favoured the return of the strap, 40 per cent nonetheless agreed that corporal punishment was not effective in dealing with inappropriate student behaviour.

Agassiz-Harrison protest prevents teacher layoffs

Action by the Agassiz-Harrison Teachers' Association has averted the layoff of a first-year elementary teacher on a continuing appointment.

The district superintendent and principal had earlier informed the teacher that due to an unexpected decline in enrolment he was redundant and would be terminated as he was at the bottom of the seniority list. The teacher was then offered a four-month temporary appointment to replace another teacher going on maternity leave.

The local association voted unanimously to file a grievance under the BCTF Declaration of Basic Learning and Working Conditions and this decision was conveyed to the board.

The board subsequently backed down and notified the teacher that he would retain his continuing appointment for next year with a four-month assignment as a replacement for the teacher on maternity leave and a six-month appointment as a floating substitute.

The survey also found that while 74 per cent of the parents responding were satisfied with their children's behaviour at school, there was strong support for firmer discipline in some areas. Some 77 per cent of those responding favoured suspension of students for up to one year for physical abuse of a teacher or for distributing alcohol or drugs.

Caldwell offered this interpretation: "The community interprets the schools as doing a good job overall in maintaining good discipline, but they don't want the school to relax in maintaining the standards of behaviour that parents expect from their children."

As a result of the survey, a list of recommendations is being drafted for approval by the school board before June 22.

Teacher's Helpline needs your help

The Teacher's Helpline is seeking volunteer phone counsellors for the coming school year.

Counsellors give support to teachers who phone the evening Helpline with serious stress or other problems and, where necessary, direct them to appropriate agencies for further help.

Successful applicants will receive training that covers crisis intervention skills, suicide assessment and BCTF and community resources.

An initial one-day introduction to crisis counselling skills will be held 9 a.m. to 4 p.m. on June 17 at the BCTF, 2235 Burrard Street, Vancouver. The instructors will be Daniel Stone, training supervisor at the Vancouver Crisis Centre and Nora Grove, BCTF stress counselling co-ordinator. The federation will pay the cost of substitutes and lunch will be provided.

For further information contact: Nora Grove at the BCTF, 731-8121.

Stressing the retrograde nature of the controls program on education, Kuehn said many new measures designed to improve the quality of education — such as elementary prep time, in-service programs and special education services — are being widely cut. He said that class sizes are likely to increase which will further make it difficult for teachers to meet individual needs and to identify learning problems.

Kuehn also expressed concern that the school system was going to "lose the necessary mix of new teachers and older teachers" and the vitality that flows from that, as many new teachers would not get into the system.

Turning to the other side of the commission's inquiry, Tom Hutchison said they heard many shocking revelations of what is happening to health care and social services as a result of the cutbacks.

Staff reductions, for example, at Vancouver's Sunny Hill School for the

handicapped have meant, he said, "that staff have less time to react to the students like human beings but must concentrate on simply feeding them and keeping them clean."

The commission also heard that at some long-term care facilities residents, because of staff cuts, were being awakened at 4 a.m., cleaned and dressed, and then being required to sit and wait for breakfast at 8:30 a.m. "Much of the care in these institutions," said Hutchison, "is now being reduced to basic custodial care and people are being denied the services and basic human stimulation they need."

Hutchison said that the cutbacks have also meant that many social service agencies — serving the elderly, the handicapped and immigrants — are being seriously restricted in the quality of service they can give and, in some cases, their continued existence is threatened.

Hutchison said the commission has begun compiling its report and expects to be able to release it in July.



Cutbacks commissioners Tom Alsbury and Joy Langan (above) listen intently while (right) Tom Beardsley gives presentation on behalf of DESC and Canadian Federation of Students president Sophia Hanafi glances at her notes.

Perspective

An outrage to liberty

Jim Bowman
Government Division

of a decision or order made by him as if it were an order of the court.

The debate is raging and will rage for some time to come.

It is a restraint bill, says the government.

It is a wage control bill, says the opposition.

Anyone who is opposed to this legislation, says the government, given the sorry state of business, is almost guilty of economic treason.

The bill is the rankest kind of hypocrisy, says the opposition, coming from a government whose profligacy is becoming legendary.

Whatever the merits of those arguments, the following sections of the Compensation Stabilization Act (Bill 28) should be deleted:

Section 24: (1) Subject to section 25 (3), the commissioner may consider and revoke, in whole or in part, amend or vary a decision or order he has made.

(2) The commissioner may impose any conditions he considers necessary in respect of any decision or order made by him.

Section 25: (1) The commissioner may file in the Supreme Court a copy

(2) An order or decision filed under this section shall be deemed for all purposes to be an enforceable order of the Supreme Court but no appeal may be taken from that order.

(3) The court may, on application of the commissioner, revoke, in whole or in part, amend or vary a decision or order filed under this section, and subsection (2) applies to the changed decision or order.

Section 33: The commissioner may receive and accept any evidence and information on oath, affidavit or otherwise as in his discretion he considers proper, whether or not the evidence is admissible in law.

Except when the very existence of the state is threatened in times of insurrection or war, free people should not be subjected to the whims of commissars, commissioners or cabinets, without the right of appeal.

If these sections become the law something of even greater significance than the principle of free collective bargaining will be lost. They outrage our political ethos and are utterly repugnant in a society with a long tradition of liberty.

Repaid pension funds to teachers' advantage

A recent survey in four school districts indicated many teachers who previously took refunds of pension contributions could repay those refunds and be credited with the years of service represented by the refunds.

Since the pension benefit under the Teachers' Pension Plan is based partly on the total years of credited service in the plan, teachers are advised, where legislation permits, to repay any refunds.

Information on repayment of refunds and reinstatement of service may be found on page 84 of the current *Members' Guide to the BCTF*.

Teachers should write the Superannuation Commission, 544 Michigan Street (West Wing), Victoria, B.C., V8V 4R5, to determine their eligibility, if any, for reinstatement and the amount to be repaid.

BCTF
Newsletter

CLIVE COCKING
Editor

BRITISH COLUMBIA TEACHERS' FEDERATION
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Letters to the editor must be signed by and bear the address of the writer. The Newsletter may edit letters for brevity, clarity, legality or taste. Letters to the editor and signed articles contained herein reflect the views of the authors and do not necessarily express official policy of the BCTF. Unsigned articles are the responsibility of the editor.

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"Minister's sympathy and \$30,000 gets you a teacher"

From page 1

industrial tax base and the general restraint program introduced this year. He obviously failed to convince his audience, most of whom seemed to agree with Saanich trustee Gerry Kristianson's sarcastic comment that "the minister's sympathy and \$30,000 will get you a teacher."

This is the resolution that the trustees adopted:

"Be it resolved that the B.C. School Trustees Association demand that the government of B.C. implement corrective legislation and government policy to:

"1) restore local control of education by guaranteeing school boards the tax base that is needed to sustain that control;

"2) rescind all legislation which gives arbitrary powers to the minister of education to make program and funding decisions for which school boards are held accountable to the electors;

"3) guarantee in legislation the criteria by which provincial funds are allocated to school boards."

In other business, the delegates elected Gary Begin (Burnaby) to an unprecedented third term as president. He defeated Helen Cashner (Maple Ridge). In other elections, Joy Leach (Nanaimo) defeated Eric Buckley (Kelowna) for the position

of vice-president. Myrna Cleverley (Windsor) and Bev Rodrigo (Kitimat) were elected as directors.

The trustees also:

• requested the ministry of education to use established practices for curricular change by consulting with concerned groups (a swipe at the arbitrary introduction of Consumer Education and Writing 11);

• urged the minister to establish policy for the preschool education of children with special needs;

• adopted in principle an internship system for teacher education;

• recommended to the minister that all teachers new to the profession serve a two-year term probationary period and all teachers new to the district serve a further year;

• urged the provincial government to enact legislation prescribing safe levels of formaldehyde gas in schools;

• recommended to the minister that the provincial government fund portability of sick leave.

They defeated resolutions which would have:

• tossed out physical education as a mandatory graduation requirement;

• recommended regional resource centres;

• asked the minister to strike a task force to draft a statement of educational philosophy for B.C.;

• asked for a royal commission on education;

• asked for the elimination of the submission of provisional budgets;

• urged the provincial government to exclude principals from membership in the BCTF (defeated quite heavily).

Three motions of particular interest in the bargaining area were dealt with. A motion to recommend either free collective bargaining without compulsory arbitration or provincial bargaining was defeated, as was a motion to have the BCSTA adopt a unified position to dissuade the negotiation and arbitration of learning and working conditions (that one lost by about a 3 to 1 ratio). The delegates did not approve a motion calling on the BCSTA as a central body to get back into the bargaining arena, territory they abandoned in 1979.

But the main debate was on the local autonomy question, and the provincial government can take cold comfort from the fact that a traditionally very non-partisan gathering voted 305 to 31 to demand that the provincial government restore school board prerogatives.

However, it may be significant that the

BCSTA executive withdrew a motion that would, if approved, have funded a provincial public information campaign on the subject of the loss of local autonomy. One delegate said outside the meeting room, "We sure did bark; I wonder if we'll bite."

Bargaining priorities recommended to RA

The main thrust of 1982-83 bargaining strategy should be on getting the provincial government's new centralizing education finance legislation and restrictive bargaining legislation removed, the BCTF Executive Committee has decided.

At its May 14-15 meeting, the executive adopted a proposal from the BCTF Bargaining Committee to recommend to the June 10-12 Representative Assembly that the bargaining priority for the coming year be the removal of the Education (Interim) Finance Act and the Compensation Stabilization Act.

The executive also agreed to recommend to the RA that local associations select bargaining objectives that:

• raise awareness of teachers and public to the restrictiveness of, and damage being done by, the Education (Interim) Finance Act and the compensation stabilization program;

• are believed to be essential by the

Continued on page 5

teachers and the public if deterioration of public education is to be prevented;

• have a broad base of teacher, trustee and public interest and support;

• maintain 1981-82 gains and that re-establish 1981-82 levels of services and programs;

• reassert the right of teachers to bargain all terms and conditions of work.

The executive also decided to forward to the RA, for recommendation to local associations, a series of bargaining objectives on contract provisions and a variety of bargaining tactics.

Strategy adopted for anti-controls fight

The BCTF intends to pin responsibility for harmful education cutbacks on where it primarily belongs — on the provincial government.

This is to be the focal point in the federation's response to the government's restraint program over the next several months under a strategy plan adopted by the BCTF Executive Committee at its May 14-15 meeting.

President Larry Kuehn told the meeting that he anticipated that during the remaining weeks of the school year many members will face serious disruption of

their professional lives — ranging from transfers of assignments to possible layoffs. "The restraint program," he said, "will hit people in very personal ways and therefore it's important to make very clear to our members what the source of the problem is and what we need to do about it in future."

As part of a drive to achieve the goals of a return to free collective bargaining, a return to local autonomy and protection of educational programs and members' job security, income and working conditions, the executive approved a strategy aimed at:

• building membership understanding of the impact of the controls program and focussing on the government's responsibility for creating the problems;

• building public understanding of the impact of the controls program on educational service and focussing on the government's responsibility for creating the problems;

• supporting other public sector groups — particularly in education and health — in publicizing the impact of cutbacks and the government's responsibility for creating the problems;

• making restoration of social services a central issue in the next provincial election campaign;

• supporting locals in taking action, including job action, in opposition to board decisions which are arbitrary and unfair.

Letters

Shame on Maud Vant for "fascist" outburst

The April 26 issue of the *BCTF Newsletter* has a picture (page 3) of a teacher, Maud Vant.

While a picture is worth a thousand words, I need to say no more but I quote, "She concluded by angrily denouncing Smith's government as, 'Fascist! Fascist! Fascist! And I won't do it — I won't punish children even if it is legal.'"

All I can say is, "Shame! Shame! Shame!" and thank heaven that my children need not to go to her classes.

Ken M. Hoffman
Alberni District Secondary

President cancels refugee camp visit

Garth Holmes will be pleased to learn that I will not be visiting Salvadoran refugee camps in Honduras as an international observer, although not for the reasons outlined in his letter in the last *Newsletter* (May 6).

The interchurch committee on refugees has organized a series of trips by international observers with the purpose of providing protection to the refugees, since they are harassed less by the military while observers are present. Among others, Don Robertson, president of the United Church in B.C., and Jack Munro, head of the IWA, have gone.

As a result of the changing situation in Central America and an increased danger to international observers, the interchurch committee has decided that I should not go at this time.

I do hope that Mr. Holmes' opposition to the trip does not extend to the many international projects that the BCTF has carried out over the years. The BCTF has long played a leading role among teacher organizations in recognizing the responsibilities we have to our colleagues throughout the world, and particularly in Third World countries.

That contribution has included sending many more teachers on Project Overseas than any other teacher organization in Canada. We have made financial contributions to educational projects and to struggling teacher organizations in Third World countries. Members have also pro-

vided assistance to teachers who were subject to human rights violations. Our international involvement is perhaps best exemplified by the fact that a former BCTF president, Jim Killeen, is candidate for president of the World Confederation of Organizations of the Teaching Profession.

Mr. Holmes is wrong in thinking that the AGM moved away from a concern about international issues. It adopted the Canadian Teachers' Federation statement on the human rights of teachers and it increased the funds available for international projects through the W. R. Long International Assistance Fund.

In the midst of our own difficulties we must not simply turn off our responsibilities for those in the Third World whose problems are even greater than ours.

Larry Kuehn
President

Ventra should not promote South Africa tour for teachers

As a member of the Teachers' Investment and Housing Co-operative, I am deeply offended to see that Ventra is sponsoring a tour to South Africa, with a "unique" twist to it, viz.,

Plus, by special arrangement, a unique opportunity for Canadian educators to visit the racially segregated schools and universities of South Africa.

Ventra claims that Canadian educators can see for themselves how bad apartheid really is. They are promoting a tour arranged by a private group of teachers, and they arrange tours to the Soviet Union, though not supporting communism. Do they sponsor tours to visit mental institutions to see how dissidents are treated?

I would like Ventra to withdraw its sponsorship of tours to South Africa for the following reasons:

(1) Travel inside South Africa supports the economy of a segregationist government — a government that exists on the denial of human rights to more than 80 per cent of its population.

(2) South African government propaganda suggests visits to these segregated schools and universities to judge for yourself how good the government has been for the black people. These institu-

tions are segregated, and the facilities are totally unequal to that provided for the white population.

(3) In order to enter a black reservation permission must be granted by the relevant government department. Can you imagine what you are going to see?

In South Africa all educational institutions are totally segregated from kindergartens to universities. Any student who desires to attend a "white" university must receive the permission of the minister of education in writing. Maybe Ventra could sponsor a second tour to South Africa, to visit exotic Robben Island (an island off the coast of Cape Town where all the political prisoners are held) to see for yourself the "wonderful facilities" that exist for political prisoners.

The management of Ventra refused to allow me to discuss my concerns with the "group" that was responsible for arranging this tour. They must also be very naive to suggest that Canadians will be able to see for themselves, and then make up their own minds about apartheid.

Teachers are urged to let Ventra know that they will not support such tours and, if Ventra and the Co-op persist in such policies, then they will boycott all their activities.

M. G. Harris
Chairperson
BCTF Committee on Racism

Sexual harassment article aimed at awareness-raising

I am responding to James Hobart's letter which appeared in the May 6, 1982 edition of the *BCTF Newsletter*. However, as I found little relationship between his personal attack and my article ("Time to take policy action on sexual harassment" *Newsletter*, March 25), I cannot make any attempt to respond to Hobart in terms of justifying that article.

Perhaps I should mention briefly the thrust of my article.

1. I commented on the research on sexual harassment and indicated that it appears to be a growing problem in the workplace.

2. If there are such problems in the education workplace, they need to be dealt with quickly and effectively.

3. Policy would provide us with a means of openly and honestly dealing with any problems.

Although it was not stated specifically in the article, I believe that the policy we now have from the 1982 AGM will protect both men and women in that with this policy now in place, there should be no innuendo and no insinuation concerning sexual harassment. The only people who should speak of sexual harassment are those who are first, bringing it to the attention of a BCTF person who can help solve any problem not solved between the two individuals. If people are not prepared to take formal action, there should be no comment, no speculation, no gossip.

I would like to comment on three aspects of Hobart's personal attack.

1. To introduce the article by referring to "Norma Mercer (S.O.W.*)" was not too subtle. Surely anyone who reads the newsletter as carefully as Hobart seems to read it should recognize that the usual abbreviation is, "S/W."

2. I was surprised that Hobart singled me out as a person he would not want to harass "sexually or otherwise" and made such a declaration to me only and not to all women.

3. Hobart seems to feel that because he is male and that statistics support the idea that harassers are usually male I shouldn't say anything about sexual harassment. Carried to another level, I would assume he would not want me to say anything about wife battering because he is a husband or about family child abuse or sexual abuse because he is a parent. Just how many social issues does he wish me to be silent on because I might offend him if I speak out?

I feel my article was appropriately worded in that I tried to raise a general awareness to what is a growing problem. It was never intended as an attack against any person or group. Rather it was to help provide a rationale for policy that would protect all educators, support staff and students in terms of sexual harassment. I expect teachers accepted the article as such because the AGM did pass Recommendations 30, 31 and 32 and they are now BCTF policy. I sincerely hope that now we will all work together to address the problem of sexual harassment.

Norma J. Mercer
Status of Women Committee

Letters

Art being squeezed out of curriculum by provincialism

Recent budget cutbacks, more stringent university entrance requirements, and the introduction of compulsory courses (Consumer Education, Composition 11) are causing an impact upon art programs and these changes are literally "squeezing" art out of the curriculum. The number of elective courses open to students is rapidly declining.

The visual and plastic arts (drawing, painting, printmaking, advertising design, sculpture, pottery, fabric and fibre design) are powerful conduits for personal expression and for the communication of opinion and information. Our student body is becoming increasingly cosmopolitan, and art has a common "language" which is understood and which appeals to many students, including new Canadians. Many came from countries where art is a vital part of the curriculum, and it is considered an important part of a well-rounded education. Art programs serve the needs not only of the talented, but of all students who are interested in, and flourish through, visual expression.

To allow the erosion of art (indeed, of the arts in general) from our schools unfortunately indicates a certain provincialism on the part of this present government. Surely, this is an issue which deserves the support of all teachers.

Rosemary Linn
Art teacher
Burnaby South Senior Secondary

Business educators feel thwarted by consumer ed decision

The *PD Action Bulletin* dated 19820215 says: "Schools should not implement compulsory courses in Consumer Education in September 1982."

How well does the federation handle a potential need for change? The present split between required and elective subjects is unlikely to be perfect. The case in point is the perception by the ministry and the teachers of consumer education that change was needed. Consumer education should become required learning.

A school system has the responsibility to graduate students who can manage money. It must do so for the student's personal needs, and because the citizens of democracy must be informed. Students need to know how to record and budget

as it goes. However, he has inadvertently misrepresented the present status of teacher-librarian staffing throughout much of the province. Certainly, some districts, primarily in large urban centres, do provide various amounts of clerical assistance for libraries. Other districts may provide centralized library services which alleviate some of the burden of clerical duties normally falling upon the librarian's shoulders.

However, many teacher-librarians are obliged to perform all clerical duties necessary for successful operation of the library. In many instances, the teacher-librarian regrettably has scant time for professional duties as a result of clerical demands (which won't wait) complicated by a frequently inadequate allowance of time to actually work in the library. This is the circumstance NOW, not one that is coming, and it is one our local has repeatedly sought federation help to improve — with little result forthcoming.

Mr. Kuehn more accurately could have forecast a situation due to budget controls where NO professional teacher librarians at all will be available — to perform either professional or clerical duties!

Maureen Scott
Learning conditions chairperson
Coquitlam

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The strategy will be manifested by a planned series of actions extending to the end of December. These will include publicizing the arbitrary/authoritarian nature of the controls legislation, a summer conference to prepare local leadership for the anti-controls campaign and for the bargaining strategy, supporting grievances in the fall on working/learning conditions inadequacies and publicizing, with DESC, education cutbacks.

Administrators' PSA report sent to RA

The June Representative Assembly is to receive a report on actions taken by the administrators' PSA in response to the reprimand they received from the February RA for breaching policy by making direct unauthorized representations to the minister of education on consumer education.

The report, submitted by the BCTF Executive Committee, notes that the B.C. Principals' and Vice-Principals' Association held a zone representative council meeting on February 12-13 to discuss the reprimand given the previous weekend. The meeting passed two motions:

1) "That the zone rep meeting of the BCPVPA request the BCTF executive to inform the minister that the brief on consumer education was presented to him in

a way that is contrary to BCTF policy and for this reason request him to return it."

2) "Upon the return of the brief that the BCPVPA present this document to the BCTF executive and request them to forward it to the minister of education on our behalf."

The executive's report to the RA points out that "the effect of these motions is to continue support for the position put forward in the brief, to concede that the process used was inappropriate, and to seek to have the same brief — which does not conform to current BCTF policy on consumer education — go forward through the appropriate channels."

Included in the report are three recommendations to the June RA. The first calls for the RA to not approve the BCPVPA brief on consumer education previously submitted to the ministry. The second calls for a policy statement to be developed, in consultation with the PSA Council, for recommendation to the fall RA, setting out:

• terms of recognition of a specialist organization as a PSA of the BCTF;

• sanctions which may be applied against a PSA which does not abide by the terms of recognition;

• an outline of the process to be used in the application of sanctions.

The third recommendation calls for the preparation of discussion papers on "The Role of the Principal" to stimulate review of the topic within the profession.

in a position of reflecting the collective individual positions of the majority. The result was a decision by the many that affects a few, opposed by the few. Indeed, the position of the federation has driven our members to the ministry for needed professional development service, and away from the federation.

Something is amiss. Students — potential capitalists and socialists alike — must learn the basics of business. As president of BCBEA, I have fought to promote the cause of consumer education within BCTF guidelines. I have accepted BCTF "censorship" of our recommendations to the ministry. I have advised our members on how to implement federation policy. Where does my responsibility to the federation end and my responsibility to the students begin? On this, it seems I cannot be loyal to both. My fight has been a failure, and the course will be born not in the supportive environment it needs but in one which is hostile to its existence. The federation has acted to thwart what we see as our duty.

No problem that faces the BCTF is as important as deciding what it is we teach. The Board of Governance Committee must establish procedures by which this kind of problem can be resolved. The business education PSA cannot bargain this issue with the BCTF. We can only beg.

Streb Collins
President,
B.C. Business Educators' Association

Streb Collins
President,
B.C. Business Educators' Association

Restraint program is hypocritical politics

We find it incredible that the provincial government can afford \$14,200 for full page ads congratulating the Vancouver Canucks, but can't afford money for hospitals and schools.

The so-called restraint program is a hypocritical, political gimmick.

We urge all teachers to oppose the wage and budget controls program and the government that initiated it.

Geoff Peters
Beth Taylor
Dave Knight
Loa Passaglia
Jack Thomas
Elaine Regan
John Hignam
Joan Durand
Roy Stibbs
Elementary School
Coquitlam

BCPVPA did not spread broadsheet attacking Teachers' Viewpoint

I was interested to read Geoff Peters' response (*Newsletter*, April 26) to the "erroneous charges" made in the letter from Siegfried Puetz.

Geoff Peters states in part that the "anonymous broadsheet attacking Teachers' Viewpoint . . . was sent out by a secret organization and by the B.C. Principals' and Vice-Principals' P.S.A."

The allegation regarding the BCP & VPA involvement is totally false. We have not, as a PSA, been involved in any way preparing, amending, misrepresenting, or circulating any such information around the province and certainly feel no need to be anonymous in the positions that we take.

Geoff Peters also characterized a " . . . secret group with disproportionate number of administrators [that] had used political smearing to discredit other BCTF members. . . ." If any BCTF member has behaved inappropriately or unethically then Geoff should cite "letter and verse" and take appropriate action. These continued attacks on a segment of the BCTF membership are divisive and demonstrate no real concern for the strength of our organization or the quality of education. Is this not political smearing of the worst kind?

From time to time some of our PSA members have brought copies of "Teachers' Viewpoint" to our meetings and discussions have taken place with regard to articles attacking the role and practices of school principals. Of particular interest and concern to our members was the motion moved by Larry Kuchn that the objectives of "Teachers' Viewpoint" include:

"a reduction in the management functions of principals (report writing; unilateral decision-making authority) and the pay differential between principals and teachers; if such reductions in management functions do not take place exclusion from membership in the teachers' federation of those who have primarily management functions."

This was subsequently amended by Turner/Coplin that the beginning be

deleted, leaving only "exclusion from membership in the teachers' federation of those who have primarily management functions."

There is little doubt the "Teachers' Viewpoint" is committed to the removal of principals from the BCTF. Our PSA will continue to oppose actions that are not in the best interest of teachers, students and education in B.C. We will oppose it openly without anonymity and innuendo or misrepresentation.

Gordon Moffat
President
B.C. Principals' &
Vice-Principals' Association

Teachers will reject McCarthyist attacks

Look out, teacher! Did you know that there is a deep, dark, secret, underground, subversive and diabolical conspiracy to take over the BCTF? That's right; it's called "Teacher Viewpoint." It's no secret that it has meetings in a rented room at the AGM every year and advertises the location in the foyer of the hotel! Another deadly feature of this clandestine cult is its newsletter which is open and public, published regularly, and there for anyone and everyone to see and judge.

Siegfried Puetz's allegations about Viewpoint in the March 25 issue of the newsletter are so puerile and scurrilous that they are really beneath contempt. He uses the old demagogic method of lies, half truths, and scare tactics to try and whip up some fear of a conspiracy. The allegation that Viewpoint is a "rival" teacher organization trying to "usurp" the BCTF is an outright lie. Has Viewpoint tried to "raid" the Coquitlam Teachers' Association, or forced anyone or any body of the BCTF to take any position on anything? Of course not.

What Mr. Puetz is really saying is that people in the BCTF who disagree with him *don't have the right to organize to make their views known*. Puetz cites the precedent of the "Waffle" being kicked out of the NDP. Is that what he's proposing — kicking left-wing teachers out of the federation? If Mr. Puetz gets his way will there be some new type of loyalty oath such as teachers had to sign in the 1950s before they were allowed to work? Perhaps what frustrates Mr. Puetz is

that the thousands of teachers who are willing to put their time into building the BCTF don't agree with his orientation. We are *already* a union; we bargain collectively for wages and working conditions of our members and act collectively to defend our members' interests in relation to their workplace and their employer. We may be a weak and ineffective union at times, but a union is what we are. We also have policy on social issues which has been affirmed and re-affirmed many times at succeeding AGMs and other levels of BCTF decision-making. Opposition to racism and sexism permeates BCTF policy and successive waves of reactionary offensives have never succeeded in eliminating the federation's social conscience. It's true that we still have management people within our ranks. But fiascos like the recent BCPVPA brief on consumer education will get administrators removed from the federation sooner or later, no matter what Teacher Viewpoint does.

As an active teacher and a "Teacher Viewpoint" member, I know my colleagues will reject the irrational, McCarthyist methods of Mr. Puetz and his ilk. It is his type of threats to silence the opposition which constitute the real threat to the democratic life of the federation.

Bob Rosen
Holly Elementary, Surrey

Viewpoint sugarcoats bitter pill for members to swallow

Mr. Blakey and others who have attacked a certain leaflet concerning their [Teachers'] Viewpoint caucus continue to provide us with inexactitudes in need of correction.

As noted by others, the copies circulated in this and other districts bore the name of the person(s) circulating them; they were not, as asserted, anonymous.

I think that I can fully understand the apprehension such people might have about being seen rowing upstream against the mighty currents initiated and maintained by the left wing of the union. Certainly, given the emotional sloganism and calculated overreaction (to the point of hysteria) which the slightest criticism can provoke, fear is an understandable and probably desired response. It is indeed unfortunate if in a few places that was translated into a siege mentality and thence into anonymity, but it requires far more courage to speak for the right than for the left in today's BCTF.

Further, if there was a "smear" in these pamphlets, it was in the words of Viewpoint caucus members themselves, and not in those of their detractors, for all they contained were quotes from that caucus' own materials and the provocative question: "Is this what you want?" Some teachers I spoke to were not at first aware that this was not a promotion of Viewpoint itself.

Neither were most aware of the existence of this group, even if AGM attendees may be. They have been done a considerable educational service — perhaps the Viewpoint group will even gain membership!

These "progressives" (read "leftists"), however, are most seriously to be faulted for trying to sugarcoat the bitter pill they wish the rest of us to swallow. Stripped of rhetoric and the convenient espousal of what they may hope are "motherhood" issues, what remains underneath are the goals of turning the BCTF into a labour union cum left-wing political party, turning education into a training ground for the left, and turning society into some sort of socialist utopia.

I find all three repugnant. Whatever happened to services to teachers and students?

The Viewpoint critics, despite their

understandable timidity, have done us all a service. By increasing the information available to teachers they have assisted us all in determining whether this particular piper is to be followed. Perhaps the recent referendum defeat indicates that the rank-and-file is less enamoured of political adventurism than are some of the more prominent members.

Finally, if I may offer advice (though not comfort) to the scribes on the other side — instead of one of your sour, dour reactions to someone trying to prick your little bubble, why not try a little philosophy for a change. Or, dare I suggest it, some subtle humour? Just a touch now, mustn't shock us.

Rick Sutcliffe
Mountain Secondary, Langley

Union support grows despite red-baiting

About a year ago I wrote an article for the "Teachers' Viewpoint" newspaper. Little did I know that this article, or at least one part of one sentence of the article, would get such wide distribution. I take this opportunity to thank all of those — you who identified yourselves and you who did not — who so efficiently reproduced the article and made it available to BCTF members.

But I must admit that you confuse me. The part of the article which seems to have raised the ire of recent correspondents of the *BCTF Newsletter* was a list which describes various political views of some members of "Teachers' Viewpoint."

Now just what is it that is so upsetting? Is it that "trade unionists" or "communists" exist? Is it that there are "activists," "socialists" or even "militants" among the members of "Teachers' Viewpoint"? Is it that I pointed these facts out in the article?

Or is something else going on? Joe McCarthy and his ilk believed that they could intimidate people and score political points by using epithets and resorting to crude name-calling: "Communist," "trade unionist," "democrat," "Jew."

I don't believe for a moment that members of the BCTF will be moved by such a tactic. Teachers know that many thousands of BCTF members — some members of "Teachers' Viewpoint," the vast majority not — believe we need a democratic union for teachers in B.C. Teachers know that every year this number grows — and that among us there are "socialists," "activists," "militants," "communists" and many who are none of these.

Teachers know that the job of building a union is not an easy one. We will have our "ups" and "downs." We will have our victories and defeats. One thing is certain. We will not be intimidated by name-calling and red-baiting.

The point of view held by "Teachers' Viewpoint" and by many others in virtually every staff room in this province — that we need and will build a democratic union for teachers — is not about to disappear.

David Chudnovsky
Bridgeview Elementary, Surrey

Opportunities foiled by late Newsletter

I always enjoy reading the *BCTF Newsletter*. I begin to feel less isolated from my profession when reading about current events and policies.

However, when I ponder the new possible job challenges provided by the BCTF (Prof. Dev. Assoc., Microcomputers and others), I realize it's too late. The closing dates have always arrived before the newsletter.

Elaine Willis
Vanderhoof Elementary School

WCOTP opens doors

World's teachers have clout on the international scene

Jim Killeen admits that either way you say it — WCOTP or World Confederation of Organizations of the Teaching Professions — it's a mouthful.

But it's a mouthful that leaders of governments and international agencies around the world increasingly have no difficulty enunciating.

"We sometimes undervalue the collective voice of teachers at the international level," said Killeen, principal of Vancouver's Sir Charles Tupper Secondary School, a former BCTF and CTF president and currently one of two WCOTP vice-presidents. "When we can bring international suasion to bear we can pack a tremendous amount of clout. We've had examples of that sometimes in South America where we've had teachers released from jail because of WCOTP pressure."

It's Killeen's hope that ordinary classroom teachers will become more familiar with that WCOTP mouthful and what it stands for — and that's a goal he's particularly interested in working toward if he is elected president of that organization at its biennial meeting in Montreux, Switzerland, in August.

If Jim Killeen is elected president of WCOTP it will mark the first time a Canadian has been named to head the organization and to be the chief advocate for the rights and interests of six million teachers around the world.

Founded in 1952 to further the cause of education and of teachers world-wide, the World Confederation of Organizations of the Teaching Profession is composed of 125 teacher organizations (CTF being one) in 85 countries. Its headquarters is in Morges, Switzerland, where its 16-member secretariat (with an annual budget of about \$1.5 million), under direction of the executive committee, works

College of Teachers celebrates founding with essay contest

To mark its founding 25 years ago, the Canadian College of Teachers is sponsoring an essay contest for students in their 12th or 13th year in high schools or junior colleges throughout Canada and its Territories. The purpose is to provide students who are competing their pre-university schooling with an opportunity to make suggestions for the benefit of those concerned with planning future school curricula.

The essay topic is: *An Ideal School Curriculum for the 1990's*. (Note: Curriculum can be understood to include all activities sponsored by the School.) Essays, written in either English or French, should be from 1000-2000 words in length. Only ONE essay should be submitted from each school. It is understood that the essay which is chosen will be submitted in its unedited and uncorrected form. On the front page candidates are to indicate their name, address, date of birth, and grade in school. To this, the school is to add its name and address and the name of the teacher who selected the essay to be submitted for the competition.

Entries will be evaluated on such points as originality and clarity of thought, sound argument, effective style, and correct use of language.

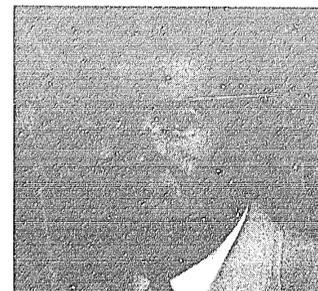
Three Awards are available: \$500, \$300, and \$200. The Canadian College of Teachers reserves the right to withhold an award if the quality of the submissions is deemed to be unsatisfactory. Essays selected become the property of the Canadian College of Teachers.

Entries are to be mailed on or before April 20, 1983 to: Dr. C. Wayne Hall, FCCT, 12 Belvedere Street, Lennoxville, Quebec J1M 1T9.

on furthering the goals of the organization as set every two years by the delegate assembly.

Killeen pointed out that WCOTP has four main fields of activity. The first involves giving financial and educational assistance to national teachers' organizations to assist them in developing their own organizations.

The second area involves "a kind of crisis intervention," he said, giving aid to teacher organizations hard hit by natural disasters, political or professional threats. "For example, I went to St. Vincent on behalf of the WCOTP because 30 teachers had been jailed for an 'illegal' march," Killeen noted. "As a representative of WCOTP I was amazed at the extent to which the government paid attention — I got to talk to the minister of education and the prime minister. Eventually all but one of the teachers was let out of jail and returned to their jobs."



Jim Killeen . . . nominated to be president of WCOTP.

In another role, WCOTP has class A status with UNESCO, which means, he said, that the organization must be consulted on decisions on educational matters made by UNESCO or its member organizations. In this capacity, Killeen pointed out, WCOTP is in constant interaction with such key international agencies as the Organization for Economic Co-operation and Development (OECD), endeavouring to influence their policies.

"This is important because the OECD tends to be right-wing, anti-education

and corporate-oriented," said Killeen. "The WCOTP has to expose this — and that their policies often forget about social needs."

The fourth area of WCOTP action is in developing broad policy statements on topics of concern to teachers around the world. The world teachers' organization, Killeen said, has developed statements on such matters as youth employment, human rights, international development, disarmament and peace.

In this international activity, Killeen pointed out that the BCTF has long displayed a high level of commitment. The former long-time general secretary of the federation, Charlie Ovans, for one thing, played a key role in developing the UNESCO/ILO statement on the status of teachers, a document cited all over the world. And through Project Overseas and the W.R. Long Memorial Assistance Fund the federation contributes extensively to assisting colleagues in developing countries — in addition to the field work of teachers, \$168,780 this year.

"The teachers of B.C.," said Killeen, "contribute more directly to developing countries than any other teacher organization in the world."

That's an enviable record.

Teacher Support Group Facilitators Needed

What are the groups for?

"I came away with new and exciting ideas that worked toward making me a better teacher."

"Sometimes I feel isolated and alone with a problem. A Teacher Support Group not only acts as a sounding board but also helps to offer solutions."

"Being new to the district it provided me with the opportunity to really get to know some other teachers."

"The help and support offered by this group made teaching a less stressful and more rewarding occupation."

If you are interested in starting a Teacher Support Group for your staff or in your district please complete a BCTF curriculum vitae form and forward it to:

NORA GROVE
CO-ORDINATOR OF
STRESS COUNSELLING PROGRAM
2235 BARRARD STREET
VANCOUVER, BC V6J 3H9

A training program in Group Facilitation and Problem Solving will be provided for the selected applicants. BCTF will cover all costs for substitutes, travel, etc.

For further information call toll free 112-800-663-9163 or 731-8121, local 226.

CANADIAN
TEACHERS'
FEDERATION



FÉDÉRATION
CANADIENNE
DES ENSEIGNANTS

Applications are invited from female or male candidates, for the position of

SECRETARY GENERAL

As chief administrative officer of the Federation, responsible to the Board of Directors, the Secretary General directs and supervises the work of the permanent staff, and advises the President and the governing bodies on matters of policy and the activities of the Federation.

The successful applicant will have experience in teacher organization activities, some familiarity with the national and international scene, and a demonstrated ability to work in both the official languages of Canada.

Duties will commence as soon as possible after July 26, 1982.

Applications, with curriculum vitae and names of three references, should be submitted before June 8, 1982 to:

The President
Canadian Teachers' Federation
110 Argyle Avenue
Ottawa, Ontario
K2P 1B4

Interviews will be held in Ottawa on or about June 26.

Delta teacher gains award for work with autistic students

A Delta teacher has become the first Canadian to be honoured by the International Council for Exceptional Children for outstanding education programming for handicapped students.

Jo-Anne Seip, who holds a joint appointment as a Delta secondary teacher and as director of Gateway House Society, a school for autistic adolescents in Ladner, received an award at the ICEC's annual conference in Texas. The award, one of three granted annually by the council's division of career development, was for her work in designing Gateway's curriculum program which emphasizes work skills and job training within the community for autistic students.

At Gateway, a provincial educational resource, autistic youngsters from all over B.C. receive a special education program, combining work and study, designed to prepare them to function independently in society. The students currently work part-time in local restaurants, hotels, shops and the hospital, many on completion of the program later obtaining full-time employment.

New handbook to aid teacher-librarians with French classes

A committee of the B.C. School Librarians' Association, through a BCTF-arranged contract with the ministry of education, has prepared a resource handbook for teacher-librarians in schools in which French immersion and *Programme-Cadre de français* students are enrolled.

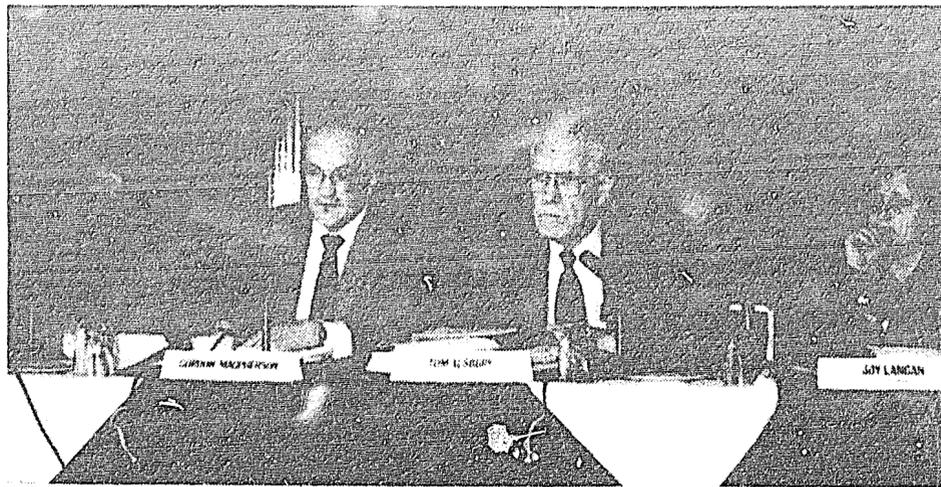
It comes well recommended as John Church, acting director, professional development, describes it as "an essential tool to help Anglophone teacher-librarians to survive in a school with French immersion classes." The 100-page publication, *A Handbook for Bilingual School Resource Centres*, published by the B.C. Ministry of Education, Schools Department Program Division, Modern Languages Services Branch, contains basic information on cataloguing and filing, suggestions for ordering materials and material on the advantages and disadvantages of integrated vs separate French and English language collections, as well as a detailed table of contents, index and bibliography.

New appointments — new directions

A series of key appointments to federation staff have been made by the BCTF Executive Committee.

Noreen O'Haire and Gale Tyler have been appointed to two-year terms as assistant directors in the professional development division.

O'Haire, who has had 21 years secondary teaching experience and extensive local involvement in executive, bargaining and professional development positions, has served the federation for the



Public Commission on Social and Community Services' members (left to right) Tom Hutchison, Gordon McPherson, Tom Alsbury and Joy Langan received more than 200 briefs during their month of hearings around British Columbia.

Education used as scapegoat for government mismanagement

The president of the Canadian Teachers' Federation has charged that budget-slashing provincial and federal governments are using education as a scapegoat for their own financial mismanagement.

Patrick Brady spoke out against education budget cuts and recent threats to bargaining following a CTF meeting in Ottawa at which representatives from provincial and territorial teacher organizations expressed grave concerns about inadequate and decreasing public funding of education.

"There can be little doubt", said Brady, president of the 220,000-member CTF, "that a concerted effort is being made, both provincially and federally, not only to attack public sector bargaining but to reduce the financial efforts made in the past to give Canada's children equal access to quality education."

Governments may argue, said Brady, that they are putting more dollars into education than they were 10 years ago and while this may be true in dollar terms, the fact is that there has been a decrease in the proportion of most provincial budgets devoted to education.

"For example," he said, "the Canadian picture shows us that total provincial-local spending on elementary and secondary education as a share of total provincial-local spending for all purposes actually decreased from 1970 to 1980 from 22.17 per cent to 16.14 per cent."

Brady said that teachers everywhere are getting justifiably concerned about the future of education as a result of recent government decisions. He cited the artificially-imposed government restric-

tions on school board budgets in B.C., the threatened massive layoffs of thousands of Quebec teachers unless they and other public sector employees accept rollbacks in negotiated pay increases and also reports of an apparently restrictive mandate given government negotiators in Prince Edward Island.

"Governments," said Brady, "seem inclined to defy unions to strike, and then legislate them back to work as happened recently when the New Brunswick government legislated an end to a legal CUPE strike by 3,000 school janitors, clerks and secretaries, thus joining Quebec, Alberta and Saskatchewan, which have all ordered an assortment of public employees back to work to terminate legal strikes."

Brady said the "get-tough" policy is also evident in the federal government cut of about \$5.7 billion in contributions to the provinces for education under revisions in the federal-provincial fiscal arrangements.

He said that this will lead to a "domino effect" by which provinces, required to compensate for these cutbacks out of their own budgets, will almost inevitably look to public school budgets to make up the shortage.

Brady concluded: "Teachers across Canada are justifiably proud of the job they are doing in educating tomorrow's adults. They will not stand idly by watching politicians try to compensate for their mismanagement of the economy by hacking away at already strained education budgets."

professional development. This will make her third consecutive one-year appointment in the PD division, as she has served two previous terms as assistant director. Her experience also includes nine years elementary teaching, extensive local association and federation committee experience.

Ken Novakowski, currently president of the Langley Teachers' Association, has been appointed to a two-year term as assistant director in the bargaining division. Previously he was a secondary teacher for five years and active in federation affairs as a GR, AGM delegate and executive member and president of the provincial social studies PSA.

In another area, the BCTF executive has shown educational leadership by establishing and financially supporting a new position designed to assist teachers to become familiar with microcomputers in education. Barry Underwood, currently president of the Computer-Using Educators of B.C., has been appointed to a one-year term in the new position of in-service coordinator, microcomputers in education. Underwood, who is a secondary teacher in Campbell River, will serve on a 20 per cent release time basis offering consultation, trouble-shooting, dissemination of information, and advice on technical and educational matters to classroom teachers.

June 21-25
June 28-July 2

Interpersonal communication course

Western Washington University is offering a summer course aimed at assisting teachers, counsellors and administrators to improve their communication and human relation skills. Interpersonal Communication (Speech 407W) is being presented by Dr. Arthur Solomon, professor of speech and consultant in communication, human relations and personal growth, in two one-week sessions: June 21-25 and June 28-July 2. Tuition fee for the course, good for two credits, is \$62. For information contact: Dr. Solomon, Department of Speech, WWU, Bellingham, Wash., 98225; phone (206) 676-3870.

July 5-July 22

Computer workshops for kids

Two workshops for children aged six to 16 years designed to introduce them to home computers and to give them the beginnings of "computer literacy" will be offered in the Vancouver area this summer.

One four-day workshop will be offered at Carson Graham Secondary School in North Vancouver, 9 a.m. to 12 noon, Monday to Thursday, July 5-9. Fee is \$60. For information contact: Adult Education, 721 Chesterfield Avenue, North Vancouver, B.C. V7M 2M5.

The workshop will also be offered in two sections at the Langara Campus of the Vancouver Community College, the instructor in all cases being Dr. Tim Hollick-Kenyon. The first session runs 9 a.m. to 12 noon, Monday to Thursday, July 12-15; the second runs 9 a.m. to 12 noon, Monday to Thursday, July 19-22. Fee is \$65. For information contact: Vancouver Community College, Continuing Education, Langara Campus, 100 West 49th Avenue, Vancouver, B.C., V5Y 2Z6

November 17-20

Challenge of Choices

A conference for school administrators on the theme of "Change: The Challenge of Choices", will be held on November 17-20 in the Hyatt Regency Hotel, Vancouver. Sponsored by the B.C. Principals' and Vice-Principals' Association, the four-day event is being hosted by the Burnaby Association of School Administrators. For conference information contact: Judy Doyle, Conference chairperson, 2676 Viewlynn Drive, North Vancouver, B.C. V7J 2X2 (525-4311).

CTF Committee

The Executive Committee, at its June 18-19 meeting, will nominate a BCTF member for a Canadian Teachers' Federation advisory committee on French as a Second Language.

For more information or curriculum vitae forms, contact Jacquie Boyer at the BCTF office. Application deadline is **June 14**.

Travel grants open to school librarians

The Margaret Scott Memorial Fund, a joint program of the Canadian School Library Association and the Ontario Library Association, is offering travel grants to school librarians as part of a broad aim to improve school librarianship.

Practising school librarians may receive up to \$400 to assist them in travelling to conferences, seminars, courses, or to visit other library systems, or to engage in research. Application forms are available from: Margaret Scott Memorial Fund, Ontario Library Association, 73 Richmond Street West, Toronto, Ontario M5H 1Z4.

Applications must be submitted before **September 15, 1982** to be considered for the 1982-83 school year.