

Demands cover wide range of issues

Variety and range of demand are evident as teachers work through the first phase of bargaining. Initial negotiating committee positions show strong interest in items beyond salaries.

Fifty-four districts reported interest in hours of work clauses and 53 in supervision time. Forty-seven districts reported interest in leaves of absence and 46 on grievance procedures. Class size and class

composition are on the lists of 36 districts. Personnel practices are of concern to 40 districts, PD funding in 34 and early retirement in 22.

Among other reported concerns are: substitute teacher protection, part-time benefits, staffing formulas, rural bonuses, car allowance, release time to implement

new curriculum, sexual harassment, strike-lockout clauses, and deferred salary leave plans.

The major story in initial negotiations is that each zone reports a new willingness on the part of boards to discuss a range of issues.

BCTF Newsletter

VOLUME 21 NUMBER 3 BROADWAY PRINTERS LTD. OCTOBER 16, 1981

SW clauses vital in teacher pacts

Peggi Hall
Learning Conditions

The eighth annual Status of Women Contacts' Conference was held on October 1-3 at the Inn at Denman Place. One hundred and twenty participants, plus guests, attended workshops, zone meetings, keynote addresses and social functions.

The conference theme was bargaining as it affects women teachers. A highlight was the keynote address on Friday morning by Ulla Martin and Carol Pettigrew, co-chairpersons of the provincial Status of Women Committee. Carol asked contacts, "when it comes to bargaining, do you feel like Alice in Wonderland meeting the March hare for the first time?", and she reassured them that the feeling was common and would be alleviated by the end of the conference.

She emphasized that the local status of women chairperson, both as the keystone for the provincial program and as a representative, must ensure that clauses protecting women teachers are not lost at the bargaining table. She also stressed that an active part in negotiating for their

working conditions is the right and responsibility of women. She listed statistics to emphasize women teachers' poor working conditions; most class size violations and lack of unassigned teaching time occur in primary grades where women make up the majority of the teaching force.

Martin reviewed the myths of bargain-

ing described by Larry Kuehn at the bargaining conference in Victoria. She elaborated on these misconceptions and spoke of additional myths about women. These include the belief in women's inability for, and disinterest in, bargaining. On school board claims that the financial pie can only be cut so many ways, Ulla said: "If they can't bake a


bigger pie, they should consider spending less on the upper crust."

Another highlight was the panel presentation on Saturday morning by women in public sector unions involved in collective bargaining. The three panelists who spoke represented Vancouver Municipal Regional Employees Union,

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Panelists at status of women conference (from left): Gudrun Fiddis, VMREU; Jane Turner, BCTF; Linda Reid, SORWUC; Marian Pollock, CUPW.



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Third class
Troisième classe

PERMIT No. 2036
Vancouver

What are your views on the referendum

The BCTF Newsletter intends to become a forum for debate on the referendum topic. Articles (330 words or less) or letters expressing all points of view will be considered for publication. In this issue we are providing details about the referendum. In subsequent issues we will feature the debate itself.

What is the referendum wording?

"The 1981 Annual General Meeting has recommended that the BCTF seek a change in the law which would enable a local association to choose either arbitration or strike action to resolve a contract dispute that can not be settled by negotiation."

"Do you agree with this recommendation? Yes _____ No _____"

Why is it being held?

Because the 1981 AGM decided that all members should vote on the "impasse resolution mechanism" that teachers should have.

How will the referendum be conducted?

A ballot will be mailed to your home about the middle of February. You will vote by return mail.

What is an impasse resolution mechanism?

When the federation is successful in achieving the legal right of teachers to bargain all terms and conditions of employment, there will be times when a negotiated settlement cannot be achieved in your local. At these times teachers must have a process to settle the outstanding issues. This procedure is usually called an "impasse resolution mechanism."

What ways can the impasse be settled?

There are three basic ways:
1. Strike — the employees withhold their services until a settlement can be achieved.
2. Arbitration — the issues are referred to a person or persons who will hear submissions and render a binding decision.

3. Arbitration/strike choice — this option would allow the teachers to choose whether arbitration or strike should be used for settling that set of negotiations.

How will we get information about the advantages and disadvantages of each impasse mechanism?

At the September 25-26 meeting, the Executive Committee adopted a plan which will provide for:

- a. the selection and training of 40 teachers and BCTF staff. They will visit each local and provide a package of information and techniques to key teachers. These key teachers would then be expected to visit staffrooms and provide the same information;
- b. materials to be developed in both audio-visual and print media based on the presentation made by David Yorke and Larry Kuehn at the Victoria summer conference;
- c. dissemination of information summarizing the impasse resolution mechanisms in all other provinces;
- d. information on the referendum

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IF UNDELIVERED, return to 2035 Burrard St., Vancouver, B.C. V6J 3H9

We need more than co-operation and consultation

During last year's forums the minister of education was repeatedly told that the School Act lacked proper appeal provisions for teachers placed on probationary appointments and subsequently not rehired.

On page 61 of his recently issued report on those forums, the minister provided both a description of the status quo and his rationale for not changing it:

"Present provisions in the School Act and regulations allow a board to terminate the continuing contract of a teacher and place that teacher on a probationary appointment at any time during the first nine months of employment. A board may then choose either to grant a continuing contract or to cancel the probationary appointment and not rehire the teacher. The teacher whose probationary appointment has been cancelled has the right to discuss the reasons for cancellation with the school principal and superintendent and may be granted an interview with the board or a committee of the board. There is no further right of appeal or review."

"Throughout the tour, the topic of teacher competence was raised by students and parents. Rights of school trustees to deal with teacher incompetence are already limited. To remove the probationary regulations or to extend the rights of appeal or review, as was requested, would limit even further the ability of boards to control the quality of teachers they wish to retain."

"As minister, I have a responsibility to students, parents and school boards to ensure that quality education is provided through quality teaching. I am satisfied that boards have generally acted responsibly and fairly in their teacher personnel practices. Therefore, the regulations pertaining to probationary appointments will remain unchanged. I will not impose a set of due process appeal provisions that would impede the managerial rights of boards to make careful initial hiring decisions."

What does it mean to say that the "rights of school trustees ... are already limited"? The School Act contains quite specific procedures for boards to follow if they wish to dismiss teachers on continuing contracts. It requires only that boards and their officials be competent, honorable and diligent in their procedures. The limitations, it would appear, protect teachers on continuing contract from arbitrary dismissal without cause. Surely the minister is not implying that boards should have that right.

To then argue that to establish proper appeal procedures for probationary teachers would be a restriction on board control and an impediment to managerial rights is misleading in the extreme. The right of appeal does not exist to protect the incompetence of the accused but to protect the accused against the possibility of incompetence or corruption of the accusers. Indeed, if a board has a proven case then a proper appeal is surely a safeguard for them as well as a stamp of legal or quasi-legal approval that their actions were without prejudice or malice. Just as boards should have the right to place teachers on probation, so should those teachers have the right to be protected by adequate appeal procedures. And if adequate appeal procedures are an impediment to managerial rights, then in the wider society law courts would appear to be impediments to the actions of police or prosecutors.

The present "review" procedures for probationers are farcical. They offend the first and most fundamental principle of natural justice because they allow a man to be a judge in his own cause. At present the probationary teacher has the right to discuss his termination with the people who made the decision to terminate. The Roman satirist Juvenal coined an apt phrase for that condition: "Who will watch the watchers?" It is unconscionable that there is no impartial third-party appeal procedure for probationary teachers. Let the minister himself speak for us. For though he doesn't think much of natural justice on page 61 of his report, on page 59 he urges teachers and boards to co-operate in a collegial manner where "a genuine spirit of natural justice operates in policies and decisions involving people."

In addition to the conclusion that natural justice would restrict administrative efficiency and expediency the minister states that he sees no reason to change the procedures because boards have "generally acted responsibly and fairly in their personnel practices." If that is so, why would the minister, together with the BCSTA, sponsor a seminar on personnel practices for trustees and board officials, three days or so after his report was issued? Why would 350 of them jam into the Richmond Inn to hear the minister's deputy and the BCSTA president warn them to smarten up their personnel practices or suffer the consequences?

The minister knows as well as we do that all is not well and his specious words about co-operation and consultation and natural justice are mocked by his own unwillingness to act in an area where human rights and due process are flouted. Because of his intransigence teachers and boards should negotiate impartial due process clauses for probationary teachers into their contracts and provide the minister with an object lesson in the administration of justice.

Trail leads way in contract talks

"The Trail school board has agreed to negotiate working conditions in the 1981-82 teachers' contract, a move which the head of the teachers' association called a bombshell." This opens a story from the Trail Daily Times of September 22 and reflects a dramatic change from the board's previous position.

Basil McDonnell, board staff committee chairperson, is quoted: "Our previous

position was that negotiating these things was illegal. But the minister of education has told us it is desirable to negotiate working conditions and the act will be changed to enable us to do so. We are only recognizing reality."

A board motion authorizing "the staff committee to discuss working conditions with the appropriate committees of the Trail District Teachers' Association with the intention of signing a contract of agreement" was passed unanimously.

Trustee Jean Cormack thought that teaching and learning conditions should be settled by setting policy rather than through contract negotiations but Floyd Smith, TDTA president, said: "We see it as working and learning conditions. If you are talking about working conditions you are talking about learning conditions."

Editorial

Thoughts on the third way

Methinks the ministry and boards love Chaucer, And patient Griseld, heroine of that author; Their sage advice as education's liferaft wallows, Comes through to me in honeyed words as follows:

"For the sweet privilege of pedagogy, Grace under pressure doth need no apology; Be gentle, meek, long-suffering, and lo! You'll be that peerless paragon, a pro.

"Forget conditions, let the affect flow, Rewards in heaven and earth will ever grow, For he or she whose daily life is shored Up by the promised policy of the board.

"To serve your charges be ye ever vigilant, Eschewing none the less all postures militant, For people of good will you must agree Will see you right through public policy.

"And see, your masters bring you consultation; They'll listen, and by divination Bring balm to the little pinpricks that you feel, In harmony with the well-known public weal.

"Contracts are brutish, nasty, not for gentlefolk, Just as the real thing is the sparkling Coke, So are just policies lit through the prism Of an enlightened, sane paternalism."

But I am weak, the siren call I hear Of rights and guarantees and a secure rear, Therefore I think that I shall never be "Professional" as the boards see me.

Silly nonsense?

You will be pleased to know that the Minister of Education regards your concerns about preparation time, about noon-hour supervision and about the number of students you see daily as "silly nonsense."

Speaking in Cranbrook on September 15 during a cabinet tour, Smith declared, "We think that the public doesn't want to have the school system disrupted with a lot of silly nonsense about industrial bargaining in working and learning conditions."

BCTF Newsletter

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

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

MEMBER: EDPRESS

ISSN 0709-9800

JIM BOWMAN
Acting Editor
TOM HUTCHISON
Acting Associate Editor

Letters

Consider the needs of all teachers

As members of the Delta Teachers' Association and the BCTF, we would like to disassociate ourselves from the Stanford/Spearman motion passed at Delta's general meeting on September 23.

As is befitting a democratic organization, a referendum will be held

in February to determine how B.C. teachers would like to solve any impasse in board/teacher association negotiations. Again, the decision to hold a referendum was reached through a democratic vote at the BCTF AGM in the spring of 1981.

The Representative Assembly has passed resolutions to support districts

who find themselves at odds with their school boards — as was the case in Terrace. Consequently, this is now BCTF policy.

In Delta, some teachers find it difficult to imagine a similar situation (as in Terrace) occurring. It is parochial and indeed short-sighted to think only in terms of Delta. After all, if a particular school board sets an example by treating its teachers poorly, all districts will be affected. Irresponsible school boards may use that example as an argument to reduce working and

learning conditions. The purpose of a provincial association is to protect the interests of teachers. I would hate to see the BCTF hamstrung by motions such as the one proposed by Stanford and Spearman.

Rest assured that there are teachers who support federation policy (the vote in favour of the motion was in the 60/40 range). I am confident that these people will be sensitive to the needs of teachers throughout the province.

Dale Clark
Loreen Barnett

Delta's motion

The following motion was passed at our general meeting on September 23, 1981:

Stanford/Spearman: That the DTA go on record as desiring a secret ballot vote

Calvert Moore
President,
Delta Teachers' Association

Let's hear More about pensions

I have just finished reading the September 10 issue of the BCTF Newsletter, and found no mention of last year's pension indexing push, or, in BCTF parlance, the pension thrust. Whatever happened to our rallies of yesteryear? To our attacks against the

inequities of unindexed pensions? To our fervent support of our superannuated colleagues? Is this issue gone with the winds of executive change?

Please write about pensions in your next issue. I'd like to know what happened, and perhaps even be assured that our executive is not as fickle as I suspect.

Keith Lindstrom
Penticton Secondary School

Against strike pay

We strongly oppose any form of strike pay as recommended by the BCTF Representative Assembly. Any important issue regarding B.C.

teachers should be voted by referendum only.

Gerald J. Jenvey, Faye Pratt,
Madeleine Hawkes, Elaine Dahl,
Mary C. Curran, Patricia Shields,
Kay Jones, Dorothy Jopson
Laurier Annex, Vancouver

Thank you for help on SIF plan

My thanks to the BCTF staff for the guidance and assistance I've received

during the past year while I've been on the Salary Indemnity Fund plan.

In particular, I'd like to thank Jean Macdonald of the Economic Welfare Division for her patience and help. No question seemed too small, no problem seemed too trivial; she answered them all promptly and fully.

Keep up the good work, BCTF.
Anne M. Hackler

North Van cool to bargaining strategy

North Vancouver Teachers' Association passed these three motions on September 23, the third on a called vote of 228-47:

1. The North Vancouver Teachers' Association supports the objective of expanding the scope of bargaining.

2. The North Vancouver Teachers' Association does not support or wish to be associated with the particular strategy the BCTF executive has proposed which in the event of an impasse in negotiation encourages the initiation and participation of teachers in an illegal act, namely that of striking.

3. The North Vancouver Teachers' Association is opposed to consideration by the BCTF executive of the use of monies from the BCTF reserve fund to support

strike actions in other districts until the referendum on this issue is conducted and the results known.

"We do not support the particular strategy that the BCTF has taken," says local president Bill Friesen.

BCTF president Larry Kuehn, who attended the meeting, took issue with what he termed "misrepresentations" in the motions placed before the meeting. He noted that the motions referred to "the particular strategy the BCTF executive has proposed" without referring to the fact that the Representative Assembly of the BCTF has endorsed the proposal.

The motions also referred to "an illegal act, that of striking," and suggested that strike was being encouraged. Mr. Kuehn stated that the strategy adopted is "based

on proceeding as if we had full bargaining rights. If the law clearly granted such rights, most contracts would be settled without the local having to resort to any pressure tactics. We hope such will be the case this year."

Metro region presidents met with the BCTF executive committee at its meeting on September 26. North Vancouver, though invited, was not represented, nor did the North Vancouver executive initially agree to a request that they meet with the BCTF executive, though they have now agreed to such a meeting. The majority of presidents attending appeared to be in agreement with Ken Novakowski, the Langley president, who said that "Each local has autonomy but has a responsibility to consider the impact on other locals of public statements to the media." Paddy Boyle, the West Vancouver president, noted that though in agreement with the third motion from

North Vancouver, she experienced "difficulties created for her with the members of her association through statements made by Mr. Friesen to the press," in particular the statement that the BCTF had reneged on a promise to hold a referendum in November. "I spoke at the Annual General Meeting against the November date," said Boyle. "The November date was dismissed as too early and the AGM motion makes no reference to date."

Concerns noted by Kuehn in a letter to Friesen are:

That correct information is given to members; that the executive has a chance to hear and respond to allegations being made about them, and that locals consider the impact of their actions — particularly public actions — on others as well as themselves.

An invitation has been extended to Friesen by the Newsletter editor to submit an article to the next issue.

Committee vacancies

PD Associates

Qualified candidates are invited to apply for the position of professional development associate.

PD associates are teachers selected to take special training with the BCTF and

provide their services voluntarily as workshop leaders/facilitators. Associates are required for the following workshops:

The Self-Directing Professional, Managing Stress, Communicating with Parents, and Child Abuse and Neglect.

Consideration will be given to the following factors in the selection of associates:

- an understanding of group process skills;
- highly developed interpersonal communication skills;
- knowledge of the BCTF structure and processes;
- experience working with teacher groups, and
- interest in exploring new directions for the federation.

PD associates must commit themselves to at least five days of service for the BCTF during the school year. All expenses for providing workshops will be paid by the BCTF.

For more information contact Dale Kelly or Marie Kootnikoff of the BCTF Professional Development Division at the BCTF building.

OCTOBER 16, 1981/3

Muscle helped BCGEU in pensions battle

Larry Kuehn
President

The B.C. Government Employees' Union was successful last year in getting Evan Wolfe to increase direct contributions to the indexing fund for retired government employees. This will probably mean this group of employees will have full indexing.

The BCTF was successful in getting a change in short term investment practices and a study of long term investment policies, both of which improve the indexing system, but are not likely to produce full indexing. We were unable to get the government to put more direct contributions into the indexing fund.

Why the difference between what the two groups were able to achieve?

That is the subject of a recent study done by a UBC commerce student, Tony

Letvinchuk. The study was done for a labor relations course taught by John Fryer, on leave as general secretary of the B.C. Government Employees' Union.

Letvinchuk identifies four strengths which the BCGEU had in its favor:

1. The government could justify concessions to the BCGEU on the grounds that the public service plan is more financially sound than the teachers' plan.

2. The BCGEU held successful demonstrations around the province. When the union leadership called on members to participate in job action demonstrations the members responded.

3. The union's attempt to maintain full indexing for its members received full support from the B.C. Federation of Labor.

4. Pensions are dealt with by the same

employer as are wages, hours of work and other working conditions, and government employees have the right to strike over these issues. While pensions cannot be bargained directly, the union could threaten to delay the completion of negotiations in the other areas if the pension issue was not adequately settled.

Each of the BCGEU strengths has a matching BCTF weakness, according to Letvinchuk:

1. The teacher's pension plan has a higher unfunded liability because the government has for years put less money into the teacher fund and because teachers are a more stable work force and thus their pensions cost more.

2. Teachers are less militant than many organized employees in the trade union movement. The relatively conservative nature of the federation's membership limits the extent to which the BCTF can threaten the government with disruptive behavior if its demands are not met.

3. The BCTF is restricted by lack of

support from the labor community as a whole, since many teachers cross picket lines when schools are involved in strikes. They do not typically receive sympathy or support from the labor community in their disputes with the government.

4. The BCTF deals with the government on pensions and school boards on other issues. Because it has a restricted scope of bargaining, lacks the strike option, and deals with separate employers, it can't use the bargaining system as a lever to improve pensions.

Letvinchuk claims, however, that the BCTF is not totally powerless in its attempts to gain benefits for teachers. He says, "The teachers' greatest strength is derived from their ability to influence the outcome of a provincial election if their grievances with the government are not adequately resolved."

Interested members may receive a copy of the full report by contacting Jacquie Boyer in the Government Division at the BCTF.

Practices guide on way

Geoff Peters
Chairperson,

Teacher Personnel Advisory Committee

The Teacher Personnel Advisory Committee is seeking membership input on the proposed Guide to Professional Practice. Copies of the draft guide were distributed to all schools on a representative basis. A tear-out reaction sheet was provided to assist members in responding.

Local geographical representatives will be bringing staff and individual reactions to the fall Representative Assembly for discussion. Following the RA the Teacher Personnel Advisory Committee (TPAC) will be meeting to consider changes based on member responses.

The guide incorporates the "Standards of Professional Conduct" proposed by the Task Force on Federation Hearings and Appeals which was debated but not adopted at the 1980 Annual General Meeting. This task force has since been disbanded.

Also included is a statement of "Standards of Practice for Administrators." The development of this was approved by the 1980 AGM for decision at the 1981 annual meeting. Due to the press of other business TPAC received an extension from the Executive Committee to present the statement to the 1982 AGM.

Both TPAC and the Executive Committee would like wider discussion and reaction from the membership. The draft statement was distributed to all local association presidents attending the 1981 summer conference. It is being sent this fall to geographical representatives and school staffs. TPAC wishes to obtain the views of all interested BCTF members.

The Standards of Professional Con-

duct are designed to serve as a guide to professional relations and responsibilities and interpersonal relations and personnel practices within the profession. Although related closely to the Code of Ethics, the Standards of Practice are not intended to replace the code, but to give further specific guidance. Observance of the standards should assist teachers to uphold the Code of Ethics.

The Standards of Practice for Administrators (renamed the Standards of Practice for Principal Teachers) is designed to provide additional guidance regarding BCTF policies for those of our members with additional legal authority and powers under the School Act.

If you require further information or background, assistance is available through the Teacher Personnel Services Division of the federation. Members of the Teacher Personnel Advisory Committee are: Janice Eastman, David Janzen, Sheila Park, Geoff Peters, Rod Sherrell, Jacquie Worboys and Frances Worledge.

Status of women conference

From page 1

Service Office Retail Workers Union of Canada and Canadian Union of Postal Workers.

Gudrun Fiddis of the VMREU pointed to the major advance for women her union achieved recently in getting equal pay for work of equal value into contract. Linda Reid of SORWUC spoke on differences between two unions she has worked for. In SORWUC, few improvements were made in working conditions despite a long and bitter dispute but in CAIMAW, where employers negotiated in good faith, advancement had been made in the areas of equal pay for work of equal value and maternity and parent-hood leaves. She spoke of the difficulty women experience as they become a bargaining unit and the potential harassment they face.

Marian Pollock from CUPW gave specifics regarding the recent settlement her union made which included paid maternity leave. She told the audience of the reluctance of male co-workers to support this issue initially and of their eventual wholehearted commitment when the women insisted on making it a priority. She stated firmly and with documented support that other unions who have negotiated similar benefits for women have experienced no subsequent discrimination in the hiring of women.

All three were emphatic that women must take an active part in bargaining for their working conditions if they are to influence employers and gain the support of their male colleagues.

Jane Turner, former chairperson of the Status of Women Committee, moderated the panel. In summarizing, she pointed out that it was beneficial to recognize that women teachers' goals and objectives are similar to those of other women in the workplace and that it is important to build links and learn from them. She stressed that women teachers must not continue to accept oversized classes, little or no preparation time, and no access to paid educational leave for first degrees and unpaid maternity leave.

Following the panel presentation, conference participants overwhelmingly supported the Status of Women Committee's motions on two issues. One supported the Canadian Airlines Flight Attendants' Association in their present dispute with Wardair. The other voiced disapproval to the Ministry of Human Resources on cutbacks in welfare payments to single parent families.

Questions on the referendum

From page 1

wording and technical aspects of the process, and

e. a proposal to the Knowledge Network for a program on the referendum issues.

When will the information be available?

The informational workshop will be conducted with GRs during a trial run with the materials and techniques in a small group discussion at the November

6-7 RA. After that, teams of two will be scheduled, with the assistance of your local president, to conduct the workshops with local groups throughout the province between mid-November and early January. From January to mid-February, several of the 40 workshop leaders will be available to come to your local to provide any additional information you may require, at general meetings which it is hoped all locals will schedule to allow a full membership discussion of the issue.

Who is looking after the technical aspects of the referendum?

A committee of Paddy Boyle, Gordon Eddy and Dan Blake have developed procedures to be followed. The Executive

Committee, at its September 25-26 meeting, received their recommendations and established the terms of reference, voting eligibility, ballot style, personnel to count ballots, and procedure arrangements when problems arise.

What's happening to the pensions referendum considered by the 1981 AGM?

The Executive Committee decided that the single issue is sufficiently important, and the pensions question is significantly different, that they should be considered in separate referenda.

When will the results be known?

The technical committee will report the results to the March 27 Executive Committee meeting.

PAST plans its future

The Provincial Association of Substitute Teachers is concerned that substitute teachers are not getting a fair chance at full-time teaching positions which become vacant.

At its AGM held September 12 in Vancouver, the fledgling PAST carried several resolutions designed to get at what were labelled unfair hiring policies. The 4/OCTOBER 16, 1981

group wants all vacant teaching positions advertised in "major" B.C. newspapers.

Several delegates deplored the practice of some districts recruiting teachers from eastern Canada without advertising in B.C.

PAST plans to ask local associations to negotiate clauses into contract which would ensure that local teachers, including substitutes, get first preference when vacancies occur in their districts. The group will also seek to have violations of fair practices subject to a grievance procedure.

Ken Schadt of Burnaby was returned as president of the association. Other officers elected were Maxine Boag of Victoria

(vice-president), Rob Jamieson of Abbotsford (secretary), and Reg Gates of Nanaimo (member-at-large).

Guest speaker Tom Hutchison of the BCTF staff gave a brief history of federation accomplishments. He highlighted dramatic class-size reductions and elimination of the constrictive referendum process for educational funding.

Outlining the federation's major thrust to expand the scope of teacher bargaining, Hutchison related directly to the substitutes' objectives. "The campaign has brought us together in a stance not common in the BCTF's history," he said. "For once we are in a pro-active rather than re-active position."